



GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE CHIEF MEDICAL EXAMINER
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March 26, 2021

The Honorable Charles Allen
Chairman, Committee on the Judiciary
And Public Safety
Council of the District of Columbia
The John A. Wilson Building
1350 Pennsylvania Avenue, N.W.
Suite 110
Washington, D.C. 20004

Dear Chairman Allen:

Please find below the Office of the Chief Medical Examiner (OCME) responses to questions forwarded by the Committee on the Judiciary and Public Safety. Should you have any questions or need additional information, please do not hesitate to contact us.

General Questions

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

See Attachment A for a copy of the current organization chart for the agency.

- a. Please provide an explanation of the roles and responsibilities of each division and subdivision.
- b. Please provide a narrative explanation of any changes to the organizational chart made during the previous year.

Offices of the Chief & Administration Division

The Office of the Chief is responsible for oversight of the operational and programmatic functions of the OCME, including establishing the vision and mission for the organization. The Office of Administration provides administrative services and support to the staff of the OCME. These services include personnel management (timekeeping, training and

educational development, and labor relations); contracting and procurement; risk, fleet, property and financial management; information technology; legal services; communications; and agency performance management.

Death Investigation Division

The Death Investigation Division includes:

- a) forensic pathology, which involves conducting decedent examination, certifying the cause and manner of death and providing that information to next of kin and law enforcement, as well as designated government entities and other interested parties;
- b) forensic investigation includes scene response, information gathering, medical records review, and provision of information to aid in the determination of the cause and manner of death;
- c) anthropology and identification unit, which administers the agency's Decedent Identification Program, ensuring that identifications are made in an accurate and efficient manner;
- d) a histology laboratory, which processes samples of tissue in support of cause and manner of death findings;
- e) mortuary services, which provides body disposition and autopsy support to forensic pathology staff and the funeral industry; and
- f) the medical examiner transport team, which ensures timely response and removal of decedents from scenes, homes, and hospitals for examination and disposition by the OCME.

Forensic Toxicology Laboratory Division

The OCME Forensic Toxicology Laboratory maintains industry standards of practice for the detection, identification and quantitation of alcohol, drugs, and other toxins in biological specimens. The Laboratory provides scientific support services to post-mortem testing, driving under the influence testing, and drug-facilitated sexual assault testing so that the agency may provide accurate death investigation and certification information in a timely manner to next of kin, law enforcement agencies, legal counsel, and the community when required. The Forensic Toxicology Laboratory Division also administers the District's Breath Program.

Fatality Review Program Division

The Fatality Review Program reviews the circumstances of the deaths of individuals within certain populations, including their interaction with District government services. The purpose of the reviews is to provide analysis and recommendations to the public and District entities serving defined populations, so they can address systemic problems, provide better services, and be held accountable. The Fatality Review Division currently supports five Fatality Review Committees: the Child Fatality Review Committee (CFRC); Developmental Disabilities Fatality Review Committee; Maternal Mortality Review Committee; Violence Fatality Review Committee; and Opioid Fatality Review Committee.

2. Please provide a current Schedule A for the agency which identifies each filled, vacant,

unfunded, and funded position by program and activity, with the employee's name (if filled), title/position, salary, fringe benefits, and length of time with the agency (if filled). Please note the date 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.

See Attachment B.

3. Please list all employees detailed to or from your agency during FY20 and FY21, 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.

The agency has no employees detailed to or from it at this time.

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 FY20 and FY21, to date;

UNIT ASSIGNED	TAG NUMBER	MAKE	MODEL	YEAR	Accidents
CHIEF M.E.	DC 12879	FORD	EXPLORER	2017	NONE
ADMIN	DC12575	DODGE	GRAND CARAVAN	2018	NONE
ADMIN	DC12576	DODGE	GRAND CARAVAN	2018	NONE
MORTUARY	DC 7323	CHEVROLET	VAN XPRES	2009	9/14/2020 (agency driver struck a concrete column in garage attempting to park, minor damage: no injuries)
MORTUARY	DC 7324	CHEVROLET	VAN XPRES	2009	NONE

MORTUARY	DC 12882	CHEVROLET	EXPRESS	2017	NONE
MORTUARY	DC 12726	CHEVROLET	EXPRESS VAN 3500	2018	6/1/2020 (Agency driver was driving down a street, a parked commercial truck swung open door without looking, causing damage to passenger mirror, head light and hood of the truck. Non agency driver was ticketed) Significant damage, No injuries
MORTUARY	DC 12727	CHEVROLET	EXPRESS VAN 3500	2018	7/20/2020 (Agency driver struck the rear of a driver who yielded without reason. Non agency driver was ticketed for being on a cell phone. Minor damage to front bumper. No injuries
INVESTIGATIONS	DC 11632	FORD	EXPLORER	2017	NONE
INVESTIGATIONS	DC10929	FORD	EXPLORER	2017	NONE

INVESTIGATIONS	DC10930	FORD	EXPLORER	2017	NONE
Emergency Management	DC10917	FORD	F-350	2017	NONE
Emergency Management	DC11347	FREIGHTLINER	Mobile Command	2013	NONE
Emergency Management	DC11006	BOX TRAILER 1	TRAILERLOGIC	2017	NONE
Emergency Management	DC11007	BOX TRAILER 2	TRAILERLOGIC	2017	NONE
Emergency Management	DC11008	BOX TRAILER 3	TRAILERLOGIC	2017	NONE
Emergency Management	DC11009	BOX TRAILER 4	TRAILERLOGIC	2017	NONE
Emergency Management	DC11782	LOGISTICS TRAILER 1	TRAILERLOGIC	2017	NONE
Emergency Management	DC11781	LOGISTICS TRAILER 2	TRAILERLOGIC	2017	NONE
Emergency Management	DC12726	LOGISTICS TRAILER 3	TRAILERLOGIC	2018	NONE
Emergency Management	DC12727	LOGISTICS TRAILER 4	TRAILERLOGIC	2018	NONE

- b. A list of travel expenses, arranged by employee for FY20 and FY21, to date, including the justification for travel.

PUBLIC SAFETY AND JUSTICE AGENCY FY 2020 BY EMPLOYEE Office of the Chief Medical Examiner (FX0)							
Agency Code	Fiscal Year	Employee Name	Position Title	Description	Justification	Expense Amount	Fund
FX0	FY20	Kiran Chopra	Forensic Toxicologist Breath Alcohol Program Manager	Intoximeters EC/IR II Maintenance School	Professional Training	\$1,908.56	Grant
FX0	FY20	Roger A. Mitchell, Jr.	Chief Medical Examiner	NAME Interim Meeting	Professional Training	\$1,207.88	Grant
FX0	FY20	Rachael Landrie	Forensic Photographer	American Academy of Forensic Sciences 71st Annual Meeting	Professional Training	\$2,063.02	Grant
FX0	FY20	Breanna Cuchara	Forensic Autopsy Technician	American Academy of Forensic Sciences 71st Annual Meeting	Professional Training	\$1,872.23	Grant
FX0	FY20	Chikarlo Leak	Forensic Epidemiologist	National Forum for Black Public Administrators 2020 Winter Quarterly Board of Directors Leadership Meeting	Professional Training	\$1,793.12	Grant
FX0	FY20	Jennifer Love	Forensic Anthropologist	American Academy of Forensic Sciences 71st Annual Meeting	Professional Training	\$2,545.55	Grant

5. Please list all memoranda of understanding (“MOU”) entered into by the agency during FY20 and FY21, 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.

Fiscal Year	Agency	Subject	Start and End Duration
FY15	CIA-OCME	Toxicology Testing	Aug. 2015 to Aug. 2020
FY20	DC Health-MPD-OCME	MOA for 299 law enforcement data elements, information sharing and collaboration for the NVDRS project.	Oct. 10, 2019 to Sept. 30, 2020
FY20	DC Health-OCME	Grant award of \$606,481 for OCME to participate in data abstraction and toxicological testing for the Overdose to Action (“OD2A”). Funds 6 FTEs, Travel/Training, and Supplies for Toxicological Testing and Grant FTEs.	Oct. 1, 2019 to Sept. 30, 2020

FY19	DC Health-OCME	Grant award of \$150,000 for OCME to prepare for EBOLA emergency response and preparedness. Funds 1 FTE, Supplies, and full-scale event.	Aug. 1, 2019 to May 17, 2020
FY19	DC Health-OCME	Grant award of \$1,328,983 for OCME to participate in Public Health Crisis Response data collection on accidental overdose deaths.	Oct. 1, 2018 to Mar. 29, 2020
FY19	DC Health-OCME	Memorandum of Agreement to share fatal opioid overdose data for the District's dashboard.	Oct. 1, 2018 to Sept. 30, 2020
FY19	DC Health-OCME	Grant award of \$8,400 for OCME to improve the timeliness of data needed for facilitating data transfer from CMS into EDRS.	Oct. 2, 2018 to Sept. 30, 2020
FY20	DCHR-OCME	MOU for suitability related services.	Oct. 1, 2019 to Sept. 30, 2020
FY20	DDOT-OCME	Grant award of \$331,432.46 for OCME to conduct Driving Under the Influence testing for the District. Funds 2 FTEs, Travel/Training, and Supplies for Toxicological Testing and Grant FTEs.	Oct. 1, 2019 to Sept. 30, 2020
FY16	DDOT-OCME	Traffic Safety Information System (TSIS) Participant for TOX	Oct. 2015 to Oct. 2020
FY15	DFS-OCME	Interagency coordination to test DNA samples	Apr. 13, 2015 to Sept. 30, 2020
FY15	DHS-OCME	Data sharing for homeless decedents and to investigate deaths	Aug. 12, 2015 to Dec. 31, 2020
FY19	FEMS-OCME	Secure parking and staging space to prepare for and respond to mass fatality incidents.	Oct. 1, 2019 to Sept. 30, 2020
FY16	GW-OCME	Faculty/Education	April 5, 2016 to June 3, 2020
FY15	HIDTA-MPD-OCME	Data sharing for the Washington/Baltimore High Intensity Drug Trafficking Area (Pending renewal)	Dec. 2, 2014 to Dec. 3, 2019
FY17	HU-OCME	Clinical Education Affiliation Agreement	Aug. 30, 2017 to Aug. 30, 2020

FY17	NTI-OCME	Contract award of \$21,280 for the Multi-Institutional Multi-Disciplinary Injury Mortality Investigation in the Civilian Pre-Hospital Environment (MIMIC) Study -National Trauma Institute (NTI) Grant. Out-of-hospital trauma mortality.	May 1, 2018 to May 31, 2020
FY15	OSSE-OCME	Data sharing between OSSE and child fatality review committee (replaced on 10/15/20 by new agreement for data sharing with all fatality review committees)	Jan. 15, 2015 until terminated
FY20	OVSJG-OCME	Grant award of \$261,297 for OCME to conduct Drug Facilitated Sexual Assault testing to MPD. Funds 2 FTEs, Travel, and Supplies for Toxicological Testing and Grant FTEs.	Oct. 1, 2019 to Sept. 30, 2020

Fiscal Year	Agency	Subject	Start and End Duration
FY15	CFSA-OCME	Data sharing between CFSA and fatality review boards related to child fatalities	Aug. 31, 2015 until terminated
FY20	DBH-OCME	Data sharing re: behavioral health consumer deaths, esp. from opioids; amended 2/12/20	Jan. 23, 2020 to Jan. 22, 2025
FY21	DC Health-OCME	Grant award of \$702,237 (carryover of \$95,756 from FY 2020) for OCME to participate in data abstraction and toxicological testing for the Overdose to Action ("OD2A"). Funds 6 FTEs, Travel/Training, and Supplies for Toxicological Testing and Grant FTEs. (pending)	Oct. 1, 2020 to Sept. 30, 2021
FY21	DC Health-OCME	Grant to participate in the National Violent Death Reporting System (NVDRS) that provides grant funding to OCME in the amount of \$110,231 to fund an FTE and annual report.	Oct. 1, 2020 to Sept. 30, 2021
FY19	DC Health-OCME	Reimbursement Contract award of \$320,000 for OCME to establish Systems Interoperability with DC Health ERDS via FHIR-	Sept. 25, 2019 to Oct. 14, 2021

		enabled API connection to OCME's upgraded CMS. CDC grant.	
FY17	DC Health-OCME	Data sharing for work-related fatalities and to investigate deaths	Sept. 29, 2016 to Dec. 31, 2027
FY20	DC Health-OCME	IRB at DC Health will review and approve any research to be conducted at OCME	June 30, 2020 to Sept. 26, 2022
FY19	DC HSEMA-OCME	Grant of \$1,216,400 for OCME to purchase emergency response equipment for the continuity of operations for fatality management services for the USA National Capital region. (MOU is for 7 additional days for award liquidation. Project ends Sept. 30, 2021).	Sept. 9, 2019 to Oct. 7, 2021
FY21	DCHR-OCME	Employment compliance services provided by DCHR; \$1,533.68 cost	Oct. 1, 2020 to Sep. 30, 2021
FY21	DDOT-OCME	Funding via the National Highway and Traffic Safety Administration (NHTSA) in the amount of \$336,262.03 for OCME to improve toxicological investigations of drug and alcohol impaired driving in the District.	Oct. 1, 2020 to Sept. 30, 2021
FY19	DEA-OCME	OCME participation in data input to the National Forensic Laboratory Information System (NFLIS)	May 20, 2019 until terminated
FY16	DFS-OCME	Parking at PHL Annex	April 25, 2016 until terminated
FY14	DFS-OCME	DFS delegates Breath Test Program to OCME; OCME assumes authority and responsibility	April 23, 2013 until terminated
FY14	DOJ-ICITAP-OCME	Training and Teaching (renewal pending)	July 3, 2014 to July 3, 2019
FY21	EOM-OCME	\$75,000 funding of Safe Sleep Education & Outreach Project for Thrive by Five in Mayor's Office. (funds from NIH/Palladian Partners grant)	Oct. 1, 2020 to Sept. 29, 2021

FY20	EVMS-OCME	Internship agreement with Eastern Virginia Medical School for students	July 1, 2020 until terminated
FY18	FBI-LPU-OCME	Fingerprinting: training, research, and collaboration for decedent identifications	May 18, 2018 to May 18, 2023
FY21	FEMS-OCME	Secure parking and staging space to prepare for and respond to mass fatality incidents.	Oct. 1, 2020 to Sept. 30, 2021
FY18	GW-OCME	Post-graduate education (residents) agreement with George Washington University	July 1, 2017 to June 30, 2022
FY20	HIDTA-MPD-OCME	Data sharing for the Washington/Baltimore High Intensity Drug Trafficking Area	July 28, 2020 to July 27, 2025
FY17	HU-OCME	Clinical education affiliation agreement with Howard University	Aug. 30, 2017 to Aug. 30, 2023
FY17	LU-OCME	Internship agreement with Liberty University for students	Dec. 8, 2017 to Dec. 7, 2022
FY15	NIMH-OCME	MOU for donation of brains in neuropathology research at National Institute of Mental Health; amended 6/15/15	Apr. 23, 2015 until terminated
FY16	NMHM-OCME	Storage and curation of unidentified skeletal remains at National Museum of Health & Medicine	May 16, 2016 to Sept. 30, 2025
FY16	NMHM-OCME	Review and consultation services - anthropology	May 16, 2016 to Sept. 30, 2025
FY21	OSSE-OCME	Data sharing between OSSE and fatality review committees	Oct. 15, 2020 to Oct. 14, 2030
FY21	OVSJG-OCME	Grant award of \$261,231 for OCME to conduct Drug Facilitated Sexual Assault testing for MPD. Funds 2 FTEs, travel, and supplies for toxicological testing	Oct. 1, 2020 to Sept. 30, 2021
FY20	PSA-OCME	OCME will provide synthetic cannabinoid testing to Pretrial Services Agency; PSA will provide supplies needed	July 15, 2020 to July 14, 2023

FY15	SART-OCME	MOA among agencies to implement Sexual Assault Response Team	Jan. 1, 2015 until terminated
FY21	SWIFS-OCME	Technical / peer review of anthropology services with South West Institute of Forensic Science	Oct. 13, 2020 to Oct. 12, 2023
FY20	TAMU-OCME	Technical / peer review of anthropology services with Texas A & M University – Corpus Christi	Sep. 22, 2020 to Sep. 21, 2023
FY20	TCMEO-OCME	Technical / peer review of anthropology services with Tarrant County Medical Examiner’s Office	Aug. 13, 2020 to Aug. 12, 2023
FY20	UDC-OCME	Support for UDC Mortuary Science Program; provision of unclaimed bodies for education	Jan. 1, 2020 to Dec. 31, 2021
FY18	UDC-OCME	Cooperation during a mass casualty event or if OCME unable to provide routine services at OCME facility	Apr. 24, 2018 to Apr. 23, 2023
FY01	WMATA-MPD-OCME	Cooperation in investigating deaths occurring within WMATA Metrorail System	Apr. 4, 2001 until terminated
FY08	WRTC-OCME	Collaboration to increase organ donations	Oct. 18, 2007 until terminated

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 FY20 and FY21, to date.

Fatality Management

With regard to fatality management, the agency has formed stakeholder partnerships with several District and regional agencies. Such stakeholder partnerships were critical in the agency’s emergency/incidence response to the COVID-19 pandemic. Partnerships included the following:

National Funeral Director Association (NFDA): The agency held several town halls with the funeral directors in the District and surrounding jurisdictions to discuss those protocols established for the release of COVID-19 positive decedents to funeral homes from the agency’s Continuity of Operations (COOP) or temporary morgue site. The agency was also

able to secure force multipliers or additional labor to assist with the significantly increased medical examiner caseload.

National Guard: The agency partnered with the National Guard to secure force multipliers or assistance at its COOP or temporary morgue site, as well as its core CFL facility.

FEMA: The agency worked indirectly with FEMA for procurement of critical supplies, equipment and services via the District's WebEOC in response to the COVID-19 pandemic.

Georgetown University: The agency entered in to an MOU to secure additional storage space for decedents during the pandemic in the event its own morgue storage space at the CFL was at capacity.

UDC: The agency solidified its partnership via MOU with UDC which ensures that the agency is able to manage COOP operations at that facility to include performance of post-mortem examination procedures, investigation, identification work and administrative work.

CDC: The agency worked with the CDC on COVID-19 research.

Public Surveillance:

The agency's Data Fusion Analysis Center has been instrumental in forming partnerships surrounding the agency's mission in public health and safety surveillance. The agency has provided mortality statistical data toward prevention and deterrence to various entities within and external to the District government.

Academic Partnerships:

The agency has also formed academic partnerships with universities and hospitals within the District. Residents from Howard University, George Washington University and Georgetown University are trained at the agency in their rotations in forensic pathology. The forensic pathologists of the agency also serve as faculty at George Washington and serve on mortality and morbidity review education committees at several hospitals. The agency has also worked with George Washington University in the establishment of a forensic pathology fellowship within the agency.

7. For FY20 and FY21, to date, please list all intra-District transfers to or from the agency, and include a narrative description of the purpose of each transfer.

FY 2020 intra-District Transfers To - BUYER SUMMARY

SELLING AGENCY	DESCRIPTION OF SERVICES PROVIDED	AMOUNT
The Office of Contracting and Procurement	Purchase Cards	20,000
OCTO	DC-NET/Non-DC NET	5,300
DPW	Fleet Services	75,000
Office of United Communications (OUC)	City Wide Radio Maint	1,993
DCHR	Background Checks	5,845
PSJC	Shared Services	10,000
TOTAL		92,838

FY 2021 Intra-District Transfers To - BUYER SUMMARY

SELLING AGENCY	DESCRIPTION OF SERVICES PROVIDED	AMOUNT
Deputy Mayor for Health and Human Services (HG0)	DC Safe Sleep Education Outreach Project	75,000
The Office of Contracting and Procurement	Purchase Cards	19,600
OCTO	NON DCNET SERVICES- L21FX0 03	2,600
DPW	Fleet Services	78,394
TOTAL		175,594

FY 2020 intra-District Transfers From - SELLER SUMMARY

BUYING AGENCY	DESCRIPTION OF SERVICES PROVIDED	AMOUNT
Office of Victim Services and Justice Grants	Improve the quality and timeliness of medical examiner services-COVERD	173,045
Office of Victim Services and Justice Grants	Improve the quality and timeliness of medical examiner services-OVS001	261,297
Office of Victim Services and Justice Grants	Victim Reporting Services	261,297
DC Homeland Security (FT0)	Fatality Management Continuity of Operations (COOP)	1,216,400
DC Department of Health (DOH)	Hospital Preparedness for the Ebola Virus Disease	96,390
DC Department of Health (DOH)	Opioid Surveillance Subgrant-OD2A	606,481
DC Department of Health (DOH)	CRISIS COAG Sub-Grant	166,234
DC Department of Health (DOH)	DOH Information Sharing & Collaboration	105,772
DC Department of Health (DOH)	Case Management System-CPPE To VRD	153,600
DC Department of Transportation (DDOT)	Toxicology Investigations of Drug Impaired Driving	350,000
TOTAL		3,390,516

FY 2021 intra-District Transfers From - SELLER SUMMARY

BUYING AGENCY	DESCRIPTION OF SERVICES PROVIDED	AMOUNT
Office of Victim Services and Justice Grants	Improve the quality and timeliness of medical examiner services	87,217

Office of Victim Services and Justice Grants	Victim Reporting Services	261,231
DC Department of Transportation (DDOT)	Toxicology Investigations of Drug Impaired Driving	336,262
DC Department of Health (DOH)	Case Management System-CPPE To VRD	166,400
DC Department of Health (DOH)	DOH Information Sharing & Collaboration	110,231
DC Homeland Security (FT0)	Fatality Management Continuity of Operations (COOP)	1,216,400
TOTAL		2,177,741

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.

There is no special purpose revenue in FY20 and FY21, to date, maintained by, used by, or available for use by the agency.

9. For FY20 and FY21, to date, please list all purchase card spending by the agency, the employee making each expenditure, and the general purpose of each expenditure.

See Attachment C.

10. Please list all capital projects in the financial plan for the agency or under the agency's purview in FY20 and FY21, to date, and provide an update on each project, including the amount budgeted, actual dollars spent, and any remaining balances (please also include projects for the benefit of the agency that are in the budget of the Department of General Services or another agency). In addition, please provide:
- A narrative description of all capital projects begun, in progress, or concluded in FY19, FY20, and FY21, to date, including the amount budgeted, actual dollars spent, and any remaining balances;
 - An update on all capital projects planned for the four-year financial plan;
 - A description of whether the capital projects begun, in progress, or concluded in FY19, FY20, and FY21, 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 any existing allotments.

OFFICE OF THE CHIEF MEDICAL EXAMINER (FX0) – CAPITAL PROJECT STATUS					
Agency Fund	Project Title	Implementing Agency	Lifetime Budget	COMMITTED	FUNDS AVAILABLE
0300	OCME FACILITY RENOVATION AT THE CFL	AM0-DGS	968,613	739,724	228,889
0301	OCME FACILITY RENOVATION AT THE CFL	AM0-DGS	352,525	0	352,525
0304	EQUIPMENT REPLACEMENT AT THE CFL	FX0-OCME	4,582,000	1,170,427	3,411,573
			5,903,138	1,910,151	3,992,987

Project No FX0FRC:

The agency's first project focuses on in-house facility renovations to accommodate agency staff growth from about 70 in 2014 to over 100 (including fellows, residents, and interns) to date. The renovations also allow for technological adjustments and the complete build out of an agency Fatality Management Operations Center (FMOC) given that the agency is statutorily mandated as the coordinator of fatality management. In connection with the FMOC, the funding supports the renovation of the Blue Plains Annex, a Continuity of Operations Plan site and agency CFL laundry facility.

DGS serves as the project management agency for this project. The in-house facility renovation is currently in the construction phase (beginning in February 2021) and is scheduled for completion before the end of the third quarter FY21. A design team is currently assessing the space and the COOP site renovation in preparation for preparing construction designs. There has been no impact on the agency operating budget.

Project FX0EERC:

The agency moved into its current facility – the Consolidated Forensic Laboratory – in the fall of 2012. The OCME Forensic Toxicology Laboratory and Forensic Pathology/Mortuary equipment is currently about 7-8 years old and is due to be replaced by industry standards within 7-10 years. In addition to equipment, the agency was in need of a Laboratory Information Management System (LIMS). As such, the agency submitted an equipment replacement plan to anticipate the replacement of about thirty pieces of equipment over the span of five years; as well as justification for the LIMS.

Monies have currently been spent on the procurement of a LIMS and CT-Scan. The LIMS is computer software that processes, stores and manages data from all stages

of the medical processes and toxicology tests. Benefits of the system include: seamless integration with analytical equipment; expedient tracking of results and quality control; assistance with technical data review; improved forensic toxicology reporting and interface with existing systems; and minimization and elimination of human errors. In FY20, a vendor was selected to develop the LIMS and this project is ongoing.

A CT-Scanner makes use of computer-processed combinations of many X-ray images taken from different angles to produce cross-sectional (tomographic) images (virtual "slices") of specific areas of a scanned object, allowing the user to see inside the object without internal examination. Its cross-sectional images are used for diagnostic and therapeutic purposes in various medical disciplines, including forensic pathology. Utilization of a CT-Scanner has several benefits, including:

- May contribute important new information in cases of battered children, gunshot wounds, traffic accidents, and air embolisms;
- Can be used in cases such as identifications, particularly following mass disasters where identification of a large number of decedents or decedent parts is critical;
- Provides documentation in digital form, which is easily stored and permits review by others; and
- Provides images that may be more suitable for presentation in court than autopsy photos.
- Would be helpful during a medicolegal external examination in the process of selecting cases for autopsy.

The CT Scanner was purchased in FY20 and capital funding will be utilized during FY21 to build out the appropriate space to house the agency's LODOX machine such that it can be moved from the room was originally built for the CT Scanner.

During FY21, the agency will follow its equipment replacement plan for additional procurements utilizing the remaining funding. Aged equipment results in the following: a) increased repairs and maintenance due to age; b) longer turnaround times because equipment is more frequently "out of service" due to repair and maintenance; c) the inability to maintain forensic pathology reporting turnaround times; the inability to increase forensic toxicology laboratory turnaround times from the current 60-90 day performance to a 30-day, rapid response in order to provide faster resolution to families and rapid response to critical and challenging epidemics (e.g., opioid and K2); d) low quality and process improvement; and e) the inability to evaluate new and emerging drugs.

Benefits of the equipment replacement plan include maintenance of accreditation and the implementation of best practices and industry standards which require use of

up to date equipment within the toxicology laboratory. Replacement of aged equipment with modern equipment also assists in ensuring that the laboratory is utilizing the up-to-date models which ensures better turnaround times, improving performance management and, in turn, improving service to families in completion of autopsy reports., There has been no impact on the agency operating budget.

Project Nos VRPVRC and FX0VRC:

The agency has completed its vehicle replacement plan at this time. During FY20, monies from this project were reprogrammed in to the Equipment Capital Project.

11. Please provide a list of all budget enhancement requests (including capital improvement needs) for FY20 and FY21, to date. For each, include a description of the need and the amount of funding requested.

The agency works with the Office of the City Administrator to develop its budget. The FY2019, FY2020, and FY2021 budgets submitted by the Mayor to the Council reflect those efforts.

12. Please list, in chronological order, each reprogramming in FY20 and FY21, 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.

Office of the Chief Medical Examiner					
FY 2020 REPROGRAMMING LIST					
LOCAL			Starting Budget 12,945,139.00		
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2020	0100	3/17/2020	BJFX0277	Internal Budget Modification (Net Zero)	0.00
2020	0100	6/26/2020	BJFX0644	Reverse Pay Go Reprogramming to cover OP Costs.	644,519.39
2020	0100	8/5/2020	BJSUPPLI	FY2020 Supplemental	(2,744,897.94)
2020	0100	3/30/2020	BJUP0FX0	FY2020 Cola Allocations	58,000.00
2020	0100	9/30/2020	BJFBFR20	Reprogramming to cover End of Year PSJC deficit.	(518,525.00)

Final Budget 10,384,235.45

Private Grant				Starting Budget	1,268.00
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2020	0400	6/8/2020	APFX0200	Funds Reprogrammed to Comp Object 0408.	1,268.00
				Final Budget	1,268.00

Intra District				Starting Budget	597,789.87
FISCAL YEAR	FUND	DATE	SOAR DOC #	DESCRIPTION	AMOUNT
2020	0700	2/13/2020	APFX0105	Decrease to match GAN.	489.32
2020	0700	2/13/2020	APFX0105	Decrease to match GAN.	(489.32)
2020	0700	8/12/2020	APFX0230	Funds Reprogrammed to Comp Object 0147.	12,881.50
2020	0700	8/12/2020	APFX0230	Funds Reprogrammed to Comp Object 0147.	(12,881.50)
2020	0700	7/1/2020	APFX0205	Funds Reprogrammed to Comp Object 0125.	11,619.56
2020	0700	7/1/2020	APFX0205	Funds Reprogrammed to Comp Object 0125.	(11,619.56)
2020	0700	2/7/2020	APFX0300	Reprogrammed to align budget with the Award.	24,484.00
2020	0700	2/7/2020	APFX0300	Reprogrammed to align budget with the Award.	(24,484.00)

2020	0700	3/11/2020	APFX0301	Funds Reprogrammed to Comp Object 0203.	15,851.36
2020	0700	3/11/2020	APFX0301	Funds Reprogrammed to Comp Object 0203.	(15,851.36)
2020	0700	7/1/2020	APFX0206	Reprogramed to Comp Object 0408/0710.	64,137.00
2020	0700	7/1/2020	APFX0206	Reprogramed to Comp Object 0408/0710.	(64,137.00)
2020	0700	3/3/2020	APFX0203	Reprogrammed per the request of PM.	20,000.00
2020	0700	3/3/2020	APFX0203	Internal Reprogramming per the request of PM.	(20,000.00)
2020	0700	12/3/2020	BIFX0110	ESTABLISH CARRYOVER BUDGET	36,907.66
2020	0700	9/30/2020	BIBN0205	FY20 Year End Close Out, Decrease budget to match expenditures	(426,000.00)
2020	0700	9/30/2020	BIFO0310	FY20 Year End Close Out, Decrease budget to match expenditures	(87,217.47)
2020	0700	9/30/2020	BJFX0333	FY20 Year End Close Out, Decrease budget to match expenditures	(227,879.87)
2020	0700	11/27/2020	BIFX0150	Establish Budget Authority	13,507.15
2020	0700	3/4/2020	BIFX0200	Establish Budget Authority	606,481.00
2020	0700	3/4/2020	BIFX0205	Establish Budget Authority	153,600.00
2020	0700	4/20/2020	BIFX0235	Establish Budget Authority	500,000.00
2020	0700	2/10/2020	BIFX0220	Establish Budget Authority	136,137.50
2020	0700	1/14/2020	BIFX0320	Establish Budget Authority	96,389.82
2020	0700	1/4/2020	BIFX0450	Establish Budget Authority	7,875.00

2020	0700	1/4/2020	BIFX0451	Establish Budget Authority	105,772.00
2020	0700	4/2/2020	BIFX0660	Establish Budget Authority	166,233.81
Final Budget					1,679,596.47

13. Please list each grant or sub-grant **received by** your agency in FY20 and FY21, to date. List the date, amount, source, purpose of the grant or sub-grant received, and amount expended.

FY 2020

BUYING AGENCY	DESCRIPTION OF SERVICES PROVIDED	DURATION OF MOU	FTE	MOU STATUS	MOU AMOUNT	EXPENDED AMOUNT
Office of Victim Services and Justice Grants (OVSJG)	COVERDELL-Improve the quality and timeliness of medical examiner services	January 2020 to December 2020	-	Pending Signatures	136,138	0
Office of Victim Services and Justice Grants (OVSJG)	COVERDELL-Improve the quality and timeliness of medical examiner services	January 2019 to December 2019	-	Expired	135,980	107,101
Office of Victim Services and Justice Grants	Victim Reporting Services	October 1, 2019 to September 30, 2020	2.00	Active	261,297	85,079
DC Department of Health (DOH)	Hospital Preparedness for the Ebola Virus Disease	August 1, 2019 to May 17, 2020	1.00	Pending Signatures	150,000	53,610
DC Department of Health (DOH)	CRISIS COAG Sub-Grant	October 1, 2018 to April 29, 2020	-	Active	2,590,022	2,558,198
DC Department of Health (DOH)	DOH Information Sharing & Collaboration	October 1, 2019 to September 30, 2020	1.00	Active	105,772	21,095
DC Department of Health (DOH)	Case Management System-CPPE To VRD	October 1, 2018 to September 30, 2020	-	Active	8,400	8,400
DC Department of Transportation (DDOT)	Toxicology Investigations of Drug Impaired Driving	October 1, 2019 to September 30, 2020	2.00	Active	331,432	325,214
DC Department of Health (DOH)	DC Health - OD2A -General Office and Toxicology Supplies, Equipment	October 1, 2019 to September 30, 2020	6.00	Pending Signatures	606,480	0
DC Homeland Security (HSEMA)	HSEMA FX9UA- COOP Grant -Equipment and Supplies	October 1, 2019 to September 30, 2021	3.00	Active	1,216,400	0
DC Department of Health (DOH)	DC Health Systems Interoperability Private Grant	October 1, 2019 to August 31, 2021	-	Pending Signatures	341,280	0
TOTAL			15		5,883,201	3,158,697

FY 2021

Sub Grant/Grant	DESCRIPTION OF SERVICES PROVIDED	DATE	MOU AMOUNT	EXPENDED AMOUNT
Office of Victim Services and Justice Grants (COVERDELL)	Improve the quality and timeliness of medical examiner services	January 1, 2020 to December 31, 2020	136,137.50	117,116
Office of Victim Services and Justice Grants	Victim Reporting Services	October 1, 2020 to September 30, 2021	261,231.00	112,397
DC Department of Health (DOH)	DC Violent Death Subgrant	October 1, 2020 to September 30, 2021	110,231.00	32,214
DC Department of Health (DOH)	VertiQ/Case Management System and Electronic Death Registration	September 25, 2019 to October 14, 2021	166,400.00	146,100

	System			
DC Department of Health (DOH)	OD2A Project	October 1, 2020 to September 30, 2021	702,737.00	0
DC Department of HLS	Homeland Security Grant (COOP)	September 1, 2019 to October 7, 2021	1,216,400.00	66,958
DC Department of Transportation (DDOT)	Toxicology Investigations of Drug Impaired Driving	October 1, 2020 to September 30, 2021	336,262.00	109,366
FY 20 COSSAP Program (DOJ)	Toxicology Investigations	October 1, 2020 to September 30, 2023	1,200,000.00	55,000
Fellow Grant (DOJ)	FORSENIC PATHOLOGY-Fellow	October 1, 2019 to September 30, 2023	125,000.00	0
DC Safe Sleep Education Outreach-Private Grant	Safe Sleep Program	October 1, 2020 to September 30, 2021	75,000.00	25,000
TOTAL			4,329,398.50	664,151

- 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

FY21

The agency has sixteen FTEs dependent on subgrant funding, as outlined below. The agency will reapply for all subgrants.

- Office of Victims Services and Justice Grants – Drug Facilitated Sexual Assault (DFSA) Subgrant
Two FTEs – one-year term each
Travel/Training and Supplies for Toxicological Testing
- Department of Transportation, Driving Under the Influence Subgrant
Two FTEs – one-year term each
Supplies for Toxicological Testing
- DC Health National Violent Death Reporting System Subgrant
One FTE: three-year term starting in FY17
Travel/Training and Equipment
- DC Health Overdose to Action (OD2A)
Six FTEs – one year term
Travel/Training and Supplies for Toxicological Testing
Equipment, Supplies, Contracts
- DC Health EBOLA Emergency Response and Preparedness
One FTE – one ten month term
Supplies and Full Scale Exercise
Grant Closed in FY20

- Homeland Security and Emergency Management Agency (HSEMA) Continuity of Operations (COOP) - \$1,216,400
Three FTEs – one year term
Equipment, Supplies, Contracts
- COSSAP- \$1,200,000
One FTE – one year term
Equipment, Supplies, Contracts

14. Please list each grant or sub-grant **granted by** your agency in FY20 and FY21, to date. List the date, amount, source, and purpose of the grant or sub-grant granted.

OCME has not granted any grants or sub-grants in FY20 and FY21, to date.

15. Please list each contract, procurement, and lease, entered into or extended and option years exercised by your agency during FY20 and FY21, to date. For each contract, procurement, or lease, please provide the following information, where applicable:

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

FY2020								
<u>Contracts</u>								
Vendor Name	Contract Purpose - Description of Services	Contract Amount	Contract Term Begin	Contract Term End	Option Year in FY20	Funding Source (local, federal, private, special revenue)	Contract Monitor	Competitive or Sole Source
DYNEX Technologies	Drug Screening Instrument (DSX #1) Maintenance and Repair	\$8,500	10/1/2019	9/30/2020	Base	Local	Nik Mason	Sole Source

Biotage, LLC	Extrahera Automates/Maintenance Package	\$116,078.40	10/1/2019	9/30/2020	Base	Capitol Project	Nik Mason	Sole Source
ThermoFisher	Centrifuges, Scales, & TurboVap Maintenance	\$3,488.00	10/1/2019	9/30/2020	Option year 1	Local	Nik Mason	Sole Source
Agilent Technologies	GC/MS, GC/MS/MS, LC/MS Instrument Maintenance and Repair	\$132,770.40	10/1/2019	9/30/2020	Option year 1	Local	Nik Mason	Sole Source
WATERS, INC.	LC/MS/MS Instrument Maintenance and Repair (Aquty TQDs and QTOF)	\$119,106.08	10/1/2019	9/30/2020	Base	Local	Nik Mason	Sole Source
RJM Sales,	Nitrogen Generation system	\$9,496.00	10/1/2019	9/30/2020	Base	Local	NIK Mason	Sole Source

FY 2021								
<u>Contracts</u>								
Vendor Name	Contract Purpose - Description of Services	Contract Amount	Contract Term Begin	Contract Term End	Option Year in FY21	Funding Source (local, federal, private, special revenue)	Contract Monitor	Competitive or Sole Source
DYNEX Technologies	Drug Screening Instrument (DSX #1) Maintenance and Repair	\$8,800	10/1/2020	9/30/2021	Base	Local	Nik Mason	Sole Source
Agilent Technologies	GC/MS, GC/MS/MS, LC/MS Instrument Maintenance and Repair	\$33,742.80	10/1/2020	9/30/2021	Option year 2	Local	Nik Mason	Sole Source
WATERS, INC.	LC/MS/MS Instrument Maintenance and Repair (Aquty TQDs	\$31,098.00	10/1/2020	9/30/2021	Base	Local	Nik Mason	Sole Source

	and QTOF)							
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15. Please list and describe all pending and closed lawsuits that name or named the agency as a party in FY20 and FY21, to date, and include an explanation about the issues involved in each case.. 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.

There are no pending lawsuits that name the agency as a party.

16. Please list all judgments against and settlements executed by the agency or by the District on behalf of the agency, of any amount, in FY20 or FY21, to date, and provide the parties' names, the date on which the judgment was issued or settlement was executed, the amount of the judgment or settlement, and if related to litigation, the case name, docket number, and a brief description of the case. Include non-monetary costs such as backpay and leave restoration. If unrelated to litigation, please describe the underlying issue or reason for the judgment or settlement (e.g. excessive use of force, wrongful termination, sexual harassment). Please also describe any matters which are currently in settlement negotiations or for which a judgment is imminent.

There have been no settlements entered into by the agency or by the District on behalf of the agency in FY20 or FY21, to date.

17. Did the agency use outside counsel in FY20 and FY21, to date? If so, for what matter(S) and in what amount(s)?

The agency did not use outside counsel in FY20 and FY21.

18. Please list the administrative complaints or grievances that the agency received in FY20 and FY21, 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 FY20 or FY21, to date, describe the resolution.

There have been no administrative complaints or grievances filed against the agency in FY20 and FY21, to date.

19. 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 FY20 and FY21, 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).

The OCME follow's the investigation guidelines outlined in Mayor's Order 2017-313 that obligate the appointment and training of an agency sexual harassment officer to review and

investigate initial complaints of sexual harassment. The OCME has had no allegations of sexual harassment, sexual misconduct, or discrimination by or against agency employees in FY20 and FY21 to date.

- a. Please also identify whether the agency became aware of any similar matters in FY20 or FY21, 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 agency is unaware of any similar matters in FY20 or FY21, to date, through means other than an allegation.

20. Please provide the Committee with a list of the total workers' compensation payments paid by the agency or on the agency's behalf in FY20 and FY21, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.

There have been no workers' compensation payments paid by the agency. The Office of Risk Management (ORM) has jurisdiction over all workers' compensation payments for employees.

21. 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 FY20 and FY21, to date.

On October 14, 2020, the Office of the District of Columbia Auditor initiated a discretionary audit on COVID-19 data quality as part of a multistate initiative developed through the National State Auditors Association and led by the Delaware State Auditor to assist in comparing COVID-19 data and outcomes on a national level. Audit objectives include: a) determination of what COVID-19 related data the agency is collecting; and b) examination on how OCME is collecting, reporting, and monitoring COVID-19 related data. This audit is ongoing.

22. Please describe any spending pressures the agency experienced in FY20 and any anticipated spending pressures for the remainder of FY21. Include a description of the pressure and the estimated amount. If the spending pressure was in FY20, describe how it was resolved, and if the spending pressure is in FY21, describe any proposed solutions.

The agency had no spending pressures in FY20 and none anticipated for FY21.

23. Please provide a copy of the agency's FY20 performance plan. Please explain which performance plan objectives were completed in FY20, and whether they were completed on time and within budget. If they were not, please provide an explanation.

The agency's FY20 performance plan is provided as Attachment D.

All performance plan objectives as outlined within the plan were met and completed on time and within budget, with exception of the following due to challenges surrounding the COVID-19 public health emergency:

- Percent of all decedents with no known next of kin to be entered into NAMUS Unclaimed prior to the release of the decedent for public disposition, with an actual 35% of the 95% target. The significant increase in cases due to the COVID-19 pandemic impacted this Key Performance Indicator.
- Renovation of OCME 5th and 6th Floors & Continuity of Operations Center: The project is an ongoing Capital Project that is proceeding during FY21.
- Public Outreach in Science, Technology, Engineering and Mathematics (STEM) in Toxicology and IT: The agency STEM team evaluated providing workshops to two entities: a) a District Library; and b) a NSBE, Jr. chapter; both with youth from Wards 7 and 8. In both instances workshops would consist of a viewing and demonstration of the agency's Mobile Command Center; as well as demonstrations of toxicology, IT and epidemiology work. The workshops were prepared and scheduled but had to be canceled by the entity due to the COVID pandemic.
- Safe Sleep Campaign. The agency continued to work with external federal partners to execute a Memorandum Of Agreement (MOA) with the National Institutes of Health (NIH) and Palladian Partners to support a campaign. Such MOA was signed in the first Quarter of FY21.
- Systems Interoperability: This initiative is a continuing grant project between the agency and DC Health Department of Vital Records. The project was provided an extension due to the overwhelming work the agencies had to take on in response to the COVID-19 public health emergency.

24. Please provide a copy of your agency's FY21 performance plan as submitted to the Office of the City Administrator.

The agency's FY21 performance plan is provided as Attachment E.

25. Please describe any regulations promulgated by the agency in FY20 or FY21, to date, and the status of each.

Emergency Legislation was promulgated regarding Public Dispositions and the ability to implement the process within 15 days instead of 30.

26. Please provide the number of FOIA requests for FY20 and FY21, 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.

FY20: Total FOIAs 51: (20 granted, 3 granted in-part/denied in-part, 16 denied in whole, 7 other, 3 withdrawn, 2 referred to another public body, 0 pending

FY21: Total FOIAs to date 18: 5 granted, 1 granted in-part/denied in-part, 4 denied in whole, 6 other, 1 withdrawn, 0 referred to another public body, 1 pending

FOIA requests were processed by 4 FTES and required more hours than typical. The cost of compliance is built in to the FTE cost.

27. 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.

The agency prepared the following studies, research papers, reports and analyses during FY20 and FY21, to date:

- 2019 DC Office of the Chief Medical Examiner Annual Report. Contracted, Published.

The purpose is to provide an overview of agency operations, as well as to provide statistical information for publication, as required by accrediting body NAME and for stakeholders use.

- 2019 Developmental Disabilities Fatality Review Committee Annual Report- Contracted, Published.

The purpose of the 2019 DDFRC Annual Report is to highlight statistical data and recommendations resulting from reviews conducted in 2018 on the deaths of persons with developmental disabilities that were residents or receiving services from the Government of the District of Columbia prior to or at the time of their death. This report was published and is available.

- 2019 Child Fatality Review Committee Annual Report- Contracted, Published.

The purpose of the 2019 CFRC Annual Report is to highlight statistical data and recommendations resulting from reviews conducted in 2018 on the deaths of infants/children/youth that were residents of the District of Columbia prior to or at the time of their death. This report was published and is available.

- 2019 Opioid Fatality Review Annual Report, Contracted, Published

The purpose of the 2019 Opioid FRC Annual Report is to highlight statistical data and recommendations resulting from reviews conducted in 2019 on the deaths of related to opioids within the District of Columbia. This report was published and is available.

28. Please list in descending order the top 25 overtime earners in your agency in FY20 and FY21, 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.

Agency Code	Fiscal Year	Program Number	Activity Number	Employee Name	Position Number	Position Title	Salary	Fringe	Overtime Pay
FX0	20	2100	2100	Njiwaji,Chantel Y	75174	Medical Officer (Medical Exami	210,097.00	45,801.15	22,234.97
FX0	20	2300	2300	Kidwell Jr.,Robert J.	91361	Forensic Autopsy Assistant	61,398.00	13,384.76	14,024.29
FX0	20	2300	2300	Lassiter,Kimberly A	47550	Supervisory Forensic Mortuary	95,208.05	20,755.35	9,063.07
FX0	20	2300	2300	Waters,Lawrence K	71713	Forensic Autopsy Technician	82,326.00	17,947.07	9,008.86
FX0	20	2300	2300	Bryant,Stephon M	1881	Forensic Autopsy Assistant	62,996.00	13,733.13	8,861.47
FX0	20	2200	2200	Ware Murrell,Tiffany N	44663	FORENSIC INVESTIGATOR	100,225.00	21,849.05	8,177.62
FX0	20	2200	2200	Petrasek,Mary Beth	2927	MEDICAL LEGAL INVESTIGATOR	145,644.00	31,750.39	7,990.68
FX0	20	2200	2200	Jamison,Latoya R	45530	FORENSIC INVESTIGATOR	97,668.00	21,291.62	7,828.74
FX0	20	2300	2300	Snowden,Brian	35145	Forensic Autopsy Assistant	62,996.00	13,733.13	7,181.30
FX0	20	2100	2100	Breland,Sasha-Gay I	3341	Medical Officer (Medical Examiner)	205,328.00	44,761.50	6,619.21
FX0	20	2100	2100	Giese,Kristinza W.	13140	Medical Officer (Medical Examiner)	210,097.00	45,801.15	6,168.25
FX0	20	2200	2200	Fields Broadbent,Leigh S	35031	MEDICAL LEGAL INVESTIGATOR	145,644.00	31,750.39	6,100.74
FX0	20	2300	2300	Betts,Elizabeth S	75679	Supvy Foren Pathologist's Asst	103,153.41	22,487.44	5,926.34
FX0	20	2200	2200	Johnson,John Breen	45531	FORENSIC INVESTIGATOR	87,440.00	19,061.92	5,827.35
FX0	20	2200	2200	Díaz,Carolina	75184	Medicolegal Investigator	130,071.00	28,355.48	5,776.32
FX0	20	2300	2300	Pyos,Raymona	92387	Forensic Autopsy Assistant	59,800.00	13,036.40	5,731.40
FX0	20	2200	2200	Kim,Katherine	77462	FORENSIC INVESTIGATOR	145,644.00	31,750.39	5,097.22
FX0	20	2200	2200	Johnson,Stephanie M.	73738	FORENSIC INVESTIGATOR	95,111.00	20,734.20	5,065.95
FX0	20	2200	2200	Kurash,Lalynn G	45528	FORENSIC INVESTIGATOR	105,339.00	22,963.90	4,618.20
FX0	20	2200	2200	Wolf,Julie	16298	FORENSIC INVESTIGATOR	89,997.00	19,619.35	4,504.73

FX0	20	2300	2300	Williams,Markeshia	91982	Forensic Autopsy Technician	65,821.00	14,348.98	4,400.08
FX0	20	2200	2200	Smith,Melinda Delois	7099	Forensic Identification Specialist	60,522.00	13,193.80	4,164.78
FX0	20	2300	2300	Cuchara,Breanna M	35130	Forensic Autopsy Technician	64,054.00	13,963.77	3,873.37
FX0	20	2200	2200	Gales,Perlieshia	1655	Forensic Identification Specia	58,758.00	12,809.24	3,673.02
FX0	20	2200	2200	Wood,Rebecca	71360	Lead Forensic Investigator	101,758.00	22,183.24	3,472.03
AGENCY GRAND TOTAL							\$2,647,095.46	\$577,066.81	\$175,389.99

29. 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.

Agency Code	Fiscal Year	Employee Name	Position Title	Bonus Pay	Special Award	Reason
FX0	21	Not Applicable			0.00	

30. For FY20 and FY21 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.

There have been no employees separated from the agency with separation pay in FY20 and FY21, to date.

31. Please provide the name of each employee who was or is on administrative leave in FY20 and FY21, 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.

See Attachment F.

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

All collective bargaining agreements currently in effect for agency employees are provided in Attachment G.

Collective Bargaining Agreement	Bargaining Unit	Duration of	Current
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		Agreement	Bargaining
Compensation CBA	Doctors' Council of the District of Columbia	Effective through 9/30/20	No
Non-Compensation/Working Conditions CBA	Doctors' Council of the District of Columbia	Effective through 2009 or until a successor is effectuated	No
Compensation CBA	National Union of Hospital and Health Care Employees (NUHHCE); National Association of Government Employees	Effective through 2021	No
Non-Compensation/Working Conditions CBA	National Union of Hospital and Health Care Employees (NUHHCE) - Medicolegal Investigators; Forensic Investigators	Effective through 2007 or until a successor is effectuated	No

33. 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 FY20 or FY21, to date, if minutes were prepared. Please inform the Committee if the board, commission, or task force did not convene during any month.

The listing of requisite information for this question is included in the response to Question 49. Please note that meeting materials (i.e., minutes and agenda) are strictly confidential as meeting materials (i.e., minutes and agenda) contain decedent information.

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

The agency annual report is required to be published by the end of the subsequent year per D.C. Code. The publication of the 2019 OCME Annual Report in December is in compliance with the D.C. Code.

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

A list of trainings is provided as part of the response to Question 4b.

36. Please describe any initiatives that the agency implemented in FY20 or FY21, 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.

During the COVID-19 public health emergency initiatives implemented involved all fatality management operations associated with agency response. The agency's fatality management operations were successful as described herein.

37. What are the agency's top five priorities? Please explain how the agency expects to address these priorities in the remainder of FY21. How did the agency address its top priorities listed for this question last year?

The agency's top priorities are outlined below.

a) Quality

An agency top priority for FY20 was to continue to provide efficient and effective service through a quality management system supported by continuous process improvement, quality control measures, adherence to accrediting body guidelines, training, and best practices. The major focus in the area is obtaining accreditation by the International Organization of Standards (ISO) as discussed under agency-wide accreditation.

The agency has several other activities that fall within this priority, including: enhancement of its quality assurance process throughout the agency, as well as case and inventory management, document management, and professional development and career development.

Lastly, the agency's mandate includes an academic component which provides the quality management component via human resources. This includes: 1) ensuring employees are afforded training and educational opportunities to maintain required licensures/certifications and to keep in compliance with industry standards; and 2) providing academic and fatality management training opportunities and internships to external stakeholders, residents, medical students, and forensic students.

b) Agency-wide Accreditation

Agency Accreditation

Accreditation brings national recognition and status to the agency and establishes it as a national model with standard operating procedures, a state-of-the-art physical facility, and well-trained, professional personnel that are in compliance with industry standards. This represents the highest quality of death investigation systems and provides an endorsement to District residents that the agency provides an adequate environment in which a medical examiner may practice the profession and provides reasonable assurance that the office well serves the jurisdiction with a high caliber of medicolegal death investigation.

In February 2016, the agency was fully accredited by the National Association of Medical Examiner (NAME). The accreditation is approved for five years with annual re-certifications. At the end of the five year period, the agency must undergo an inspection process for approval of re-accreditation. As such, the agency's NAME Accreditation Inspection is ongoing during the first quarter of 2021. The agency has prepared all Standard Operating Procedures and submitted all requirements and notes that it is in compliance with all guidelines/requirements. While inspections are typically done in person, NAME is reviewing the submittal at this time electronically/virtually due to the COVID-19 pandemic.

During FY20, the agency focused on its quest to obtain ISO Accreditation. The agency revised Standard Operation Procedures (SOPs) and developed a Quality Manual and a Training Manual. The agency submitted application and an accreditation inspection was conducted on September 28th – September 30th. The agency was found to be in compliance with all ISO 17020 standards with zero non-conformities and received accreditation status. The impact on the agency of ISO accreditation is the improvement of the agency's quality system in the short term and long term. The focus of ISO is quality improvement and this ensures that the agency is in compliance not only with industry standards and best practices, but also requires consistent quality processes. This status also assists in the legal arena with regard to the maintenance of a quality system in work processes.

Forensic Toxicology Laboratory

The OCME's Forensic Toxicology Laboratory has been accredited by the American Board of Forensic Toxicology Laboratory (ABFT) for the period November 1, 2015 to October 31, 2017. The laboratory has been approved for reaccreditation since with the latest applicable from November 1, 2019 through October 31, 2021.

c) *Agency Renovations: In-House Facility & Fatality Management COOP Site*

The agency has prioritized current renovations for its current facility at the Consolidated Forensic Laboratory due to a critical need for staff spacing, fatality management preparedness and implementation of industry standard technological advances.

In-House Renovation:

The agency's first project focuses on in-house facility renovations to accommodate agency staff growth from about 70 in 2014 to over 100 (including fellows, residents, and interns) to date; as well as the build out of several technological advances related to fatality management. The agency is statutorily mandated as the coordinator of fatality management; as such, in FY18, the agency utilized local funding to build the first phase of a Fatality Management Operations Center – the Executive Situation Room. The current renovations under this project allow for the completion of the FMOC to include enhanced agency communications interoperability and technological advances

This capital project began in FY18 with the procurement of the overall design and furniture and associated materials. In FY19, the project underwent several contracting and procurement phases to include obtaining construction estimates, development of a statement of work, and a solicitation of vendors for construction design and implementation and AV purchase and installation. Contracts were awarded and the vendors have been working on a construction design in FY20, to date. It is anticipated that construction would commence near the end of the second quarter and be completed by the end of the third quarter.

Continuity of Operations Plan Site:

In connection with the FMOC, the funding supports the renovation of the Blue Plains Annex as a Continuity of Operations Plan site. The agency is working with DGS and the vendor toward the development of construction designs. As stated above, as the statutory coordinator of fatality management in the District, it is critical that the agency maintain a COOP site in the event of an emergency incident. Such site will be utilized by the agency, as well as its stakeholder partners to include District emergency planning agencies (particularly HSEMA) and regional and local partners involved in incident planning and response. The facility will also be utilized on a day to day basis for training and exercises and conferences.

Fatality Management: Of note, given the agency's focus on building a COOP site, it is critical to note that the agency focuses on recognition and evaluation of gaps in emergency responses and planning and continuous exercise of emergency plans. In this current climate of natural and man-made threats, incident planning is a priority.

During FY21, the OCME will continue its evaluation of mass fatality and continuity of operations planning (COOP), emergency response standard operating procedures, local

and regional planning and cooperation, and training and exercising. This will involve coordination with regional entities, such as other medical examiners, funeral homes, universities and hospitals, federal partners, and other stakeholders.

d) Forensic Pathology Fellowship

The agency applied and was awarded the 2020 BJA FY20 Strengthening the Medical Examiner-Coroner Systems Program Grant from Department of Justice in the amount of \$125,000. The grant monies allow the agency to coordinate a quality forensic pathology fellowship. A fellowship allows the agency to develop a pipeline of qualified forensic pathologists for possible permanent hire within the agency. Board certified forensic pathologists are statutorily mandated and are a requirement of the agency's accrediting body (the National Association of Medical Examiners). Board certification demonstrates that the agency is conducting efficient, quality and sound death investigations by qualified forensic pathologists. A fellowship program serves as the foundation for a pathologist's hire and successful board certification.

e) Data Fusion Analysis Center

In FY20, the agency will continue its focus on data collection, surveillance, and analysis, resulting in the promotion of public safety and health. This involves establishing scientific and technical methods and practices to identify and evaluate data in order to determine outcomes and trends in mortality statistics to improve the quality of life of District residents. This is done via the agency's Data Analysis Fusion Center ("Center") concept, which is a collaborative effort among agencies to provide and/or share data with the goal of "prevention," "detection," "law enforcement" or other types of evaluation or analysis, particularly in the areas of public safety and health. The agency's mortality data is critical data that can be formatted in a manner which can provide key information to stakeholders, including District agencies, for use in various "prevention" messages.

Over the past few years, our Data Fusion Center (Center), which focuses on the collection, surveillance, and analysis of mortality data, has been critical to supporting prevention efforts in public safety and health within the District. In FY20, a major focus of the Center was the provision of a daily COVID-19 death report to the Mayor detailing the number of COVID-19 deaths to on a daily basis and "to date" to include the demographics of age, race or ethnicity, gender and ward for District residents. The Center also provided monthly reporting on opioid-related deaths, with similar demographics. Violent deaths occurring in the District were also reported to the Centers for Disease Control and Prevention's (CDC) National Violent Death Reporting System (NVDRS).

38. Please list each new program implemented by the agency during FY20 and FY21, 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 agency has added no new programs during FY20 and FY21, to date. However, the agency is in receipt of grant funding to establish a Forensic Pathology Fellowship which provides the agency to provide academic and professional training to a doctor towards their forensic pathology specialty. As a new initiative, no documented results are available as of yet.

39. How does the agency measure programmatic success? Please discuss any changes to outcomes measurement in FY20 and FY21, to date.

The agency measures programmatic success utilizing the District's performance management schematic, financial/budgetary goals and external sources such as stakeholder and customer evaluation. Agency performance management requires the utilization of key measurements to support governmental planning, funding, and operations. The purpose of measuring is to allow managers to recognize success in operations, identify problem areas, and respond with appropriate actions in order to better serve the public. The performance management framework focuses on collecting, analyzing, and reporting on strategic objectives, initiatives, and key performance indicators set forth in the agency performance plan. Managers report quarterly on the status of initiatives and whether they are meeting their targets on key performance indicators. Year-end results are recorded in the form of Performance Accountability Reports (PARs). The PARs provide an overview of the agency's top accomplishments and programmatic success)

Financial management also plays a vital role in evaluating programmatic success. The agency has developed budgetary standard operating procedures that include quarterly and annual meetings with management, procurement staff and the agency fiscal officer. The purpose of the meetings is to evaluate day-to-day programmatic operations with the status of budget and procurement line items, as well as needs and/or challenges. The agency's executive team also meets monthly and quarterly to evaluate overall operations, the budget, procurements, and any issues in order to ensure continuity of operations and, ultimately, programmatic success. In essence, programmatic success is being measured on a consistent basis throughout the fiscal year via such operational and fiscal management meetings.

The agency Executive Team plans and evaluates the performance of employees, including managers, to evaluate operations, because agency operations are only efficient and effective if employees are meeting their individual performance goals. Such goals are aligned with the agency strategic plan and performance plan. As such, employee performance management and agency performance management are looked at simultaneously and provide a guide to the success of the overall agency programmatic success.

As discussed above, to evaluate its operations, the agency utilizes the District's performance management schematic, which uses evidence from measurement to support governmental planning, funding, and operations. The purpose of the program is to allow managers to recognize success, identify problem areas, and respond with appropriate actions in order to better serve the public. The Performance Management framework focuses on collecting, analyzing, and reporting on strategic objectives, initiatives, and key performance indicators set forth in an agency performance plan. Managers report quarterly on the status of initiatives and whether they are meeting their targets on key performance indicators. Year-end results are recorded in the form of Performance Accountability Reports (PARs). The PARs provide an overview of the agency's top accomplishments and programmatic success in meeting objectives and key performance indicators and completing initiatives and rationales.

Within the performance management schematic, the agency has identified key performance measures which are based on NAME accreditation guidelines, District protocols, and agency policies and procedures.

40. 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.

The agency regularly utilizes several metrics and KPIs to evaluate its operations. The agency compares its performance against industry standards and guidelines, it evaluates metrics within its performance plan, and it reviews financial management against programmatic performance. The agency has been able to obtain at least the minimum standards and guidelines of operation for medicolegal death investigation, forensic pathology, histology, forensic toxicology, anthropology, as well as other services performed from those professional and peer-review organizations that provide accreditation, professional training, and oversight of these particular disciplines and industries. These organizations include the National Association of Medical Examiners (NAME), International Organization for Standards (ISO), American Board of Forensic Toxicologists (ABFT), American Board of Medicolegal Death Investigators (ABMDI), and the American Board of Forensic Anthropologists (ABFA), among others.

As stated above, the agency is fully accredited by NAME and the forensic toxicology laboratory is accredited by ABFT. The agency is currently planning for inspection and application for accreditation by ISO which will provides an additional layer of evaluation for the agency, specifically within its Death Investigation program. Furthermore, the agency's forensic pathologists are, at a minimum, board-certified in Anatomic and Forensic Pathology, the Chief Toxicologist is certified by ABFT, and the medicolegal death investigation staff and the forensic anthropologist are certified by ABMDI and ABFA, respectively. These accreditations and certifications, which are ongoing and must be

renewed, demonstrate not only programmatic success, but the expertise of the staff members that must operate and maintain such programs.

Benchmarking is a process that is also vital to measuring the agency's performance. Within the death investigation, forensic pathology, and forensic toxicology arenas, this is done via conference attendance, referral to industry and academic journals, forming partnerships with agencies internationally and nationally for knowledge exchange, as well as personal academic relationships. Agency practitioners are charged with ensuring that they are individually trained in up-to-date industry standards and best practices and that their staffs are also on the same track. Performance success is measured by evaluating benchmark statistical measures between analogous agencies utilizing best practices.

- Percent of all reports of postmortem examinations completed within 90 calendar days from the time of autopsy in all cases;
- Percent of mortuary/transport service scene response within one hour of transport notification by an investigator or medical examiner of an accepted case;
- Percent of toxicology examinations completed within 90 calendar days of case submission;
- Percent of toxicology examinations completed within 60 calendar days of case submission;
- Percent of forensic pathologists (medical examiners) that are board certified or board eligible;
- Percent of public dispositions ready for release within 45 days;
- Percent of decedent cases scientifically identified in 5 days;
- Percent of Child Fatality Review Committee (CFRC) fatality reviews held within six months of notification of the death;
- Percent of Developmental Disabilities Fatality Review Committee (DDFRC) fatality reviews held within three months of receipt of the investigative report from DHS/DDS and determination of the cause and manner of death; and
- Percent of agency employees completing a mass fatality training annually.

These metrics are monitored and reported upon on a quarterly basis and the year-end results are included in the PAR. The quarterly monitoring provides the agency an opportunity to make improvements in operations when the measure is not met and to memorialize procedures and standards when the measure is met.

41. Please identify whether, and if so, in what way, the agency engaged The Lab @ DC in FY20 or FY21, to date.

The agency was not engaged in TheLab@DC in FY20 or FY21, to date.

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

The agency and agency staff are members of the following task forces and organizations in the capacity stated:

- National Association of Medical Examiners (accredited)
 - American Board of Forensic Toxicologists (accredited)
 - International Association for Identification – Forensic Photography Certification
 - International Association for Identification (membership)
 - American Academy of Forensic Science (membership)
 - Society of Forensic Anthropologists (membership)
 - National Institute of Standards and Technology (membership)
 - American Society for Quality (membership)
 - The Organization of Scientific Area Committees for Forensic Science Anthropology Subcommittee (membership)
 - National Medical Association (membership)
 - American SIDS Institute – Research Advisory Committee (membership)
 - American Foundation for Firearm Related Research in Medicine (AFFIRM) (membership)
 - District of Columbia Sexual Assault Response Team (DC SART)
 - ARMA International’s (formerly known as Association of Records Managers and Administrators); Greater Washington DC Association of Records Managers and Administrators (GWDC ARMA)
 - Domestic Violence Fatality Review Committee (membership)
 - Child Fatality Review Committee (chair and administrative support)
 - Developmental Disability Fatality Review Committee
 - Maternal Mortality Review Committee
 - Violence Fatality Review Committee
 - Opioid Fatality Review Committee
43. Please explain the impact on your agency of any legislation passed at the federal level during FY20 and FY21, to date, which significantly affected agency operations.

The District has been in receipt of CARES ACT funding of which the agency was provided a portion to supplement its local budget. Moreover, COVID-19 public health emergency legislation has afforded employees the ability to take advantage of COVID-19 Sick Leave.

44. Please describe any steps the agency took in FY20 and FY21, to date, to improve the transparency of agency operations, including any website upgrades or major revisions.

The agency has taken steps to improve the transparency of agency operations, including website upgrades and revisions.

First, the agency has utilized its website to provide information regarding its operations, including statistical data. The website is continuously updated with all agency annual reports (i.e., overall agency and all fatality reviews); specialized statistical reports within a public surveillance report section; updated Standard Operating Procedures (SOPs); and a FAQs section. The agency also achieves transparency via response to public inquiries that are forwarded through the website within 24 hours.

The agency's annual reports also provide a view into the operations and performance of the agency, as well as critical statistical information of interest to stakeholders, media, next of kin and the general public.

The agency conducts operational tours for D.C. Councilmembers, law enforcement, judges, and prominent figures. This mandates that the agency managers ensure that their divisions and units remain in an acceptable state for review at any given moment. However, during FY20, such tours were suspended due to the COVID pandemic.

45. Please identify all electronic databases maintained by your agency, including the following:
- a. A detailed description of the information tracked within each system;
 - b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
 - c. Whether the public can be granted access to all or part of each system.

The agency maintains the electronic databases outlined below.

Case Management System (CMS)

- a. The CMS is used to track each OCME case, from initiation through decedent release, capturing all elements of death investigation and determination of cause and manner of death.
- b. The system has been online for more than a decade and has undergone several upgrades and new iterations. The latest iteration is currently in acceptance testing for immediate deployment.

PACS (Picture Archiving & Communication System)

- a. The PACS is a digital radiology platform which stores digitally-captured radiographs from the various modalities at the OCME. It allows complex analysis of radiographs and includes OCME case numbers and decedent demographics for each image.
- b. The system has been online for more than a decade and has undergone several upgrades. The version in use is the most current vendor offering with no plans for upgrade.

Forensic Toxicology Laboratory Database

- a. Similar to the OCME CMS, the toxicology database houses toxicology case data for all toxicology cases (OCME and external). It is an MS Access database, designed in-house, used to assign, track, and manage all toxicology processes performed in the laboratory.

- b. In lieu of having a comprehensive LIMS (Laboratory Information Management System), the database has been online for more than a decade, designed and managed by the Chief Toxicologist. The agency has developed and submitted a comprehensive agenda for the procurement and deployment of a true LIMS in the coming fiscal year that will integrate with new and existing instrumentation.

GigaTrak Asset Tracking System

- a. GigaTrak is used to track OCME fixed assets, including (but not limited to) all computer hardware (desktop & server), mobile devices (tablets and cellphones), equipment, and vehicles. Information such as procurement details, maintenance schedules, item location, and property disposition are all stored in this system.
- b. The system has been online for four years. The version in use is current, with no plans for upgrade.

SurgiCare Inventory Management System

- a. SurgiCare is used to track and manage OCME's consumable and perishable inventories, such as copier toner, body bags, laboratory supplies, and chemicals. It is heavily populated with corresponding information from the PASS procurement system, allowing easier management of vendors and purchase orders, while also providing robust reporting and usage analytics.
- b. The system has been online for six years and has undergone several updates and custom enhancements. The current version is not scheduled for upgrade.

Qualtrax

- a. Qualtrax is a quality control and compliance management system used to track and manage many of OCME's processes, policies, and workflows. It is directly related to the agency's accreditation efforts and is managed by the Quality Assurance Officer.
- b. The system has been online for five years and has undergone several vendor updates. The current version is not scheduled for upgrade.

46. Please provide a detailed description of any new technology acquired in FY20 and FY21, to date, including the cost, where it is used, and what it does. Please explain if there have been any issues with implementation.

The new additions to the OCME's Information Technology solutions are as follows:

- At the beginning of FY20, OCME's CIO worked with other CFL stakeholders and OCTO to design, vet, and implement a new IP-based cable television solution through RCN Business. Due to the agency's requirement for constant situational awareness, this was a major accomplishment that ultimately replaced the defunct and unsustainable

VBrick cable service originally sponsored by OCTO. The cost of the service was negotiated on a per annum basis at the cost of \$6,900. This includes all service, maintenance, and support for the 25 STBs (set top boxes) throughout the OCME.

- To begin the FY20 fiscal cycle, OCME commissioned the development of a mobile application, Decedent Tracking 2.0, as a companion software piece to the agency's Case Management System. It functions on agency-issued mobile devices, such as iPads and iPhones, allowing all field assets to track decedent remains from the moment of scene/hospital pickup through the final release process. This granular level of accounting affords the agency real-time visibility on all aspects of decedent processing and cold storage management. The one-time cost of development was \$14,000, with an annual hosting and maintenance fee of \$4,000.
- The OCME, through partnership with DC Health and the Office of Vital Records, received a Centers for Disease Control and Prevention (CDC) subgrant to improve systems interoperability with the goal of more timely reporting of mortality data. This initiative includes a full software and hardware upgrade to OCME's case management system, with an eye towards integration with LIMS. Throughout the FY2020 performance period, this grant supported the acquisition of \$52,161 in Dell server hardware, as well as \$35,000 in consulting services. This grant continues into FY2021, wherein an additional allotment of \$160,000 will be made available for this project.

Agency Operations

47. Please discuss how the COVID-19 public health emergency has affected agency operations during FY20 and FY21, to date, including impacts to the agency itself and agency personnel.

Despite the significant increase in caseload, which impacted our resources and staffing, agency operations were successfully maintained. The agency's Performance Plan Objectives, Initiatives and Key Performance Indicators (KPIs) were met. The personnel were provided vicarious trauma training as discussed in Question 61.

48. Please describe the agency's activities relating to mass fatality incidents in FY20 and FY21, to date, including the operation of the temporary morgue for COVID-19-related fatalities.

In response to the COVID pandemic, the agency was able to implement its Mass Fatality and Continuity of Operations (COOP) Plans which ensured continuous efficient and effective operations given the following: a significant increase in caseload due to COVID-19 positive and ancillary cases; need for additional body storage; modifications in the procedure for processing and release of COVID positive decedents. Fatality management operations included: a) stand up of Field Morgue Operations which required procurement of additional resources (i.e., refrigerated trucks for body storage); obtaining force-multipliers (i.e., funeral directors and National Guard); and establishing interoperability telecommunications. Additionally, the agency secured additional morgue storage space at

Georgetown University. The agency established an addendum with the current public disposition vendor to decrease costs; established emergency legislation to allow for increased turnaround time; and provided for public dispositions for all COVID and ancillary cases.

The agency was able to effectuate continuity of operations despite a significant increase in caseload. The agency was able to maintain critical key performance indicators (KPIs) that are associated with accreditation status. Successful coordination of Fatality Management Operations also ensured that the agency was in a position to complete its inspection for and obtain ISO accreditation. Moreover, the agency was able to implement cost saving measures with regard to public dispositions. The agency also established essential agreements and protocols that will be helpful in the future with regard to public dispositions and telework. Lastly, the manner in which fatality management operations were carried out based on all Standard Operating Procedures (SOPs) and the Mass Fatality Plan and COOP ensured the safety of all employees as they engaged with COVID-positive decedents.

- a. What has the agency learned about the District's mass fatality preparedness through this process

Near the start of the pandemic, the agency made the intentional decision to take jurisdiction of the process of certification of death for COVID-19 cases to include provision of a physical storage place for these decedents. While this was not the practice in other jurisdictions, this centralized process of certification proved prudent, as it allowed for a consistent and standardized way to handle the death certification process.

49. Please describe the activities, reports and recommendations, and accomplishments of each the fatality review committee in FY20 and FY21, to date.

- a. Please provide the number of cases reviewed by each fatality review committee in FY20 and FY21, to date. Jenna to Provide.

<u>Committee/Board</u>	<u>FY20 New Cases Reviewed</u>	<u>FY21 New Cases Reviewed (thru Feb 2021)</u>
DDFRC	24	27
OFRB	6	3
VFRC	3	5
CFRC	24	38
MMRC	2	1

Due to the public health emergency in 2020, the major activities of all Committee's and Boards were to devise and develop a method to continue the work of the review body in a virtual format. This required implementing the use of a WebEx meeting platform to hold meetings; thus establishing open and closed meeting WebEx sessions to be in compliance with the Open Meeting Act requirements. This also required developing additional administrative tools (to include updated virtual meeting confidentiality forms) as well as training for both staff and members on how to utilize the technology and develop best practices in facilitating virtual case review meetings.

While the Fatality Review Division was devising a method of best practices for conducting virtual fatality review meetings, the staff in the fatality review division was also heavily involved in supporting other critical areas of the District and OCME.

- The Fatality Review Division Program Manager was a key partner in the development and implementation of the District's Virtual Family Assistance Center (VFAC). The Bowser Administration established the Virtual Family Assistance Center (VFAC) to serve as a collaborative and streamlined system to engage with and assist individuals and families who have lost loved-ones to COVID-19. Trained professionals provide support in a multitude of areas and ensure individuals receive the resources available to them during the public health emergency.
- The Fatality Review Division's Fatality Review Program Specialists were one of a handful of District staff to serve as VFAC Navigators reaching out to next of kin to provide emotional support and connect individuals to needed District services and resources. These services included, but were not limited to: • Burial and funeral assistance • Delivery of food and other essential items • Connection to vital records and other documents • Connection to public benefits for food, employment, health insurance, and cash assistance • Rental and utility assistance • Mental health and grief support • Support for seniors and Support for students.
- The Fatality Review Division's Staff Assistants supported internal agency operations by contacting next of kin to assist them in completing the death certificate. The Fatality Review Division staff also planned unofficial fatality review committee/board meetings during the months of March – July 2020. These meetings were in place of the usual (official) case review meetings and allowed for committee/board members to present information about programs, policies or newly implemented practices as a result of the public health emergency.

These meetings are as follows:

<u>Committee/Board</u>	<u>Month</u>	<u>Presentation Title</u>	<u>Presenter</u>
VFRC	April 2020	“Washington Hospital Based Violence Intervention Program”	Dr. Erin Hall and Mildred Sheppard (MedStar Washington Hospital Center)
VFRC	April 2020	“DC Office of Neighborhood Safety and Engagement (ONSE) Family and Survivor Support Program”	Setareh Yelle (ONSE)
VFRC	April 2020	“DC Department of Human Services (DHS) Available Services During Covid-19”	Dr. James Ballard, III (DHS) and Theresa Early (DHS)
VFRC	May 2020	“Howard University Hospital Based Violence Intervention Program: TRIUMPH”	Dr. Mallory Williams and Kenyatta Hazlewood (Howard University Hospital)
VFRC	June 2020	“What a Suicide Prevention Program Looks Like in the District”	Lanada Williams (DBH)
VFRC	June 2020	“The Role of the Alliance of Concerned Men in Violence Prevention in DC”	Clayton Rosenberg (ACM)
VFRC	July 2020	“Structural and Interpersonal Violence in the District of Columbia”	Dr. Joseph Richardson, Jr. (UMD)
OFRB	April 2020	“2019 Overdose Data”	Dr. Chikarlo Leak (OCME)
OFRB	April 2020	“Current State of HIPS Overdose Prevention and Services for Active Users During the Pandemic”	Cyndee Clay
OFRB	April 2020	“Howard University Hospital Project ECHO”	Dr. Morgan Medlock (Howard University Hospital Department of Psychiatry)
OFRB	June 2020	“DC Health Non-Fatal	Kenan Zamore (DC

<u>Committee/Board</u>	<u>Month</u>	<u>Presentation Title</u>	<u>Presenter</u>
		Overdose Data”	Health)
OFRB	June 2020	“Department of Behavioral Health (DBH) Opioid Related Initiatives/Activities During Covid-19”	Dr. Sharon Hunt (DBH)
OFRB	June 2020	“Updated Fatal Overdose Reporting”	Dr. Chikarlo Leak (OCME)
CFRC	April 2020	“Department of Health Care Finance (DHCF) Practice Overview and AmeriHealth Caritas DC Community Initiatives”	Colleen Sonosky (DHCF) and Rosalyn Carr Stephens (AmeriHealth Caritas DC)
CFRC	May 2020	“Office of the Attorney General (OAG) Juvenile Justice, Crime and Community Violence Prevention”	Seema Gajwani (OAG)
CFRC-IMRT	April 2020	“Evermore- Update and Overview of Bereavement Supports and Resources in the United States”	Joyal Mulheron (Evermore)
CFRT-IMRT	April 2020	“Department of Human Services (DHS) Updates and Services Related to Covid-19”	Theresa Early (DHS)
CFRC-IMRT	June 2020	“Covid-19 Impact on Service Provision in Public and Private Settings”	Dr. Melissa Fries (MedStar Washington Hospital Center) Elizabeth Muffoletto (CFSA) Coleen Sonosky (DHCF)
MMRC	May 2020	“Improving Obsteric Care in the District of Columbia”	Dr. Melissa Fries (MedStar Washington Hospital Center)

The major activities of the Child Fatality Review Committee (CFRC) and the Developmental Disabilities Fatality Review Committee (DDFRC) were to restructure the case review process from an in-person meeting to a virtual meeting format, conduct case reviews, make findings and recommendations and to complete an Annual Report within the required timeframe.

The major activities of the Maternal Mortality Review Committee (MMRC) and the Opioid Fatality Review Board (OFRB) were to restructure the case review process from an in-person meeting to a virtual meeting format, develop frameworks for the formulation of Committee/ Board findings and systemic recommendations, conduct case reviews, make findings and recommendations and to complete an OFRB Annual Report within the required timeframe.

The major activities of the Violence Fatality Review Committee (VFRC) included partnering with the Mayor's Office of Talent and Appointments (MOTA) to finalize Committee membership, restructure the case review process from an in-person meeting to a virtual meeting format, develop frameworks for the formulation of Committee/ Board findings and systemic recommendations, conduct case reviews, make findings and recommendations.

- b. Please include the names, terms, vacancies, and wards of residence of the committee members who are currently serving and identify any vacancies.
- c. What is the agency's plan to fill any vacancies in the remainder of FY21"

Included in the tables below are the names, terms, vacancies, and wards of residence of the committee members who are currently serving, with any vacancies provided in the tables. The agency works with the Mayor's Office of Talent and Acquisitions to ensure that vacancies are filled.

Current Child Fatality Review Committee (CFRC) Members as of 222/2021

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
CFRC	Adam Backels	District of Columbia Public Schools (DCPS) Representative	1/2/2023	Agency Representative
CFRC	Adina Levi	Department of Youth Rehabilitative Services (DYRS) Representative	1/2/2023	Agency Representative
CFRC	Aleazor Taylor	Fire and Emergency Medical Services	1/2/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
		(FEMS) Representative		
CFRC	Alison Losey	Office of the State Superintendent of Education (OSSE) Representative	1/2/2023	Agency Representative
CFRC	Andrea Allen	District of Columbia Public Schools (DCPS) Representative	1/2/2023	Agency Representative
CFRC	Chief Tony Lee Falwell	Fire and Emergency Medical Services (FEMS)	1/2/2023- Retired	Agency Representative
CFRC	Chief Mitchell Kannry	Fire and Emergency Medical Services (FEMS)	Pending Appointment	Agency Representative
CFRC	Claudia Booker	Public Member	7/16/2022- In Memoriam	Ward 4
CFRC	Cmdr. Leslie Parsons	Metropolitan Police Department (MPD) Representative	1/2/2023	Agency Representative
CFRC	Colleen Sonosky	Department of Health Care Finance (DHCF) Representative	1/2/2023	Agency Representative
CFRC	Cory Chandler	Child and Family Services Agency (CFSA) Representative	1/2/2023- Resigned	Agency Representative
CFRC	Cynthia Wright	Office of the United States Attorney for the District of Columbia	Per Order of the Office of the United States Attorney for the District of Columbia	Agency Representative
CFRC	Debbie Allen	Department of Behavioral Health (DBH) Representative	1/2/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
CFRC	Diane Oliver	District of Columbia Housing Authority	1/2/2023	Agency Representative
CFRC	Dr. Cheryl Williams	Public Member	4/20/2021	Ward 6
CFRC	Dr. Eric Rosenthal	Hospital where children are born or treated- Children's National Medical Center Representative	1/2/2023	Organization Representative
CFRC	Dr. Erica McClaskey FY20-21 Co-Chair	Department of Health (DC Health) Representative	1/2/2023	Agency Representative
CFRC	Dr. Inez Reeves	Hospital where children are born or treated- Howard University Hospital Representative	4/14/2023	Organization Representative
CFRC	Dr. Jacqueline Francis	Public Member	7/16/2022	Ward 6
CFRC	Dr. Khandra Tyler-Beynum	Department of Youth Rehabilitative Services (DYRS) Representative	1/2/2023	Agency Representative
CFRC	Dr. Kristinza Giese FY20-21 Co-Chair	Office of the Chief Medical Examiner (OCME) Representative	1/2/2023	Agency Representative
CFRC	Dr. Roger Mitchell, Jr.	Office of the Chief Medical Examiner (OCME) Representative	1/2/2023- Resigned	Agency Representative
CFRC	Dr. Francisco Diaz	Office of the Chief Medical Examiner (OCME) Representative	Appointment Pending	Agency Representative
CFRC	Elizabeth Wieser	Office of the Attorney General (OAG) Representative	1/2/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
CFRC	Erin Cullen	Office of the Attorney General (OAG) Representative	1/2/2023	Agency Representative
CFRC	Hon. Jennifer Ditoro	Superior Court of the District of Columbia Representative	1/2/2023	Agency Representative
CFRC	Hon. Peter Krauthamer	Superior Court of the District of Columbia Representative	1/2/2023	Agency Representative
CFRC	Jacqueline Smith	College or University School of Social Work- Howard University	7/16/2022	Organization Representative
CFRC	Judith Meltzer	Center for the Study of Social Policy (CSSP)	Per Order of the United States District Court (POUSDC)	Agency Representative
CFRC	Lastenia Pretlow-Brathwaite	Department of Human Services (DHS) Representative	1/2/2023	Agency Representative
CFRC	Latonya Callaway	Department of Youth Rehabilitative Services (DYRS)	1/2/2023- Resigned	Agency Representative
CFRC	Lawrence Weaver	Superior Court of the District of Columbia- Family Court Social Services Division Representative	1/2/2023	Agency Representative
CFRC	Marie Cohen	Public Member	7/16/2022	Ward 6
CFRC	Rachel Paletta	Center for the Study of Social Policy (CSSP)	Per Order of the United States District Court	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
			(POUSDC)	
CFRC	Robert Matthews	Child and Family Services Agency (CFSA) Representative	1/2/2023	Agency Representative
CFRC	Sgt. Keith Batton	Metropolitan Police Department (MPD) Representative	1/2/2023	Agency Representative
CFRC	Stacy Mills	Public Member	4/20/2021- Resigned	Ward 4
CFRC	Terri Odom	Superior Court of the District of Columbia- Family Court Social Services Division Representative	Per Order of the Superior Court (POSC)	Agency Representative
CFRC	Theresa Early	Department of Human Services (DHS) Representative	1/2/2023	Agency Representative
CFRC	VACANT	Child and Family Services Agency (CFSA) Representative	VACANT	Agency Representative
CFRC	VACANT	Public Member	VACANT	VACANT
CFRC	VACANT	Public Member		VACANT
CFRC	VACANT	Public Charter School Board (PCSB) Representative	VACANT	Agency Representative
CFRC	VACANT	Superior Court of the District of Columbia Representative	Other appointing jurisdiction	Agency Representative
CFRC	VACANT	Mayor's Committee on Child Abuse and	VACANT	Organization Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
		Neglect (MCAN)		

Current Developmental Disabilities Fatality Review Committee (DDFRC) Members as of 2/22/2021

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
DDFRC	Caren Kirkland	Member of the Community, who has an intellectual disability, is a family member of a person with an intellectual disability or who works for an organization that advocates for those with intellectual disabilities in the District	3/18/2021	Organization Representative
DDFRC	Cynthia McGee	Department of Health (DC Health)	1/2/2023	Agency Representative
DDFRC	Dr. Francisco Diaz (Co-Chair)	Office of the Chief Medical Examiner (OCME)	Appointment Pending	Agency Representative
DDFRC	Dr. Jennifer Crumlish	A psychiatrist, psychologist, or mental health professional who is licensed to practice in the District with experience in the evaluation and treatment of persons with an intellectual disability or developmental disability	3/7/2023	Ward 3

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
DDFRC	Dr. Marianne Vail	Clinician with experience in the area of evaluation, treatment and/or support of persons with an intellectual disability or developmental disability	3/7/2023	Ward 6
DDFRC	Dr. Michaela Zajicek-Farber	Faculty member from a school of social work- Catholic University	3/7/2022	Organization Representative
DDFRC	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	1/2/2023	Agency Representative
DDFRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner (OCME)	1/2/2023- Resigned	Agency Representative
DDFRC	Dr. Sheila Jones	Department of Human Services (DHS)	1/2/2023	Agency Representative
DDFRC	Rhonda Tilden	Office of the Attorney General for the District of Columbia (OAG)	1/2/2023- Resigned	Agency Representative
DDFRC	John Davie	Office of the Attorney General for the District of Columbia (OAG)	1/2/2023	Agency Representative
DDFRC	La’Kisha Lacey	Fire and Emergency Medical Services (FEMS)	1/2/2023	Agency Representative
DDFRC	Laura Hartman-Villalta	Member of the Community, who has an intellectual disability, is a family member of a person with an intellectual	3/7/2022	Ward 3

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
		disability or who works for an organization that advocates for those with intellectual disabilities in the District		
DDFRC	LaVan Griffith	Office of the Inspector General, Medicaid Fraud Control Unit	1/2/2023	Agency Representative
DDFRC	Rhonda Barnes	Department of Behavioral Health (DBH) Representative	1/2/2023	Agency Representative
DDFRC	Sharon Mebane	Department of Health, Health Regulation and Licensing Administration (DC Health)	1/2/2023- Retired	Agency Representative
DDFRC	VACANT	Department of Health, Health Regulation and Licensing Administration (DC Health)	VACANT	Agency Representative
DDFRC	VACANT	Metropolitan Police Department (MPD)	VACANT	Agency Representative
DDFRC	VACANT	A physician who practices in the District with experience in the evaluation and treatment of persons with an intellectual or developmental disability	VACANT	Organization Representative
DDFRC	Winslow Woodland	Department on Disability Services	1/2/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
	(Co-Chair)	(DDS)		

Current Maternal Mortality Review Committee (MMRC) Members as of 2/22/2021

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
MMRC	Aza Nedhari (FY20-21 Co-Chair)	Community Organization specializing in women's health, teen pregnancy or public health	4/6/2023	Organization Representative
MMRC	Cherie Craft	Community Organization specializing in women's health, teen pregnancy or public health	4/6/2023	Organization Representative
MMRC	Christina Marea (FY20-21 Co-Chair)	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center-Community of Hope	4/6/2023	Organization Representative
MMRC	Donna Anthony	Representative from a pediatric hospital	4/6/2023	Organization Representative
MMRC	Dr. Ankoor Shah	Department of Health (DC Health)	4/6/2023	Agency Representative
MMRC	Dr. Christine Colie	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center-Georgetown University Hospital	4/6/2023	Organization Representative
MMRC	Dr. Connie Bohon	American Congress of Obstetricians and Gynecologists	4/6/2023	Organization Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
		(ACOG)		
MMRC	Dr. Francisco Diaz	Office of the Chief Medical Examiner (OCME)	Pending Appointment	Agency Representative
MMRC	Dr. Jamila Perritt	Community Organization specializing in women's health, teen pregnancy or public health	4/6/2023	Organization Representative
MMRC	Dr. Janeen Cross	Social worker specializing in women's health or maternal health- Howard University School of Social Work	4/6/2023	Organization Representative
MMRC	Dr. Kristin Atkins	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Howard University Hospital	4/6/2023	Organization Representative
MMRC	Dr. Kristinza Giese	Office of the Chief Medical Examiner (OCME)	4/6/2023	Agency Representative
MMRC	Dr. Melissa Fries	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Washington Hospital Center	4/6/2023	Organization Representative
MMRC	Dr. Monique Powell-Davis	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Mary's Center	4/6/2023	Organization Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
MMRC	Dr. Nancy Gaba	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center-George Washington University Hospital	4/6/2023	Organization Representative
MMRC	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	4/6/2023	Agency Representative
MMRC	Dr. Rita Calabro	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center-Sibley Memorial Hospital	4/6/2023	Organization Representative
MMRC	Dr. Roger Mitchell, Jr.	Office of the Chief Medical Examiner (OCME)	4/6/2023-Resigned	Agency Representative
MMRC	Ebony Marcelle	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center-Community of Hope	4/6/2023	Organization Representative
MMRC	Evette Hernandez	American College of Nurse Midwives	4/6/2023-Resigned	Organization Representative
MMRC	Iman Newsome	Doula	4/6/2023	Ward 5
MMRC	Rebecca Winter	Department of Health (DC Health)	4/6/2023	Agency Representative
MMRC	Roberta Bell	Obstetric Registered Nurse	4/6/2023	Ward 4
MMRC	Shakira Franklyn	Certified Midwife	4/6/2023	Ward 5
MMRC	Shermaine Bowden	Department of Behavioral Health (DBH)	4/6/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
MMRC	Theresa Early	Department of Human Services (DHS)	4/6/2023	Agency Representative
MMRC	VACANT	American College of Nurse Midwives	VACANT	Organization Representative
MMRC	VACANT	A member of the community affected by a maternal mortality	VACANT	VACANT

Current Opioid Fatality Review Board (OFRB) Members as of 2/22/2022

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
OFRB	Comd. John Haines	Metropolitan Police Department (MPD)	1/2/2023	Agency Representative
OFRB	Cyndee Clay	Community based provider	6/15/2021	Organization Representative
OFRB	Dr. Beth Mynett	Department of Corrections (DOC)	1/2/2023	Agency Representative
OFRB	Dr. Chikarlo Leak (Chair)	Office of the Chief Medical Examiner (OCME)	8/30/2021	Agency Representative
OFRB	Ciena Bayard	Office of the Chief Medical Examiner (OCME)	Appointment in Progress	Agency Representative
OFRB	Dr. Edwin Chapman	Community based provider	6/15/2021 Resigned 11/2019	Organization Representative
OFRB	Dr. Daniel Smith	Community based provider	6/15/2022	Organization Representative
OFRB	Dr. Jennifer Smith	Department of Forensic Sciences (DFS)	1/2/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
OFRB	Dr. Marc Dalton	Department of Behavioral Health (DBH)	1/2/2023- Resigned	Agency Representative
OFRB	Chaka Curtis	Department of Behavioral Health (DBH)	1/2/2023	Agency Representative
OFRB	Dr. Morgan Medlock (Vice-Chair)	Hospital in the District- Howard University Hospital	7/15/2021- Resigned	Organization Representative
OFRB	VACANT	Hospital in the District	VACANT	Organization Representative
OFRB	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	1/2/2023	Agency Representative
OFRB	Dr. Elisha Peterson	Community based provider	6/15/2021	Organization Representative
OFRB	Kenan Zamore	Department of Health (DC Health)	1/2/2023	Agency Representative
OFRB	Kevin Petty	District resident member	6/15/2021	Ward 8
OFRB	La'kisha Lacey	Fire and Emergency Medical Services (FRMS)	1/2/2023	Agency Representative
OFRB	Madeleine Solan	Department of Human Services (DHS)	1/2/2023	Agency Representative
OFRB	Maurice Harrison	District resident member	6/15/2021- Resigned	Ward 5
OFRB	Rhonda Johnson	District resident member	6/15/2021	Ward 6
OFRB	Jewell Riddick	District resident member	06/15/2022	Ward 5
OFRB	Elliot Tommingo	Mayor's Office of Veteran's Affairs (MOVA)	1/2/2023	Agency Representative

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
OFRB	VACANT	Court Services and Offender Supervision Agency	Other appointing jurisdiction	VACANT
OFRB	VACANT	Drug Enforcement Administration	Other appointing jurisdiction	VACANT
OFRB	VACANT	District of Columbia Superior Court Drug Intervention Program	Other appointing jurisdiction	VACANT
OFRB	VACANT	Pretrial Services Agency	Other appointing jurisdiction	Organization Representative

Current Violence Fatality Review Committee (VFRC) Members as of 2/22/2021

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
VFRC	Ari Davis	Community Member	10/12/2022	Ward 5
VFRC	Assistant Chief Leslie Parsons	Metropolitan Police Department (MPD)	Appointment Pending	Agency Representative
VFRC	Cheryl Bozarth	Office of Victims Services and Justice Grants (OVSJG)	1/2/2023	Agency Representative
VFRC	Chief Robert Contee	Metropolitan Police Department (MPD)	1/2/2023- Resigned	Agency Representative
VFRC	Clayton Rosenberg	Organization providing services to secondary victims of homicides or suicide	10/12/2022	Organization Representative
VFRC	Danielle Hamilton	Community Member	10/12/2022	Ward 7
VFRC	Deborah Evans-Bailey	Community Member	10/12/2023	VACANT
VFRC	Dr. Eric Li	District of Columbia Hospital- United Medical Center	10/12/2022	Organization Representative
VFRC	Dr. Erin Hall	District of Columbia Hospital- Washington Hospital	10/12/2022	VACANT

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
		Center		
VFRC	Dr. Francisco Diaz	Office of the Chief Medical Examiner	Appointment Pending	Agency Representative
VFRC	Dr. James Ballard	Department of Human Services (DHS)	1/2/2023	Agency Representative
VFRC	Dr. Joseph Richardson	Hospital-based violence intervention program- Prince George's Hospital Center	10/12/2022	Organization Representative
VFRC	Dr. Mallory Williams	College or University conducting research in homicide and suicide prevention- Howard University	10/12/2022	Organization Representative
VFRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner	1/2/2023- Resigned	Agency Representative
VFRC	Elizabeth Wieser	Office of the Attorney General (OAG)	1/2/2023	Agency Representative
VFRC	Forest Hayes	District of Columbia Housing Authority (DCHA)	1/2/2023	Agency Representative
VFRC	Helaina Roisman	District of Columbia Hospital- George Washington University Hospital	10/12/2022	Organization Representative
VFRC	Dr. Juanita Price	Organization providing mental health and behavioral services	10/12/2022	Organization Representative
VFRC	Kenan Zamore	Department of Health (DC Health)	1/2/2023	Agency Representative
VFRC	Kenyatta Hazlewood	District of Columbia Hospital- Howard	10/12/2022	Organization

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Term end</u>	<u>Ward of Residence</u>
	(Co-Chair)	University		Representative
VFRC	Mildred Sheppard	Hospital-based violence intervention program- Washington Hospital Center	10/12/2022	Organization Representative
VFRC	Sara Kerai	Organization providing mental health and behavioral services	10/12/2022	Organization Representative
VFRC	Setareh Yelle	Office of Neighborhood Safety and Engagement (ONSE)	1/2/2023	Agency Representative
VFRC	Shannon Goodhue	Department of Behavioral Health (DBH)	1/2/2023	Agency Representative
VFRC	VACANT	District of Columbia Hospital- Georgetown University Hospital	VACANT	Organization Representative
VFRC	VACANT	Superior Court of the District of Columbia	Other appointing jurisdiction	VACANT
VFRC	VACANT	Court Services and Offender Supervision Agency	VACANT	VACANT
VFRC	VACANT	District of Columbia Hospital- Sibley Memorial Hospital	VACANT	VACANT
VFRC	VACANT	Office of the United States Attorney for the District of Columbia	Other appointing jurisdiction	VACANT

- d. Please provide data on attendance for all committee meetings in FY20 and FY21, to date, if not answered in response to a question above.

FY20 Child Fatality Review (CFRT) Attendance Data (7 meetings held)- no meeting March 2020, April 2020, May 2020, June 2020 and September 2020.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
CFRC	Adam Backels	District of Columbia Public Schools (DCPS) Representative	7 of 7
CFRC	Adina Levi	Department of Youth Rehabilitative Services (DYRS) Representative	0 of 7- New Appointment
CFRC	Aleazor Taylor	Fire and Emergency Medical Services (FEMS) Representative	6 of 7
CFRC	Alison Losey	Office of the State Superintendent of Education (OSSE) Representative	6 of 7
CFRC	Andrea Allen	District of Columbia Public Schools (DCPS) Representative	0 of 7
CFRC	Chief Tony Lee Falwell	Fire and Emergency Medical Services (FEMS)	0 of 7- Retired
CFRC	Chief Mitchell Kannry	Fire and Emergency Medical Services (FEMS)	0 of 7- New Appointment
CFRC	Claudia Booker	Public Member	0 of 7- In Memoriam
CFRC	Cmdr. Leslie Parsons	Metropolitan Police Department (MPD) Representative	0 of 7
CFRC	Colleen Sonosky	Department of Health Care Finance (DHCF) Representative	6 of 7
CFRC	Cory Chandler	Child and Family Services Agency (CFSA) Representative	4 of 7- Resigned

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
CFRC	Cynthia Wright	Office of the United States Attorney for the District of Columbia	5 of 7
CFRC	Debbie Allen	Department of Behavioral Health (DBH) Representative	5 of 7
CFRC	Diane Oliver	District of Columbia Housing Authority	1 of 7
CFRC	Dr. Cheryl Williams	Public Member	3 of 7
CFRC	Dr. Eric Rosenthal	Hospital where children are born or treated- Children's National Medical Center Representative	1 of 7
CFRC	Dr. Erica McClaskey FY20-21 Co-Chair	Department of Health (DC Health) Representative	4 of 7
CFRC	Dr. Inez Reeves	Hospital where children are born or treated- Howard University Hospital Representative	1 of 7
CFRC	Dr. Jacqueline Francis	Public Member	3 of 7
CFRC	Dr. Khandra Tyler-Beynum	Department of Youth Rehabilitative Services (DYRS) Representative	3 of 7
CFRC	Dr. Kristinza Giese FY20-21 Co-Chair	Office of the Chief Medical Examiner (OCME) Representative	6 of 7
CFRC	Dr. Roger Mitchell, Jr.	Office of the Chief Medical Examiner (OCME) Representative	1 of 7
CFRC	Elizabeth Wieser	Office of the Attorney General (OAG) Representative	6 of 7
CFRC	Erin Cullen	Office of the Attorney General (OAG)	5 of 7

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Representative	
CFRC	Hon. Jennifer Ditoro	Superior Court of the District of Columbia Representative	2 of 7
CFRC	Hon. Peter Krauthamer	Superior Court of the District of Columbia Representative	0 of 7
CFRC	Jacqueline Smith	College or University School of Social Work-Howard University	2 of 7
CFRC	Judith Meltzer	Center for the Study of Social Policy (CSSP)	2 of 7
CFRC	Lastenia Pretlow-Brathwaite	Department of Human Services (DHS) Representative	0 of 7
CFRC	Latonya Callaway	Department of Youth Rehabilitative Services (DYRS)	1 of 7- Resigned
CFRC	Lawrence Weaver	Superior Court of the District of Columbia-Family Court Social Services Division Representative	4 of 7
CFRC	Marie Cohen	Public Member	7 of 7
CFRC	Rachel Paletta	Center for the Study of Social Policy (CSSP)	3 of 7
CFRC	Robert Matthews	Child and Family Services Agency (CFSA) Representative	5 of 7
CFRC	Sgt. Keith Batton	Metropolitan Police Department (MPD) Representative	4 of 7
CFRC	Stacy Mills	Public Member	2 of 7
CFRC	Terri Odom	Superior Court of the District of Columbia-	0 of 7

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Family Court Social Services Division Representative	
CFRC	Theresa Early	Department of Human Services (DHS) Representative	6 of 7

FY21 to date Child Fatality Review (CFRT) Attendance Data (3 meetings held October - December)

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
CFRC	Adam Backels	District of Columbia Public Schools (DCPS) Representative	3 of 3
CFRC	Adina Levi	Department of Youth Rehabilitative Services (DYRS) Representative	3 of 3
CFRC	Aleazor Taylor	Fire and Emergency Medical Services (FEMS) Representative	1 of 3
CFRC	Alison Losey	Office of the State Superintendent of Education (OSSE) Representative	3 of 3
CFRC	Andrea Allen	District of Columbia Public Schools (DCPS) Representative	1 of 3
CFRC	Chief Tony Lee Falwell	Fire and Emergency Medical Services (FEMS)	Retired
CFRC	Chief Mitchell Kannry	Fire and Emergency Medical Services (FEMS)	New Appointment
CFRC	Cmdr. Leslie Parsons	Metropolitan Police Department (MPD) Representative	0 of 3
CFRC	Colleen Sonosky	Department of Health Care Finance (DHCF)	1 of 3

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Representative	
CFRC	Cynthia Wright	Office of the United States Attorney for the District of Columbia	2 of 3
CFRC	Debbie Allen	Department of Behavioral Health (DBH) Representative	2 of 3
CFRC	Diane Oliver	District of Columbia Housing Authority	0 of 3
CFRC	Dr. Cheryl Williams	Public Member	0 of 3
CFRC	Dr. Eric Rosenthal	Hospital where children are born or treated- Children's National Medical Center Representative	0 of 3
CFRC	Dr. Erica McClaskey FY20-21 Co-Chair	Department of Health (DC Health) Representative	3 of 3
CFRC	Dr. Inez Reeves	Hospital where children are born or treated- Howard University Hospital Representative	2 of 3
CFRC	Dr. Jacqueline Francis	Public Member	1 of 3
CFRC	Dr. Khandra Tyler-Beynum	Department of Youth Rehabilitative Services (DYRS) Representative	3 of 3
CFRC	Dr. Kristinza Giese FY20-21 Co-Chair	Office of the Chief Medical Examiner (OCME) Representative	3 of 3
CFRC	Dr. Roger Mitchell, Jr.	Office of the Chief Medical Examiner (OCME) Representative	Resigned
CFRC	Dr. Francisco Diaz	Office of the Chief Medical Examiner (OCME) Representative	New Appointment

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
CFRC	Elizabeth Wieser	Office of the Attorney General (OAG) Representative	3 of 3
CFRC	Erin Cullen	Office of the Attorney General (OAG) Representative	3 of 3
CFRC	Hon. Jennifer Ditoro	Superior Court of the District of Columbia Representative	2 of 3
CFRC	Hon. Peter Krauthamer	Superior Court of the District of Columbia Representative	0 of 3
CFRC	Jacqueline Smith	College or University School of Social Work-Howard University	1 of 3
CFRC	Judith Meltzer	Center for the Study of Social Policy (CSSP)	2 of 3
CFRC	Lastenia Pretlow-Brathwaite	Department of Human Services (DHS) Representative	0 of 3
CFRC	Lawrence Weaver	Superior Court of the District of Columbia-Family Court Social Services Division Representative	3 of 3
CFRC	Marie Cohen	Public Member	3 of 3
CFRC	Rachel Paletta	Center for the Study of Social Policy (CSSP)	2 of 3
CFRC	Robert Matthews	Child and Family Services Agency (CFSA) Representative	1 of 3
CFRC	Sgt. Keith Batton	Metropolitan Police Department (MPD) Representative	3 of 3
CFRC	Stacy Mills	Public Member	2 of 3- Resigned

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
CFRC	Terri Odom	Superior Court of the District of Columbia- Family Court Social Services Division Representative	0 of 3
CFRC	Theresa Early	Department of Human Services (DHS) Representative	3 of 3

FY20 Child Fatality Review Committee- Infant Mortality Review (IMR) Team Sub-Committee Meetings and Attendance Data

<u>Committee Type</u>	<u>Meeting Date</u>	<u>Number of Attendees</u>
CFRC- IMR	October 2, 2019	22
CFRC-IMR	November 5, 2019	28
CFRC-IMR	December 3, 2019	33
CFRC- IMR	January 7, 2020	28
CFRC- IMR	February 4, 2020	35
CFRC- IMR	March 3, 2020	33
CFRC- IMR	April 7, 2020- NO Meeting	No Formal Meeting
CFRC- IMR	May 5, 2020- No Meeting	No Formal Meeting
CFRC- IMR	June 2, 2020- No Meeting	No Formal Meeting
CFRC- IMR	July 7, 2020	No Formal Meeting
CFRC- IMR	August 4, 2020	No Formal Meeting
CFRC- IMR	September 1, 2020	32

FY21 Child Fatality Review Committee- Infant Mortality Review (IMR) Meetings and Attendance Data

<u>Committee Type</u>	<u>Meeting Date</u>	<u>Number of Attendees</u>
CFRC- IMR	October 6, 2020	26

CFRC- IMR	November 3, 2020	No Meeting
CFRC- IMR	December 1, 2020	27

FY20 Developmental Disabilities Fatality Review Committee (DDFRC) Attendance Data- (5 meetings)- no meetings November 2019, March 2020, April 2020, May 2020, June 2020, August 2020 and September 2020.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
DDFRC	Caren Kirkland	Member of the Community, who has an intellectual disability, is a family member of a person with an intellectual disability or who works for an organization that advocates for those with intellectual disabilities in the District	0 of 5
DDFRC	Cynthia McGee	Department of Health (DC Health)	4 of 5
DDFRC	Dr. Francisco Diaz (Co-Chair)	Office of the Chief Medical Examiner (OCME)	New Appointment
DDFRC	Dr. Jennifer Crumlish	A psychiatrist, psychologist, or mental health professional who is licensed to practice in the District with experience in the evaluation and treatment of persons with an intellectual disability or developmental disability	4 of 5
DDFRC	Dr. Marianne Vail	Clinician with experience in the area of evaluation, treatment and/or support of	3 of 5

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		persons with an intellectual disability or developmental disability	
DDFRC	Dr. Michaela Zajicek-Farber	Faculty member from a school of social work- Catholic University	2 of 5
DDFRC	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	3 of 5
DDFRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner (OCME)	4 of 5
DDFRC	Dr. Sheila Jones	Department of Human Services (DHS)	New Appointment
DDFRC	Rhonda Tildon	Office of the Attorney General for the District of Columbia (OAG)	0 of 5 (Appointed in October 2020) Resigned
DDFRC	John Davie	Office of the Attorney General for the District of Columbia (OAG)	New Appointment
DDFRC	La’Kisha Lacey	Fire and Emergency Medical Services (FEMS)	1 of 5
DDFRC	Laura Hartman-Villalta	Member of the Community, who has an intellectual disability, is a family member of a person with an intellectual disability or who works for an organization that advocates for those with intellectual disabilities in the District	2 of 5
DDFRC	LaVan Griffith	Office of the Inspector General, Medicaid Fraud Control Unit	New Appointment
DDFRC	Rhonda Barnes	Department of Behavioral	2 of 5

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Health (DBH) Representative	
DDFRC	Sharon Mebane	Department of Health, Health Regulation and Licensing Administration (DC Health)	1 of 5- Retired
DDFRC	Winslow Woodland (Co-Chair)	Department on Disability Services (DDS)	5 of 5

FY21 Developmental Disabilities Fatality Review Committee (DDFRC) Attendance Data to date- 3 meetings (October – December).

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
DDFRC	Caren Kirkland	Member of the Community, who has an intellectual disability, is a family member of a person with an intellectual disability or who works for an organization that advocates for those with intellectual disabilities in the District	0 of 3
DDFRC	Cynthia McGee	Department of Health (DC Health)	3 of 3
DDFRC	Dr. Francisco Diaz (Co-Chair)	Office of the Chief Medical Examiner (OCME)	New Appointment
DDFRC	Dr. Jennifer Crumlsh	A psychiatrist, psychologist, or mental health professional who is licensed to practice in the District with experience in the evaluation and treatment of persons with	3 of 3

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		an intellectual disability or developmental disability	
DDFRC	Dr. Marianne Vail	Clinician with experience in the area of evaluation, treatment and/or support of persons with an intellectual disability or developmental disability	3 of 3
DDFRC	Dr. Michaela Zajicek-Farber	Faculty member from a school of social work- Catholic University	2 of 3
DDFRC	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	1 of 3
DDFRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner (OCME)	1 of 3- Resigned
DDFRC	Dr. Sheila Jones	Department of Human Services (DHS)	3 of 3
DDFRC	Rhonda Tildon	Office of the Attorney General for the District of Columbia (OAG)	2 of 3 (Appointed in October 2020)- Resigned
DDFRC	John Davie	Attorney General for the District of Columbia (OAG)	1 of 3- New Appointment
DDFRC	La’Kisha Lacey	Fire and Emergency Medical Services (FEMS)	0 of 3
DDFRC	Laura Hartman-Villalta	Member of the Community, who has an intellectual disability, is a family member of a person with an intellectual disability or who works for an organization that advocates for those with intellectual disabilities in	3 of 3

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		the District	
DDFRC	LaVan Griffith	Office of the Inspector General, Medicaid Fraud Control Unit	2 of 3- New Appointment
DDFRC	Rhonda Barnes	Department of Behavioral Health (DBH) Representative	3 of 3
DDFRC	Sharon Mebane	Department of Health, Health Regulation and Licensing Administration (DC Health)	1 of 3- Retired
DDFRC	Winslow Woodland (Co-Chair)	Department on Disability Services (DDS)	3 of 3

FY20 Maternal Mortality Review Committee (MMRC) Attendance Data (5 meetings held- MMRC added meetings to accommodate pandemic cancellations upon establishing virtual meeting process)- the MMRC meets every other month and cancelled meetings for March 2020 and May 2020.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
MMRC	Aza Nedhari	Community Organization specializing in women's health, teen pregnancy or public health	5 of 5
MMRC	Cherie Craft	Community Organization specializing in women's health, teen pregnancy or public health	4 of 5
MMRC	Christina Marea (Co-Chair)	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Community of Hope	5 of 5
MMRC	Donna Anthony	Representative from a	4 of 5

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		pediatric hospital	
MMRC	Dr. Christine Colie	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Georgetown University Hospital	5 of 5
MMRC	Dr. Connie Bohon	American Congress of Obstetricians and Gynecologists (ACOG)	5 of 5
MMRC	Dr. Jamila Perritt	Community Organization specializing in women's health, teen pregnancy or public health	5 of 5
MMRC	Dr. Janeen Cross	Social worker specializing in women's health or maternal health- Howard University School of Social Work	4 of 5
MMRC	Dr. Kristin Atkins	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Howard University Hospital	5 of 5
MMRC	Dr. Kristinza Giese	Office of the Chief Medical Examiner (OCME)	4 of 5
MMRC	Dr. Melissa Fries	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Washington Hospital Center	5 of 5
MMRC	Dr. Monique Powell-Davis	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or	4 of 5

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Birthing Center- Mary's Center	
MMRC	Dr. Nancy Gaba	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- George Washington University Hospital	2 of 5
MMRC	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	3 of 5
MMRC	Dr. Rita Calabro	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Sibley Memorial Hospital	5 of 5
MMRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner (OCME)	2 of 5
MMRC	Ebony Marcelle	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Community of Hope	5 of 5
MMRC	Evette Hernandez	American College of Nurse Midwives	2 of 5- Resigned
MMRC	Iman Newsome	Doula	5 of 5
MMRC	Rebecca Winter	Department of Health (DC Health)	5 of 5
MMRC	Roberta Bell	Obstetric Registered Nurse	3 of 5
MMRC	Shakira Franklyn	Certified Midwife	1 of 5
MMRC	Shermaine Bowden	Department of Behavioral Health (DBH)	2 of 5

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
MMRC	Theresa Early	Department of Human Services (DHS)	5 of 5
MMRC	Dr. Ankoor Shah	Department of Health (DC Health)	1 of 5

FY21 Maternal Mortality Review Committee (MMRC) Attendance Data (1 meeting held- October – December)- no meetings cancelled.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meeting Attended</u>
MMRC	Aza Nedhari	Community Organization specializing in women's health, teen pregnancy or public health	1 of 1
MMRC	Cherie Craft	Community Organization specializing in women's health, teen pregnancy or public health	0 of 1
MMRC	Christina Marea (Co-Chair)	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Community of Hope	0 of 1- On Leave
MMRC	Donna Anthony	Representative from a pediatric hospital	0 of 1
MMRC	Dr. Christine Colie	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Georgetown University Hospital	1 of 1
MMRC	Dr. Connie Bohon	American Congress of Obstetricians and Gynecologists (ACOG)	1 of 1

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meeting Attended</u>
MMRC	Dr. Jamila Perritt	Community Organization specializing in women's health, teen pregnancy or public health	1 of 1
MMRC	Dr. Janeen Cross	Social worker specializing in women's health or maternal health- Howard University School of Social Work	1 of 1
MMRC	Dr. Kristin Atkins	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Howard University Hospital	1 of 1
MMRC	Dr. Kristinza Giese	Office of the Chief Medical Examiner (OCME)	1 of 1
MMRC	Dr. Melissa Fries	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Washington Hospital Center	1 of 1
MMRC	Dr. Monique Powell-Davis	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Mary's Center	1 of 1
MMRC	Dr. Nancy Gaba	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- George Washington University Hospital	1 of 1
MMRC	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	0 of 1

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meeting Attended</u>
MMRC	Dr. Rita Calabro	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Sibley Memorial Hospital	1 of 1
MMRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner (OCME)	0/1- Resigned
MMRC	Ebony Marcelle	Member with experience in obstetrics and gynecology from a District of Columbia Hospital or Birthing Center- Community of Hope	1 of 1
MMRC	Iman Newsome	Doula	1 of 1
MMRC	Rebecca Winter	Department of Health (DC Health)	1 of 1
MMRC	Roberta Bell	Obstetric Registered Nurse	1 of 1
MMRC	Shakira Franklyn	Certified Midwife	0 of 1
MMRC	Shermaine Bowden	Department of Behavioral Health (DBH)	0 of 1
MMRC	Theresa Early	Department of Human Services (DHS)	1 of 1
MMRC	Dr. Ankoor Shah	Department of Health (DC Health)	0 of 1

FY20 Opioid Fatality Review Board (OFRB) Attendance Data (9 meeting held)- no meetings were held April 2020, May 2020 and June 2020.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
OFRB	Comd. John Haines	Metropolitan Police	6 of 9

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Department (MPD)	
OFRB	Cyndee Clay	Community based provider	7 of 9
OFRB	Dr. Beth Mynett	Department of Corrections (DOC)	3 of 9
OFRB	Dr. Chikarlo Leak (Chair)	Office of the Chief Medical Examiner (OCME)	9 of 9
OFRB	Dr. Daniel Smith	Community based provider	3 of 9- New appointment
OFRB	Dr. Jennifer Smith	Department of Forensic Sciences (DFS)	6 of 9
OFRB	Dr. Marc Dalton	Department of Behavioral Health (DBH)	2 of 9- Resigned
OFRB	Dr. Morgan Medlock (Vice-Chair)	Hospital in the District- Howard University Hospital	6 of 9- Resigned
OFRB	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	1 of 9
OFRB	Dr. Elisha Peterson	Community based provider	7 of 9
OFRB	Kenan Zamore	Department of Health (DC Health)	8 of 9
OFRB	Kevin Petty	District resident member	9 of 9
OFRB	La’kisha Lacey	Fire and Emergency Medical Services (FRMS)	5 of 9
OFRB	Madeleine Solan	Department of Human Services (DHS)	7 of 9
OFRB	Rhonda Johnson	District resident member	7 of 9
OFRB	Elliot Tommingo	Mayor’s Office of Veteran’s Affairs (MOVA)	2 of 9
OFRB	Chaka Curtis	Department of Behavioral	2 of 9- New appointment

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Health (DBH)	
OFRB	Jewell Riddick	District resident member	5 of 9

FY21 Opioid Fatality Review Board (OFRB) Attendance Data (3 meetings held October - December)- no meetings cancelled.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
OFRB	Comd. John Haines	Metropolitan Police Department (MPD)	1 of 3
OFRB	Cyndee Clay	Community based provider	3 of 3
OFRB	Dr. Beth Mynett	Department of Corrections (DOC)	0 of 3
OFRB	Dr. Chikarlo Leak (Chair)	Office of the Chief Medical Examiner (OCME)	3 of 3
OFRB	Dr. Daniel Smith	Community based provider	3 of 3
OFRB	Dr. Jennifer Smith	Department of Forensic Sciences (DFS)	3 of 3
OFRB	Dr. Pamela Riley	Department of Health Care Finance (DHCF)	0 of 3
OFRB	Dr. Elisha Peterson	Community based provider	3 of 3
OFRB	Kenan Zamore	Department of Health (DC Health)	3 of 3
OFRB	Kevin Petty	District resident member	1 of 3
OFRB	La'kisha Lacey	Fire and Emergency Medical Services (FRMS)	0 of 3
OFRB	Madeleine Solan	Department of Human Services (DHS)	2 of 3

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
OFRB	Rhonda Johnson	District resident member	2 of 3
OFRB	Elliot Tommingo	Mayor's Office of Veteran's Affairs (MOVA)	1 of 3
OFRB	Chaka Curtis	Department of Behavioral Health (DBH)	1 of 3
OFRB	Jewell Riddick	District resident member	2 of 3
OFRB	Ciena Bayard	Office of the Chief Medical Examiner (OCME)	3 of 3

FY20 Violence Fatality Review Committee (VFRC) Attendance Data (4 meeting held)- no meetings were held March 2020, April 2020, May 2020 and June 2020.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
VFRC	Ari Davis	Community Member	4 of 4
VFRC	Cheryl Bozarth	Office of Victims Services and Justice Grants (OVSJG)	4 of 4
VFRC	Chief Robert Contee	Metropolitan Police Department (MPD)	2 of 4
VFRC	Clayton Rosenberg	Organization providing services to secondary victims of homicides or suicide	3 of 4
VFRC	Danielle Hamilton	Community Member	0 of 4
VFRC	Deborah Evans-Bailey	Community Member	1 of 4
VFRC	Dr. Eric Li	District of Columbia Hospital- United Medical Center	3 of 4
VFRC	Dr. Erin Hall	District of Columbia Hospital- Washington Hospital Center	4 of 4
VFRC	Dr. James Ballard	Department of Human	3 of 4

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Services (DHS)	
VFRC	Dr. Joseph Richardson	Hospital-based violence intervention program- Prince George's Hospital Center	4 of 4
VFRC	Dr. Mallory Williams	College or University conducting research in homicide and suicide prevention- Howard University	4 of 4
VFRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner	4 of 4
VFRC	Elizabeth Wieser	Office of the Attorney General (OAG)	4 of 4
VFRC	Forest Hayes	District of Columbia Housing Authority (DCHA)	0 of 4
VFRC	Helaina Roisman	District of Columbia Hospital- George Washington University Hospital	4 of 4
VFRC	Dr. Juanita Price	Organization providing mental health and behavioral services	3 of 4
VFRC	Kenan Zamore	Department of Health (DC Health)	3 of 4
VFRC	Kenyatta Hazlewood (Co-Chair)	District of Columbia Hospital- Howard University	4 of 4
VFRC	Mildred Sheppard	Hospital-based violence intervention program- Washington Hospital Center	3 of 4
VFRC	Sara Kerai	Organization providing	4 of 4

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		mental health and behavioral services	
VFRC	Setareh Yelle	Office of Neighborhood Safety and Engagement (ONSE)	4 of 4
VFRC	Shannon Goodhue	Department of Behavioral Health (DBH)	4 of 4

FY21 Violence Fatality Review Committee (VFRC) Attendance Data (2 meetings held October - December)- no meeting December 2020.

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
VFRC	Ari Davis	Community Member	2 of 2
VFRC	Assistant Chief Leslie Parsons	Metropolitan Police Department (MPD)	0 of 0- New Appointment
VFRC	Cheryl Bozarth	Office of Victims Services and Justice Grants (OVSJG)	2 of 2
VFRC	Chief Robert Contee	Metropolitan Police Department (MPD)	2 of 2- Resigned
VFRC	Clayton Rosenberg	Organization providing services to secondary victims of homicides or suicide	2 of 2
VFRC	Danielle Hamilton	Community Member	0 of 2
VFRC	Deborah Evans-Bailey	Community Member	0 of 2
VFRC	Dr. Eric Li	District of Columbia Hospital- United Medical Center	2 of 2
VFRC	Dr. Erin Hall	District of Columbia Hospital- Washington Hospital Center	1 of 2
VFRC	Dr. Francisco Diaz	Office of the Chief	0 of 2- New Appointment

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
		Medical Examiner	
VFRC	Dr. James Ballard	Department of Human Services (DHS)	2 of 2
VFRC	Dr. Joseph Richardson	Hospital-based violence intervention program- Prince George's Hospital Center	1 of 2
VFRC	Dr. Mallory Williams	College or University conducting research in homicide and suicide prevention- Howard University	2 of 2
VFRC	Dr. Roger Mitchell, Jr. (Co-Chair)	Office of the Chief Medical Examiner	2 of 2- Resigned
VFRC	Elizabeth Wieser	Office of the Attorney General (OAG)	2 of 2
VFRC	Forest Hayes	District of Columbia Housing Authority (DCHA)	1 of 2
VFRC	Helaina Roisman	District of Columbia Hospital- George Washington University Hospital	2 of 2
VFRC	Dr. Juanita Price	Organization providing mental health and behavioral services	1 of 2
VFRC	Kenan Zamore	Department of Health (DC Health)	0 of 2
VFRC	Kenyatta Hazlewood (Co-Chair)	District of Columbia Hospital- Howard University	2 of 2
VFRC	Mildred Sheppard	Hospital-based violence intervention program- Washington Hospital Center	2 of 2

<u>Committee Type</u>	<u>Member Name</u>	<u>Seat</u>	<u>Number of Meetings Attended</u>
VFRC	Sara Kerai	Organization providing mental health and behavioral services	2 of 2
VFRC	Setareh Yelle	Office of Neighborhood Safety and Engagement (ONSE)	2 of 2
VFRC	Shannon Goodhue	Department of Behavioral Health (DBH)	2 of 2

- e. Please provide information on agency staffing associated with each fatality review committee, including a description of their duties (*i.e. ½ time FRC, ½ time other position*). Did fatality review committee staffing change in FY20 or FY21, to date?

Current committee staffing and a description of the job responsibilities are outlined below. There were no staffing changes in FY20 or FY21, to date, with the exception of one staff person hired within a grant position.

- 1 Supervisory Fatality Review Program Manager- primary role is to provide overall management (leadership and direction), oversight and full execution of all services and responsibilities associated with all Fatality Review functions as provided by the Office of the Chief Medical Examiner established within the District of Columbia. The Program Manager also provides leadership in special projects as well as maintaining and uploading weekly data information of COVID-19 decedent cases for assignment to the Virtual Family Assistance Center (VFAC).
- 1 Senior Fatality Review Program Specialist- primary role is to provide assistance in the coordination of activities of all fatality review teams with primary leadership in the coordination of the Maternal Mortality Review Committee (MMRC). The Senior specialist also takes lead in identifying cases for review, monitoring Committee findings, issuing official recommendations and overseeing the process for the initial drafting and publishing of the Annual Reports for All Committee's and Boards.
- 1 Fatality Review Program Specialist- primary role is to provide coordination of the activities of the Child Fatality Review Committee- Infant Mortality Review (IMR) Sub-Committee. This includes drafting comprehensive case summary reports, compiling detailed meeting minutes, engaging with meeting participants and key stakeholders and contributing data to the CFRC Annual Report.

- 1 Fatality Review Program Specialist- primary role is to provide coordination of the activities of the Child Fatality Review Committee (CFRC). This includes drafting comprehensive case summary reports, compiling detailed meeting minutes, engaging with meeting participants and key stakeholders and contributing data to the CFRC Annual Report.
 - 1 Fatality Review Program Specialist- primary role is to provide coordination of the activities of the Opioid Fatality Review Board (OFRB). This includes drafting comprehensive case summary reports, compiling detailed meeting minutes, engaging with meeting participants and key stakeholders and contributing data to the OFRB Annual Report.
 - 1 Grant Funded Fatality Review Program Specialist funded through the Overdose Data to Action (OD2A) Grant- primary role is to provide coordination of the activities of the Opioid Fatality Review Board (OFRB). This includes drafting comprehensive case summary reports, compiling detailed meeting minutes, engaging with meeting participants and key stakeholders and contributing data to the OFRB Annual Report.
 - 1 Fatality Review Program Specialist- primary role is to provide coordination of the activities of the Violence Fatality Review Committee (VFRC). This includes drafting comprehensive case summary reports, compiling detailed meeting minutes, engaging with meeting participants and key stakeholders and contributing data to the VFRC Annual Report.
 - 2 Staff Assistants- primary role is to obtain and receive decedent records and maintain a record filing system for use in the development of the comprehensive case summary report. The Staff Assistants also provide meeting coordination service in preparing meeting document packages for members, checking members in to meetings, monitoring confidentiality forms and storing meeting documents as required.
- f. How does OCME monitor the implementation of fatality review committee recommendations by other agencies?

Committee goals for reviewing CFRC, CFRC-IMRT, DDFRC, OFRB and MMRC cases are being achieved. All Committee's/Board implemented a virtual meeting process and the on-boarding and orientation of all new members and the development of case review frameworks for the development of findings and recommendations was implemented.

The following recommendations were directed to OCME:

<u>Committee Report Type</u>	<u>Recommendation</u>	<u>Status</u>
2018 CFRC Annual Report	The Office of the Chief Medical Examiner (OCME) shall complete post-mortem molecular and directed	The OCME identified post-mortem molecular testing in FY20 in partnership with a local hospital

<u>Committee Report Type</u>	<u>Recommendation</u>	<u>Status</u>
	neuropathology testing as part of the autopsy process.	servicing children. The OCME Board Certified Forensic Pathologist who specializes in neuropathology and cardiac pathology remains on staff.
2018 CFRC Annual Report	The Office of the Chief Medical Examiner (OCME) and the Department of Health (DC Health) should collaborate to develop a District wide campaign to address and improve the safe sleep environment for infants. This collaboration will address the needs of families involved with DHS supportive housing, hospitals, birthing centers and community centers.	In FY21, the received funding from an external source in collaboration with a federal partners to support a campaign. Work commenced on the project in October 2020.
2019 OFRB Annual Report	<p>The Office of the Chief Medical Examiner (OCME), in collaboration with the Metropolitan Police Department (MPD) and Fire and Emergency Medical Services (FEMS) should incorporate mandatory questions into their interactions at the scene with family members and/or other individuals present. The responses to the questions should be documented in a retrievable data system. The questions shall include:</p> <ol style="list-style-type: none"> 1. To your knowledge has the decedent had any other overdoses in the past? 2. Did you have access to Narcan/Naloxone? If so, do you know how and when to administer the drug? 3. Who provided the Narcan/Naloxone 	The Office of the Chief Medical Examiner agreed with this recommendation. Implementation status will be reviewed in the next performance cycle.

<u>Committee Report Type</u>	<u>Recommendation</u>	<u>Status</u>
	<p>to you?</p> <p>4. Did you receive training on how to administer the drug? If so, when and by whom?</p> <p>5. Did you notice anything unusual about the decedent's actions or behavior leading up to their death?</p> <p>6. To your knowledge, was the decedent engaged in any substance use disorder treatment programs? If so, was treatment helpful?</p>	

There were no recommendations made to the OCME in any other Committee/Board reports.

50. Please discuss the activities and findings of the Maternal Mortality Review Committee.

OCME's Goals for both MMRC and VFRC include:

- FY20- To restructure staffing and assign the Senior Fatality Review Program Specialist oversight and coordination of all MMRC activities.
- To complete orientation and train new staff. This goal was accomplished with the fatality review program specialists receiving training and shadowing more seasoned fatality review program specialists at other committee review meetings.
- To provide orientation for new Committee and Board Members.
- To establish a Virtual Meeting Process.
- To establish or update Rules, Procedures and meeting frequency and on-going meeting schedule for all Committee/Boards.
- To complete an assessment of member training needs for all Committee/Boards- this is ongoing
- To continue case reviews for all Committee's and Board.
- To provide a Draft Annual Report for all Committee's and Board within the established time frames.

51. Please discuss the activities and findings of the Opioid Fatality Review Board.

- a. Have any policy changes been implemented based on the findings of the Board?
- b. How have the Board's findings been used to combat the opioid crisis?
- c. Please provide the agency's most recent data regarding opioid-related fatalities.

The OFRB conducted case reviews and has issued recommendations that have been published in the 2019 OFRB Annual Report scheduled for release March 2021. All adopted findings and recommendations will be issued throughout the year to Agency Directors and included with agency responses in the OFRB Annual Report. These responses will then be tracked by the City Administrator's Office who will work to incorporate the recommendations into agency performance plans and provide on-going monitoring of their implementation.

See Attachment H for the most recent opioid-related fatality data.

52. Please discuss the agency's collaboration with Thrive By Five DC in FY20 and FY21, to date.

The agency has not been involved in Thrive By Five DC in FY20 and FY21, to date.

53. How many cases were reported to OCME in FY20 and FY21, to date?

TOTAL CASES REPORTED						
Fiscal Year	Total Reported	Declined (Became Storage)	Accepted	# Autopsied	# Cremation	Scenes
FY20 (10/1/19-9/30/20)	4,438	1,967 (90)	2,471	1,217	3,779	1,133
FY21 (10/1/20 – 2/25/21)	2,090	877 (38)	1,208	473	1,605	505

- a. Of those cases, in how many did OCME accept jurisdiction?

See the Table above.

- b. Of those cases, how many were declined? How many of those cases declined became storage requests?

See the Table above.

- c. How many cremation requests were received in FY20 and FY21, to date?

See the Table above.

54. How did the Medical Examiner Transport Team (“METT”) change or improve upon the agency’s operations in FY20 and FY21, to date?

The Medical Examiner Transport Team (METT) continues to provide the District the ability to be self-sufficient in body transport. The METT Unit has the skill set to perform: Decedent transport, decedent intake and release, fatality management response logistics, post-mortem radiology and identification, digital and ink fingerprinting, supply inventory, tracking and ordering, assisting with autopsies and mortuary QA/QC processes. The METT Unit is responsible for Fleet Management of 21 vehicles including a Mobile Command Unit. Furthermore, the formation of the METT fulfills the standards established by National Association of Medical Examiner (NAME) Accreditation Guidelines for proper body handling during day-to-day operations, as well as in a mass fatality.

The agency’s response to death scenes with the use of METT averages about 36 minutes; this number has increased from the previous year of 34 minutes due to the onset of the COVID 19 pandemic fatalities. The agency’s Key Performance Indicator (KPI) is to respond to 90% of scenes within an hour. The METT Unit is currently responding to 97% of scenes within the hour. To ensure that families receive their loved ones in a timely fashion the METT Unit has modified its decedent release process. The agency has increased the number of decedents released per day by releasing decedents every 15 minutes instead of every 30 minutes (including holidays and weekends). We are averaging 12 to 18 decedents per day in addition to The University of the District of Columbia anatomical donations and Public Disposition Cases.

55. How many scenes did OCME visit in FY20 and FY21, to date?

See the Table above in Question 53.

56. How many organ donation requests were received during FY20 and FY21, to date?

There were 88 organ donations in FY20 and 17 organ donations in FY21, to date.

57. How many post-mortem examinations did OCME perform in FY20 and FY21, to date?

The OCME performed 2470 post-mortem examinations in FY20 and 1,208 in FY21, to date. There were 1,631 reviews of medical records in FY20 and 672 in FY21, to date.

58. Please list all medical examiner cases in FY20 and FY21, to date, by manner of death and type of case, in the following table:

<i>Manner</i>	<i>Exam Type</i>	<i># of Cases in FY20</i>	<i># of Cases in FY21</i>
Accident	Autopsy	622	119
	Autopsy (at hospital)	0	0
	External Exam	87	44
	Review of Med. Rec	55	23
Homicide	Autopsy	195	89
	External Exam	0	0
Natural	Autopsy	315	60
	External Exam	320	153
	Partial Autopsy	1	0
	Review of Med. Rec	785	513
Suicide	Autopsy	54	18
	External Exam	4	2
Undetermined	Autopsy	30	4
	External Exam	1	0
Pending	Autopsy	1	183
<i>TOTAL</i>		<i>2,470</i>	<i>1,208</i>

Note: In FY20 one (1) case is a single human bone that received an External Exam. This case is not categorized above, so as a result the total case count noted above is one (1) less than what was actually reported

59. How many cases did the Forensic Toxicology Lab test in FY20 and FY21, to date? Please provide a chart, broken down by types of cases tested in the Lab.

Toxicology Case Type	FY2020	FY21 (as of 02/18/21)
Postmortem	1291	584
DUI	386	168
DFSA	71	22

- a. Please provide information about OCME's role in the Synthetic Drug Surveillance Initiative, and report on any findings.

The agency no longer participates in the Synthetic Drug Surveillance Initiative. This initiative concluded in FY17.

60. Please report on the findings of the Data Fusion Center in FY20 and FY21, to date.

The Data Fusion Center was instrumental in the implementation for several grants during FY20: the National Violent Death Reporting System and, and the Enhanced State Opioid Overdose Surveillance Grant. Our Data Fusion Center (Center), which focuses on the collection, surveillance, and analysis of mortality data, has been critical to supporting prevention efforts in public safety and health within the District. In FY20, a major focus of the Center was the provision of a daily COVID-19 death report to the Mayor detailing the number of COVID-19 deaths to on a daily basis and "to date" to include the demographics of age, race or ethnicity, gender and ward for District residents. The Center also provided monthly reporting on opioid-related deaths, with similar demographics. Violent deaths occurring in the District were also reported to the Centers for Disease Control and Prevention's (CDC) National Violent Death Reporting System (NVDRS).

61. Please describe the agency's contract with the Wendt Center and the services provided under the contract. Are any of these services available to OCME employees? If so, please explain. If not, are there different types of services available?

The agency did not have a direct contract with The Wendt Center for Loss and Healing in FY20 for next of kin or agency employees.

- a. How, specifically, has the agency supported its staff during the COVID-19 public health emergency?

The agency was able to provide vicarious trauma training to all staff over a period of five months during the height of the COVID-19 public health emergency via the District's public health emergency WebEOC. This involved a series of monthly training geared to each unit of the agency individually. Employees were able to participate in the unit/group sessions. The agency also ensured that all employees were provided appropriate Personal Protective Equipment (PPE) and other required equipment. The agency held several employee townhalls to discuss the pandemic and safety and health measures. This provided the employees the opportunity to ask questions, particularly as related to their work associated

with COVID-19 positive or suspected positive decedents. The forums also provided information on COVID-19 sick leave, administrative leave and new protocols. FAQ sheets were prepared and distributed to all employees to ensure that all employees received critical information regarding the public health emergency and how to maintain safety while on their tours of duty. Per District mandates, the agency established an Agency Return Team (ART) which evaluated social distance parameters in the facility. This resulted in the ability to place requisite signs and X's throughout the agency and move furniture to ensure social distancing. Lastly, those employees that were able to telework were provided all equipment required.

62. Please describe the agency's process for handling unclaimed bodies, including where the remains are subsequently buried.

The DC OCME facilitates final disposition of unclaimed decedents by arranging public disposition (cremation and subsequent burial of cremains). Prior to public disposition, OCME stores each decedent for a minimum of 30 days to allow time for the family to make funeral arrangements. The DC OCME facilitates final disposition of unclaimed decedents by arranging public disposition (cremation and subsequent burial of cremains). The cremains from FY19 public disposition are scheduled to be buried in Congressional Cemetery (1801 E St SE, Washington, DC 20003) the week prior to April 18, 2020. OCME will host a city-wide interfaith memorial service on April 18, 2020 for family members of the decedents.

- a. Please provide information about how many unclaimed bodies the agency has handled in FY20 and FY21, to date.

The agency handled 404 unclaimed bodies in FY20 and 144 in FY21, to date.

63. Is the agency compliant with Section 211 of the Sexual Assault Victims' Rights Act of 2014, effective November 20, 2014 (D.C. Law 20-139; D.C. Official Code § 4-561.11)?

The agency is compliant with Section 211 of the Sexual Assault Victims' Rights Act of 2014.

64. Please provide an update on the agency's efforts to build a pipeline for young people and students interested in medical examination, particularly for District residents.

The agency developed a performance plan initiative entitled, "Public Outreach in Science, Technology, Engineering, Mathematics (STEM)" targeted toward elementary, middle and high school students. The initiative involves the provision of workshops by toxicology, IT, engineering, forensic pathologist, forensic photography, and other staff.

65. How does the agency envision its role in violence prevention, intervention, and response?

The agency continues to collaborate with the DC Department of Health (DOH) and the Metropolitan Police Department (MPD) on the District of Columbia's Violent Death Reporting System Grant (DCVDRS). The purpose of the grant is to develop a

comprehensive depiction of violent deaths (homicides, suicides, and unintentional firearm-related deaths) in the country. Due to the agency's participation in the violent death reporting system, local violence prevention practitioners can use the information generated from the project to guide prevention programs. OCME is an active contributor to project efforts and reports produced. For example, based on data captured by the DCVDRS, the OCME developed an infographic.

66. This performance oversight season, the Committee, in collaboration with the Comprehensive Homicide Elimination Strategy Task Force, is requesting that most agencies under its jurisdiction respond to several standard questions to inform the Task Force's work. Some may not be directly applicable to your agency's mission, but please think critically and broadly about your mission and operations when responding:
- a. Please describe three initiatives, programs, or projects currently underway within your agency directed at preventing homicide in the District. (*Note: If you currently do not have any initiatives, programs, or projects currently underway directed at homicide prevention, please describe three ways in which your agency could play a role in reducing homicides in the District.*)
 - b. Please describe the resources currently allocated to these initiatives, program, or projects, and describe what additional resources you would need to improve the efficacy or scale of these efforts. (*Note: If you currently do not have any initiatives, programs, or projects currently underway directed at homicide prevention, please describe the resources you would need to implement the ideas detailed in response to subsection (a)*)
 - c. Please describe how your agency is working collaboratively with other District agencies toward the goal of reducing homicides. Please also describe how your agency is engaging non-governmental organizations and the community at large on the issue of homicide prevention. (*Note: If you currently do not have any initiatives, programs, or projects currently underway directed at homicide prevention, please describe with whom you would collaborate and how you would engage the community in order to implement the ideas detailed in response to subsection (a)*)
 - d. Please describe how you currently measure (or would measure) the efficacy of the aforementioned initiatives, programs, or projects. Additionally, if three metrics related to homicide prevention were added to your Key Performance Indicators ("KPIs"), what should those metrics be?

Sincerely,



3/26/21

Francisco Diaz, MD, FACP, FASCP
Chief Medical Examiner



DC OFFICE OF THE CHIEF MEDICAL EXAMINER

2021 Organizational Chart



Chart as of 3/26/21
Senior Positions
- 3 Local (Forensic Toxicologist, Quality Assurance Specialist, Grants Management Specialist)

PeopleSoft
 Report ID: DCMOD9 POSITION FUNDING Page No. 1
 Funding Ag FX Investigations Run Date
 As Of Date: 28-Feb-21 Run Time
 Appropriate 21

9:56:38

3/11/21

Posn Stat	Posn Nbr	Title	Name	Hire Date	Vac Sta	Grade	Step	Salary	Prgm Code	Activity	Department Name	F/P Time
A	00001655	Forensic Identification Specia	Gales,Perlieshia	3/3/08 F			9	4 60522	2202	2202	Investigations	F
A	00001881	Forensic Autopsy Assistant	Bryant,Stephon M	4/9/12 F			8	5 62996	2300	2300	Mortuary	F
A	00002522	SUPVY MEDICO LEG AL INVEST	Lyles,Denise A	9/25/00 F			16	0 163475.7	2200	2200	Office of Chief Medical Exami	F
A	00002927	MEDICAL LEGAL INVESTIGATOR	Petrasek,Mary Beth	1/18/00 F			14	9 145644	2200	2200	Investigations	F
A	00003341	Medical Officer (Medical Exami	Breland,Sasha-Gay I	7/15/15 F		6C		3 210097	2100	2100	Office of Chief Medical Exami	F
A	00007099	Forensic Identification Specia	Smith,Melinda Delois	2/6/06 F			9	5 62286	2202	2202	Office of Chief Medical Exami	F
A	00008299	Executive Assistant	Philp,Vevene A	6/7/15 F			11	5 69429	1090	1090	Office of Chief Medical Exami	F
A	00010178	MEDICAL OFFICER (MEDICAL EXAMI				V	6B	0 195087	1020	1020	Chief of Staff	F
A	00012132	Medical Officer (Medical Exami	Golden,Kimberly	7/10/17 F		6C		2 205328	2100	2100	Office of Chief Medical Exami	F
A	00013140	Medical Officer (Medical Exami	Giese,Kristinza W.	12/27/16 F		6C		5 219987	2100	2100	Office of Chief Medical Exami	F
A	00013643	Chief Toxicologist	Tolliver Ph.D,Samantha S.	1/27/14 F			16	0 140670	4100	4100	Office of Chief Medical Exami	F
A	00015169	Fatality Review Program Specia	Corbin-Armstrong,Jacqueline	12/14/15 F			12	6 87931	3100	3100	Fatality Review	F
A	00016298	FORENSIC INVESTIGATOR	Wolf,Julie	1/23/17 F			12	5 92554	2200	2200	Investigations	F
A	00018678	Forensic Identification Specia	Belle,Jeannette G	2/22/98 F			9	7 65814	2202	2202	Investigations	F
A	00025052	Customer Support Specialist	Tabron,Lisa M	5/21/01 F			9	9 69342	2202	2202	Office of Chief Medical Exami	F
A	00025735	Fatality Review Program Specia	Harper-Nichols,Tadessa	12/14/15 F			12	3 80848	3100	3100	Fatality Review	F
A	00029192	Administrative Services Coordi	Fripp,Savern M	1/23/06 F			13	5 98947	1090	1090	Office of Chief Medical Exami	F
A	00032724	Chief of Staff	Fields,Beverly A	8/23/04 F			16	0 173224.6	1090	1090	Office of Chief Medical Exami	F
A	00034821	Deputy Chief Medical Examiner				V	MD6	0 250894	1090	1090	Office of Chief Medical Exami	F
A	00035028	Forensic Photographer	Landrie,Rachael A.	6/16/14 F			12	6 87931	2300	2300	Investigations	F
A	00035031	MEDICAL LEGAL INVESTIGATOR	Fields Broadbent, Leigh S	2/21/06 F			14	10 149474	2200	2200	Investigations	F
A	00035032	Management Liaison Specialist	Rouse,Benita R	11/1/04 F			13	7 104569	1010	1010	Administration	F
A	00035033	Special Assistant	Adams,Cheryle E	1/8/18 F			12	4 83209	1090	1090	Office of Chief Medical Exami	F
A	00035130	Forensic Autopsy Technician	Cuchara,Breanna M	2/4/19 F			9	3 65821	2300	2300	Mortuary	F
A	00035145	Forensic Autopsy Assistant	Snowden,Brian	12/28/15 F			8	6 64594	2300	2300	Mortuary	F
A	00036048	Forensic Identification Specia	Hall,Kimberli	6/11/07 F			9	5 62286	2202	2202	Investigations	F
A	00037977	Staff Assistant	Byrd,Toya M	9/21/15 F			9	10 71106	3100	3100	Fatality Review	F
A	00038613	Forensic Toxicologist				V	12	0 76126	4100	4100	Toxicology	F
A	00039151	Chief Information Officer	Coleman Jr.,Michael A	2/5/07 F			15	0 129817.5	1040	1040	Chief of Staff	F
A	00041327	Epidemiologist				V	14	0 103657	1041	1041	Office of Chief Medical Exami	F
A	00041749	General Counsel	Adams,Rodney Kyle	5/26/20 F			2	0 150000	1060	1060	Office of Chief Medical Exami	F
A	00044663	FORENSIC INVESTIGATOR	Ware Murrell,Tiffany N	12/1/03 F			12	9 102782	2200	2200	Investigations	F
A	00045527	Senior Fatality Review Prog Sp	Martin,Tracie	2/7/05 F			14	9 130217	3100	3100	Fatality Review	F
A	00045528	FORENSIC INVESTIGATOR	Kurash,Lalynn G	2/19/08 F			12	10 105339	2200	2200	Investigations	F
A	00045530	FORENSIC INVESTIGATOR	Jamison,Latoya R	12/21/09 F			12	8 100225	2200	2200	Investigations	F
A	00045531	FORENSIC INVESTIGATOR	Johnson,John Breen	8/7/17 F			12	4 89997	2200	2200	Investigations	F
A	00045537	FORENSIC INVESTIGATOR	Wright Kelly,Melissa	3/2/20 F			12	1 82326	2200	2200	Investigations	F
A	00045538	Agency Fiscal Officer				V	15	0 150600	110F	110F	Public Safety & Justice ACFC	F
A	00047548	Forensic Autopsy Assistant	Johnson,Keith E	11/16/15 F			8	5 62996	2300	2300	Mortuary	F
A	00047550	Supervisory Forensic Mortuary	Lassiter,Kimberly A	9/28/98 F			12	0 95208.05	2300	2300	Mortuary	F
A	00047551	Forensic Autopsy Technician	Falodun,Leonard	10/15/18 F			9	3 65821	2300	2300	Mortuary	F
A	00047834	RECORDS MANAGEMENT SPECIALIST	Greene,Adrine	11/30/15 F			9	5 62286	1086	1086	Medical Records	F
A	00051331	Fatality Review Program Manage	Beebe-Aryee,Jenna Leigh	5/2/05 F			15	0 126282.1	3100	3100	Office of Chief Medical Exami	F
A	00071006	Support Services Specialist				V	11	0 66542	1020	1020	Administration	F
A	00071359	Program Analyst	Nolan,James	3/10/91 F			12	8 100225	1020	1020	Administration	F
A	00071360	Lead Forensic Investigator	Wood,Rebecca	1/13/14 F			13	6 101758	2200	2200	Investigations	F
A	00071570	Supervisory Quality Control &	Francis,Anna D	2/10/03 F			14	0 122819.7	1086	1086	Chief of Staff	F
A	00071574	RECORDS MANAGEMENT SPECIALIST	McArdle,Andrew T	6/26/17 F			9	4 60522	1086	1086	Medical Records	F
A	00071575	Forensic Autopsy Technician	Bell,Dennis	9/24/90 F			9	7 72889	2300	2300	Mortuary	F
A	00071713	Forensic Autopsy Technician	Chance,Jennifer	8/3/20 F			9	1 62287	2300	2300	Mortuary	F
A	00073619	Forensic Anthropologist	Love,Jennifer	9/8/14 F			14	0 143931.4	2202	2202	Chief of Staff	F
A	00073620	Forensic Pathologists Assistan	Clingerman,Chelsea Nicolle	2/1/10 F			12	7 90292	2300	2300	Mortuary	F

A	00073706	FORENSIC INVESTIGATOR	Waters, Lawrence K	2/10/03	F	12	2	84883	2200	2200	Investigations	F
A	00073738	FORENSIC INVESTIGATOR			V	12	0	82326	2200	2200	Investigations	F
A	00074664	Dep Chief Toxicologist	Raso, Stephen	10/13/20	F	14	0	120000	4100	4100	Toxicology	F
A	00074665	Forensic Toxicologist	Chopra, Kiran	11/4/02	F	13	7	104569	4100	4100	Toxicology	F
A	00075161	Forensic Autopsy Technician	Lassiter Jr., Jeffery L	5/16/18	F	9	1	62287	2300	2300	Mortuary	F
A	00075174	Medical Officer (Medical Exami	Njiwaji, Chantel Y	9/18/17	F	6C	5	219987	2100	2100	Office of Chief Medical Exami	F
A	00075184	Medicolegal Investigator	Diaz, Carolina	7/29/13	F	14	6	130071	2200	2200	Investigations	F
A	00075390	FORENSIC TOXICOLOGIST	Levitas, Matthew	3/20/17	F	11	4	67452	4100	4100	Office of Chief Medical Exami	F
A	00075527	Forensic Toxicologist			V	11	0	61521	4100	4100	Toxicology	F
A	00075528	Forensic Toxicologist			V	13	0	87703	4100	4100	Toxicology	F
A	00075529	Forensic Toxicologist	Bayard, Ciena N	9/19/05	F	13	7	104569	4100	4100	Toxicology	F
A	00075679	Supvy Foren Pathologist's Asst	Betts, Elizabeth S	1/6/08	F	13	0	103153.4	2300	2300	Mortuary	F
A	00077078	Medical Technologist	Darby, James	4/2/13	F	12	5	85570	2302	2302	Mortuary	F
A	00077462	FORENSIC INVESTIGATOR	Kim, Katherine	5/20/13	F	12	6	95111	2200	2200	Investigations	F
A	00082137	Acting Chief Medical Examiner	Diaz, Franciso J.	6/26/17	F	PS3	0	270000	1090	1090	Office of Chief Medical Exami	F
A	00087660	Forensic Toxicologist	Benzio, Katharine	3/21/16	F	12	4	83209	4100	4100	Toxicology	F
A	00087661	Forensic Toxicologist (Accessi	Malcom, Scott	8/3/20	F	9	1	51059	4100	4100	Toxicology	F
A	00088278	Forensic Toxicologist	Kightlinger, Danylle	2/8/16	F	12	5	85570	4100	4100	Toxicology	F
A	00088280	Fatality Review Program Specia	Spraggins, Renee	2/19/19	F	12	4	83209	3100	3100	Fatality Review	F
A	00088435	Forensic Toxicologist			V	12	0	76126	4100	4100	Toxicology	F
A	00088463	Quality Assurance Specialist	Wright, Patricia E	6/24/85	F	11	9	77337	1086	1086	Medical Records	F
A	00088833	Laboratory Support Specialist	Mason, Nikia	5/20/02	F	11	5	75094	4100	4100	Toxicology	F
A	00091262	Fatality Review Program Specia	Barnes, Katherine	4/13/20	F	12	2	78487	3100	3100	Fatality Review	F
A	00091361	Forensic Autopsy Assistant	Kidwell Jr., Robert J.	1/9/17	F	8	5	62996	2300	2300	Mortuary	F
A	00091363	Forensic Autopsy Assistant	Robinson-Porter, Latisha L	1/9/17	F	8	5	62996	2300	2300	Mortuary	F
A	00091364	Forensic Autopsy Assistant	McNeill, James	6/24/19	F	8	2	58202	2300	2300	Mortuary	F
A	00091365	Forensic Autopsy Assistant			V	8	0	56604	2300	2300	Mortuary	F
A	00091370	Lead Forensic Photographer	Brown, Matthew B	11/24/08	F	13	5	98947	2300	2300	Mortuary	F
A	00091371	Quality Assurance Specialist			V	12	0	76126	1086	1086	Medical Records	F
A	00091415	Forensic Toxicologist	Wiseman, James R	10/2/17	F	11	4	67452	4100	4100	Toxicology	F
A	00091981	Staff Assistant	Hardin, Candace P	10/28/19	F	9	2	56994	3100	3100	Fatality Review	F
A	00091982	Forensic Autopsy Technician	Williams, Markeshia	7/24/17	F	9	3	65821	2300	2300	Mortuary	F
A	00092082	Forensic Photographer	Spann, Jamie M	5/1/17	F	12	4	83209	2300	2300	Mortuary	F
A	00092086	Forensic Toxicologist	Nwachukwu, Vivian	9/19/16	F	12	2	78487	4100	4100	Toxicology	F
A	00092095	Supply Technician			V	7	0	42273	2200	1056	Mortuary	F
A	00092166	FORENSIC TOXICOLOGIST	Rankoth, Anusha	12/24/18	F	11	5	69429	4100	4100	Toxicology	F
A	00092385	Forensic Autopsy Assistant	Blalock, Wyethia M	8/31/20	F	8	1	56604	2300	2300	Mortuary	F
A	00092386	Forensic Autopsy Assistant	Hough, Bonnie T.	7/24/17	F	8	4	61398	2300	2300	Mortuary	F
A	00092387	Forensic Autopsy Assistant	Pyos, Raymona	10/3/16	F	8	4	61398	2300	2300	Mortuary	F
A	00092388	Forensic Autopsy Assistant	Morris, Ronald L	3/16/20	F	8	1	56604	2300	2300	Mortuary	F
A	00094533	Pathology Coordinator	Davenport, Terencia E	2/21/17	F	12	6	87931	1090	1090	Mortuary	F
A	00094534	IT Spec (Customer Support)	Contee, Kenneth D	12/22/08	F	11	6	77232	1040	1040	Chief of Staff	F
A	00094574	Staff Assistant	Pugh, Andrea	12/7/98	F	11	5	75094	4100	4100	Toxicology	F
A	00095041	Data Analyst	Mitstifer, Paige	4/13/20	F	12	1	76126	1090	1090	Administration	F
A	00095374	Forensic Autopsy Assistant			V	8	0	56604	2300	2300	Mortuary	F
A	00097522	Program Analyst			V	11	0	61521	1090	1090	Administration	F
A	00097525	Grants Management Specialist			V	12	0	76126	1041	1041	Administration	F
A	00097860	Data Analyst			V	11	0	61521	1090	1090	Administration	F
A	00099308	Emergency Planning Specialist			V	11	0	61521	1090	1090	Investigations	F
A	00099835	MEDICAL OFFICER (MEDICAL EXAMI	Taylor, Jonee M.	8/19/19	F	6B	2	199737	2100	2100	Mortuary	F
A	00100226	Investigator			V	12	0	76126	1090	1090	Investigations	F
A	00100338	IT Specialist (Customer Suppor	Lassiter, Devan B	10/13/20	F	11	1	61521	2200	1056	Administration	F
A	00100354	Fatality Review Program Specia	Young, Travis	5/11/20	F	12	1	76126	1090	1090	Fatality Review	F
A	00100386	Data Analyst	Griffith, Wayman	5/26/20	F	11	1	61521	1090	1090	Administration	F

TOTAL POSITIONS PRINTED = 107

PUBLIC SAFETY AND JUSTICE AGENCY
FY 2020 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

[illegible]

PUBLIC SAFETY AND JUSTICE AGENCY
FY 2020 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

[illegible]

PUBLIC SAFETY AND JUSTICE AGENCY
FY 2020 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

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FY 2020 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

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FY 2020 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

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FY 2020 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

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PUBLIC SAFETY AND JUSTICE AGENCY
FY 2021 Purchase Card Spending
Office of the Chief Medical Examiner (FX0)

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District of Columbia Planning Documents

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Agencies

Performance Plans

Objectives

Operations List

Operations-Strategic ...

STRATEGIC INITIATIVES

Initiatives

Measures

Initiative-Agency Link

Initiative U

Performance ...

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Performance ... Ed... Reports & Charts

Agency [Office of the Chief Medical Examiner](#)

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

Agency Performance POCs [Beverly \(OCME\) Fields](#)

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Fiscal Year 2020

Agency Acronym OCME Agency Code FXO

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FY2020 Agency Top 3 Accomplishments

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Accomplishment

Impact on Agency

Impact on Residents

Successful Coordination of Fatality Management Operations: In response to the COVID pandemic, the agency was able to implement its Mass Fatality and Continuity of Operations (COOP) Plans which ensured continuous efficient and effective operations given the following: a significant increase in caseload due to COVID-19 positive and ancillary cases; need for additional body storage; modifications in the procedure for processing and release of COVID positive decedents; Fatality management operations included: a) stand up of Field Morgue Operations which required procurement of additional resources (i.e., refrigerated trucks for body storage); obtaining force-multipliers (i.e., funeral directors and National Guard); and establishing interoperability telecommunications. Additionally, the agency secured additional morgue storage space at Georgetown University. The agency established an addendum with the current public disposition vendor to decrease costs; established emergency legislation to allow for increased turnaround time; and provided for public dispositions for all COVID and ancillary cases.

The agency was able to effectuate continuity of operations despite a significant increase in caseload. The agency was able to maintain critical key performance indicators (KPIs) that are associated with accreditation status. Successful coordination of Fatality Management Operations also ensured that the agency was in a position to complete its inspection for and obtain ISO accreditation. Moreover, the agency was able to implement cost saving measures with regard to public dispositions. The agency also established essential agreements and protocols that will be helpful in the future with regard to public dispositions and telework. Lastly, the manner in which fatality management operations were carried out based on all Standard Operating Procedures (SOPs) and the Mass Fatality Plan and COOP ensured the safety of all employees as they engaged with COVID-positive decedents.

Efficient and effective Fatality Management Operations ensured that the District's processing and release of COVID positive cases was done in a safe manner for next of kin, agency employees and all vendors (i.e., funeral homes). This not only provided a cost savings to the District despite a significant increase in caseload, but allowed an ease of mind for next of kin with regard to safe disposition of their loved ones.

Agency Obtains International Organization for Standardization (ISO) Accreditation: During FY20, the agency focused on its quest to obtain ISO Accreditation. The agency revised Standard Operation Procedures (SOPs) and developed a Quality Manual and a Training Manual. The agency submitted application and an accreditation inspection was conducted on September 28th – September 30th. The agency was found to be in compliance with all ISO 17020 standards with zero non-conformities and received accreditation status.

The impact on the agency of ISO accreditation is the improvement of the agency's quality system in the short term and long term. The focus of ISO is quality improvement and this ensures that the agency is in compliance not only with industry standards and best practices, but also requires consistent quality processes. This status also assists in the legal arena with regard to the maintenance of a quality system in work processes.

ISO accreditation provides additional assurances to District residents that the medical examiner's office conducts death investigation in an efficient and effective manner that includes extensive quality control and analysis, per industry standard and best practices.

Accomplishment		Impact on Agency	Impact on Residents
Successful Application for Forensic Pathology Fellowship Grant		The agency has been awarded funding to support a fellowship program which will be the first in its history. Conducting a fellowship program demonstrates the agency's ability to provide sound and quality forensic pathology instruction and further solidifies the agency's status as a premier medical examiner's office.	The grant monies allow the agency to coordinate a quality forensic pathology fellowship. A fellowship allows the agency to develop a pipeline of qualified forensic pathologists for possible permanent hire within the agency. Board certified forensic pathologists are statutorily mandated and are a requirement of the agency's accrediting body (the National Association of Medical Examiners). Board certification demonstrates that the agency is conducting efficient, quality and sound death investigations by qualified forensic pathologists. A fellowship program serves as the foundation for a pathologists' hire and successful board certification.
The agency applied and was awarded the 2020 BJA FY20 Strengthening the Medical Examiner-Coroner Systems Program Grant from Department of Justice in the amount of \$125,000.			

2020 Objectives

Full Report Grid Edit Email More		5 Objectives	
Objective Number	Strategic Objective	# of Measures	# of Operations
1	Provide efficient and quality forensic services related to: a) the medicolegal investigation and certification of the cause and manner of death; b) toxicological analyses and interpretations; c) family assistance in understanding the cause and manner of death; d) expert testimony; and e) education and training of law enforcement, health care providers, academic institutions, and other stakeholders.	8	5
2	Provide efficient and effective service through a quality management system supported by continuous process improvement, quality control measures, adherence to accrediting body guidelines, training, and best practices.	3	4
3	Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths.	4	2
4	Provide sound expertise as the District's fatality management authority maintaining a comprehensive District-wide plan to respond to all types of fatality incidents and ensure decedent disposition, family assistance, and continuity of operations.	1	3
5	Create and maintain a highly efficient, transparent, and responsive District government.	11	4
TOT		27	18

2020 Key Performance Indicators

Full Report Grid Edit Email More			16 Measures											
Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Report	Was 2020 KPI Met?	Are Explanations of Barriers to Meeting KPIs Complete
1 - Provide efficient and quality forensic services related to: a) the medicolegal investigation and certification of the cause and manner of death; b) toxicological analyses and interpretations; c) family assistance in understanding the cause and manner of death; d) expert testimony; and e) education and training of law enforcement, health care providers, academic institutions, and other stakeholders. (8 Measures)														
Percent of toxicology examinations	Up is Better		91.4%	98.5%	80%	99.6%	80%	98.5%	98.2%	99.2%	90.9%	96.4%	Met	

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Report	Was 2020 KPI Met?	Are Explanations of Barriers to Meeting KPIs Complete
Percent of all reports of postmortem examinations completed within 90 calendar days from the time of autopsy in all cases		Up is Better	72.6%	93.2%	90%	95.5%	90%	84.8%	94.9%	94.9%	93.9%	92.4%	Met	
Percent of toxicology examinations completed within 60 calendar days of case submission		Up is Better	72.5%	90.9%	40%	91.8%	50%	90.4%	71.8%	92.4%	88.4%	85.8%	Met	
Percent of mortuary/transport service scene response within one hour of transport notification by an investigator or medical examiner of an accepted case		Up is Better	97.1%	97.3%	95%	95%	95%	96.5%	97.7%	96.8%	97.7%	97.2%	Met	
Percent of decedent cases scientifically identified within five days		Up is Better	New in 2018	33.6%	30%	56.7%	30%	46.1%	47%	25.8%	94.5%	48.3%	Met	
Percent of hospital cases wherein medical examiner jurisdiction is determined within 24 hours of the initial death report		Up is Better	New in 2019	New in 2019	95%	98.8%	95%	91.3%	80.8%	69%	81.8%	80%	Unmet	
Percent of all decedents with no known next of kin to be entered into Namus Unclaimed prior to the release of the decedent for public disposition.	✓	Up is Better	New in 2020	New in 2020	New in 2020	New in 2020	95%	100%	0%	44.4%	10.5%	34.8%	New in 2020	
Percent of decedent storage unit spaces unoccupied within the morgue during normal operation periods.	✓	Up is Better	New in 2020	New in 2020	New in 2020	New in 2020	55%	64.9%	61.5%	39.5%	57.1%	55.7%	New in 2020	

2 - Provide efficient and effective service through a quality management system supported by continuous process improvement, quality control measures, adherence to accrediting body guidelines, training, and best practices. (3 Measures)

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Report	Was 2020 KPI Met?	Are Explanations of Barriers to Meeting KPIs Complete
Percent of employees completing and maintaining licensure, certification, industry-specific, web-based, internal agency training		Up is Better	82.6%	100%	90%	100%	90%	100%	100%	100%	100%	100%	Met	
Percent of external autopsy requests responded to within 2 business days of receipt		Up is Better	92.1%	99%	90%	99.9%	90%	100%	99.5%	100%	100%	99.9%	Met	
Percent of forensic pathologists (medical examiners) that are board certified or board eligible		Up is Better	100%	100%	90%	100%	90%	100%	100%	100%	100%	100%	Met	
3 - Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths. (4 Measures)														
Percent of Child Fatality Review Committee (CFRC) fatality reviews held within six months of notification of the death		Up is Better	96.5%	100%	70%	100%	70%	100%	100%	No data available	100%	100%	Met	
Percent of Developmental Disabilities Fatality Review Committee (DDSFRC) fatality reviews held within three months of receipt of the investigative report from DHS//DDS and determination of the cause and manner of death		Neutral	80.5%	100%	90%	No Applicable Incidents	90%	100%	100%	No data available	100%	100%	Neutral Measure	
Percent of FOIA requests responded to within fifteen (15) days		Up is Better	95.5%	94.1%	90%	87%	90%	100%	100%	No data available	96%	97.8%	Met	
Percent of CFRC case summary reports that will be uploaded to the web portal three days prior to the scheduled case review meetings		Up is Better	New in 2018	96.4%	80%	100%	80%	100%	100%	No data available	100%	100%	Met	

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Report	Was 2020 KPI Met?	Are Explanations of Barriers to Meeting KPIs Complete
			100%	96.6%	95%	95.6%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percent of agency employees completing a mass fatality training annually			Up is Better	100%	96.6%	95%	95.6%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met

2020 Operations

Full Report | Grid Edit | Email | More 18 Activities

Operations Header	Operations Title	Operations Description	Type of Operations
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1- Provide efficient and quality forensic services related to: a) the medicolegal investigation and certification of the cause and manner of death; b) toxicological analysis and interpretations; c) family assistance in understanding the cause and manner of death; d) expert testimony; and e) education and training of law enforcement, health care providers, academic institutions, and other stakeholders. (5 activities)

FORENSIC TOXICOLOGY LAB	Toxicology Analysis	Provides toxicological analyses, interpretive services and expert testimony. Provides toxicological testing on postmortem cases, as well as, testing on a variety of drug and alcohol related matters for law enforcement entities, other District agencies and federal entities, as well as, administers the District's Breath Alcohol Testing Program.	Daily Service
FORENSIC SUPPORT SERVICES	Forensic Analytic Testing	Provide scientific support services in the form of analytic testing for OCME and law enforcement agencies. Provide support toward the timely determination of cause and manner of death determinations via testing of specimens at forensic laboratories.	Daily Service
MORTUARY	Decedent Handling/Postmortem Examination	Provide body transport, body release and postmortem examination support services. Support forensic pathologists in postmortem examination toward the determination of the cause and manner of death, release of bodies to the funeral industry in a timely manner, and transport of bodies from public spaces, homes, hospitals and other facilities.	Daily Service
FORENSIC PATHOLOGY	Forensic Pathology Services	Provide timely decedent examination and cause and manner of death determination. Investigation and analysis services performed by forensic pathologists resulting in certification of cause and manner of death provided to next of kin, law enforcement, government agencies, and other interested parties.	Daily Service
FORENSIC INVESTIGATIONS	Medicolegal Death Investigations	Gather information and collect evidence and perform medical interpretation services for agency forensic pathologists, law enforcement agencies, and legal counsel. Utilize information obtained from investigations toward identification of decedents and to aid in the determination of the cause and manner of death by forensic pathologists.	Daily Service

2- Provide efficient and effective service through a quality management system supported by continuous process improvement, quality control measures, adherence to accrediting body guidelines, training, and best practices. (4 Activities)

INFORMATION TECHNOLOGY	Standard Operating Procedures	Manage agency operational documents providing effective and detailed tracking, auditing, and reporting. Maintain and update standard operating procedures, work processes and instructions, and other related documentation utilizing document management and control systems and process automations to ensure compliance with industry standards.	Daily Service
INFORMATION TECHNOLOGY	Case Management System	Utilize system to manage death investigation and toxicology documents and data, as well as, for decedent tracking. Maintain and continue development of case management databases utilized to track: a) all relevant case types from case initiation through disposition; b) testing and analysis toxicology data; c) inventory; d) decedents; and e) other key documents and resources.	Daily Service
CUSTOMER SERVICE	Records Management	Serve as the custodian of agency records providing premier customer service to all parties requesting records the agency is entrusted to secure. Process, maintain, and secure error-free quality records for the District to include autopsy reports, photographs, and other documents as requested by next of kin, the legal community, insurance companies, courts, and other entities.	Daily Service
TRAINING	Professional Training/Career Development	Provide training and career development services to agency staff so they can maintain licensure and certifications, meet accrediting guidelines, and adhere to best practices. Establish innovative ways to obtain training opportunities for staff through District, university, industry-specific, web-based, and internal programs.	Daily Service
3 - Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths. (2 Activities)			

3- Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths. (2 Activities)

INFORMATION TECHNOLOGY	Data Analysis Fusion Center	Provide data collection, surveillance, and analysis resulting in the promotion of public safety and health. Establish scientific and technical methods and practices to identify and evaluate data in order to determine outcomes and trends in mortality statistics to improve the quality of life of District residents.	Daily Service
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Operations Header	Operations Title	Operations Description	Type of Operations
Fatality Review	Committee Recommendations	Review circumstances of the deaths of individuals within certain populations, including their interaction with District government services. Conduct fatality reviews to provide recommendations to District entities serving defined populations, so they can address systemic problems, provide better services, and be held accountable.	Daily Service
4 - Provide sound expertise as the District's fatality management authority maintaining a comprehensive District-wide plan to respond to all types of fatality incidents and ensure decedent disposition, family assistance, and continuity of operations. (3 Activities)			
FATALITY MANAGEMENT	Mass Fatality Training and Education	Provide training and education to agency staff and District stakeholders in order to ensure preparedness for mass fatality incident. Develop and coordinate emergency response/incident training and exercise programs amongst District, regional, and federal stakeholders to ensure the appropriate implementation of incident plans and standard operating procedures, availability and use of equipment and resources, and interoperability.	Daily Service
HEALTH AND SAFETY	Medical Surveillance Program	Provide a safe and healthy workplace for all employees and visitors. Implement an employee medical surveillance program involving a formal safety program that involves management, supervisors, and employees in identifying and eliminating hazards that exist or may develop during work processes and testing.	Daily Service
FLEET MANAGEMENT	Vehicle Operations and Accountability	Implement and maintain a system for managing the use of agency vehicles and accountability for agency drivers. Work throughout the year to manage, maintain, and purchase new vehicles utilized for death scene investigation, transport of decedents, emergency incident management, and administrative functions.	Daily Service
5 - Create and maintain a highly efficient, transparent, and responsive District government. (4 Activities)			
CONTRACTS AND PROCUREMENT	Procurement Process Management	Support the District's contracts and procurements process through adherence to the District's rules and regulations, particularly the percentage of budget spent on CBEs. Provision of contracts management, purchasing, and technical assistance to agency staff to obtain products and services within budget, in a timely manner, and according to customer specifications.	Daily Service
PERSONNEL	Human Resources	Recruitment and retention of a highly skilled, professional, and diverse workforce. Focus on staff development, hiring candidates with requisite qualifications, licenses and certifications, maintaining a low vacancy rate, and an efficient onboarding time.	Daily Service
CUSTOMER SERVICE	Customer Service	Provide service information and responses to internal and external customers to have their needs met in a courteous, reliable, and timely manner. Engage next of kin, the funeral industry, law enforcement, health care providers, legal entities, educational institutions, emergency response entities, the public health entities, elected officials, other agencies and residents in the: a) dissemination of requested information; and b) the awareness of agency programs, issues, and challenges.	Daily Service
PERFORMANCE MANAGEMENT	Performance Management	Provide support to overall organizational performance via agency leadership, administrative support services, and employee performance management. Develop short and long term strategic plan for the agency, manage agency and employee performance planning, reporting and evaluating, and provide the administrative support necessary to operate.	Daily Service

2020 Workload Measures

Full Report Grid Edit Email More 10 Measures											
Measure	New Measure/ Benchmark Year	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Report	
1 - Forensic Pathology Services (9 Measures)											
Number of Postmortem Examinations performed: Full/Partial (Not including External Exams)	1185	1406	1252	875	355	366	475	443	1639		
Number of Deaths Due to Traffic Accidents (i.e., cars, Metro, motorcycles, pedestrian, bicycle)	Needs Update	64	57	58	14	11	13	18	56		
Number of drug deaths (illicit/rxn) diagnosed	170	153	225	190	46	79	73	48	246		
Number of deaths due to hypertensive cardiovascular disease/obesity	290	288	329	305	75	71	118	99	363		
Number of infant deaths (1 year and under)	31	47	25	25	8	6	3	6	23		
Number of child deaths due to inappropriate bedding/SUID (with or without crib in the dwelling)	7	0	17	21	7	3	2	6	18		
Number of older deaths due to falls from 65 and over	88	68	62	60	22	22	15	17	77		

Measure	New Measure/ Benchmark Year	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Report
Number of youth (ages 10-19) homicides where gun violence is a factor	2		11	15	16	4	6	10	7	27
Number of Anthropologic Analyses Performed	107	123	113	111	32	30	44	52	158	
1 - Toxicology Analysis (1 Measure)										
Number of DUI cases performed	122	439	534	512	107	112	38	51	308	

2020 Initiatives

Strategic Initiatives		Full Report Grid Edit Email More			17 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?	Cluster	Add Initiative Update for PAR
Case Management System (1 Strategic Initiative)							
	<u>Case Management System Enhancements</u>	The agency will undergo Case Management System enhancements to include: development and design of APIs (Application Program Interfaces); design and deployment of an iOS Mobile App for fleet management and decedent tracking; and modernization of user interfaces; and the implementation of a more robust framework architecture.	09-30-2020			Deputy Mayor for Public Safety and Justice	
	Committee Recommendations (2 Strategic initiatives)						
	<u>Fatality Review Restructuring & Publication of Annual Report Publication</u>	The Fatality Review Unit established three new fatality review committee over the FY18 and FY19: Maternal Mortality, Violence and Opioid Fatality Reviews. During FY20, the unit will work to fully implement these committees and will evaluate the publication of three new annual reports.	09-30-2020		✓	Deputy Mayor for Public Safety and Justice	
	<u>Safe Sleep Campaign</u>	Through the Fatality Review Unit the agency will implement a Safe Sleep Campaign focused on developing an innovative mobile technology based application and safe sleep campaign to decrease the number of pre-term births and other precipitating risk factors. Primary audiences include District residents who provide care to infants and secondary audiences include professionals providing medical care, human service supports and daycare providers.	09-30-2020	✓	✓	Deputy Mayor for Public Safety and Justice	
Customer Service (1 Strategic Initiative)							
	<u>Trauma & Grief Support Service Outreach to Next of Kin</u>	The agency will work to improve outreach to family members regarding trauma and grief support services. The goals are to improve information dissemination about the OCME trauma and grief support services and to identify meeting locations that are accessible to community members and provide a comforting environment. The target areas are Wards 7 and 8 where violent and unexpected deaths occur in the greatest numbers. Success will be measured by family member participation.	09-30-2020	✓		Deputy Mayor for Public Safety and Justice	
	Data Analysis Fusion Center (1 Strategic Initiative)						
	<u>Public Health & Safety Surveillance</u>	Through its Data Fusion Center, the agency will conduct epidemiological investigations on leading causes of death in the District, develop surveillance reports and disseminate key findings to District agencies and the Administration, as well as industry and community stakeholders. In FY20, the new Grants Management Specialist will assist in identifying new grants to support the agency's mission and this project.	09-30-2020		✓	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?	Cluster	Add Initiative Update for PAR
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Forensic Services Consultation Continuation Across Fiscal Years

The Death Investigations Division will work with agency management and the Office of Contracting and Procurement to evaluate and determine a methodology wherein forensic services would be maintained from one fiscal year to another without a stop in services. The agency has had challenges in ensuring that forensic services do not have to be halted prior to the end of the fiscal year in order to ensure that the services are received by the end of the year. However, the agency's mission mandates that services be continued due to their critical nature. Forensic services include consultations for testing of specimens, as well as consultations by various medical professionals in a myriad of disciplines both toward determination of the cause and manner of death.

09-30-2020

Deputy Mayor for Public Safety and Justice

Forensic Pathology Services (1 Strategic Initiative)

International Training Initiative for Death Investigation and Certification

In collaboration with the Department of Justice (DOJ), establish an international training initiative for purposes of providing quality forensic death investigation and certification training and consultation.

09-30-2020

Deputy Mayor for Public Safety and Justice

Mass Fatality Training and Education (1 Strategic Initiative)

Continuity of Operations Center Site Build-Out

The agency will work with DGS for the construction of a Continuity of Operations Site that will serve as a fatality management administrative, investigative and mortuary operations site, as well as an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. During FY20 this will include use of capital monies to procure a vendor for design and purchase of furniture and associated resources/items. This will serve as a regional asset to allow fatality management entities to converge in a single location to plan for and response to regional catastrophic events that cross state boundaries.

09-30-2020



Deputy Mayor for Public Safety and Justice

Medicolegal Death Investigations (1 Strategic Initiative)

Adaptation of Industry Standard Investigations (SUID): Reporting

The Forensic Investigations Unit will review and adapt a nationally utilized reporting form for Sudden Unexplained Infant Death Investigations Reporting Form. The purpose is to comply with best practices and industry standards in the development of an agency specific form. Such form will incorporate jurisdictional statutory and regulatory mandates, as well as agency policies and procedures.

09-30-2020

Deputy Mayor for Public Safety and Justice

Performance Management (2 Strategic Initiatives)

Renovation of 5th and 6th Floors & Technological Advances

The agency will work with DGS for a phased approach to the renovation of the 5th and 6th floor offices per the design that was completed in FY18. The agency will also work with DGS for the construction of an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. The project also includes build out of a laundry facility and technological advances.

09-30-2020

Deputy Mayor for Public Safety and Justice

ISO Accreditation Initiative

The agency will continue its pursuit of ISO accreditation. The focus will be completion of revised Standard Operation Procedures (SOPs) associated with this process. A Training Manual will also be finalized and the Quality Manual reviewed with newly revised SOPs. It is anticipated that the agency may apply for such accreditation during FY20, with an inspection in the 2nd quarter.

09-30-2020

Deputy Mayor for Public Safety and Justice

Records Management (2 Strategic Initiatives)

Development of Electronically Initiated Case File for Process Improvement

The Records Management Unit and IT Unit will develop an electronically initiated case file for process improvement. Electronic initiation of case files assists in quality of end product, increase turnaround times, assist in maintaining a paperless environment, improves ability to datashare with stakeholders and improve customer service.

09-30-2020

Deputy Mayor for Public Safety and Justice

Systems Interoperability

between the agency's Case Management System (CMS) and DC Health's Electronic Death Registration System. The purpose is to eliminate the need for staff to enter data into either system separately. Instead,

09-30-2020

Deputy Mayor for

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?	Cluster	Add Initiative Update for PAR
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Toxicology Analysis (3 Strategic Initiatives)

<u>Laboratory Information System (LIMS) Implementation</u>	The implementation of a Laboratory Information System (LIMS) will allow for ease of case tracking, streamlined data handling and the reduction of transcription errors. The LIMS will directly interface with the instrumentation and provide a mechanism for direct transfer of results and allow for a more efficient means for responding to stakeholders who require case status updates.	09-30-2020			Deputy Mayor for Public Safety and Justice	
<u>Process to Application for ISO/IEC 17025:2017</u>	The laboratory is currently accredited by the American Board of Forensic Toxicology (ABFT). However, ABFT has made notice that laboratories under their accreditation will require a different accrediting body, as ABFT will no longer accredit laboratories post the year 2022. As such, the laboratory will be preparing itself to achieve ISO/IEC 17025:2017 accreditation. To that end, current processes and procedures will need to be assessed against the ISO standard to ensure compliance and seamless accreditation transition.	09-30-2020			Deputy Mayor for Public Safety and Justice	

<u>Public Outreach: Science Technology Engineering & Mathematics (STEM) in Toxicology and IT</u>	In an effort to increase exposure to and interest in Science Technology Engineering and Mathematics (STEM) careers as it pertains to forensic toxicology and information systems, the toxicology division will engage the youth of Ward 7 and Ward 8 by offering an educational environment which allows students to interact with forensic scientists and learn about a challenging and rewarding career path.	09-30-2020	✓		Deputy Mayor for Public Safety and Justice	
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Vehicle Operations and Accountability (1 Strategic Initiative)

<u>Fleet Replacement Capital Project</u>	The agency has developed a fleet replacement plan to ensure that the agency has vehicles in good working condition resulting in adequate and timely response to death scenes and ability to carry out other mandated functions to include: case related body and specimen transfer, court duties, records management, and administrative functions. Capital funds are available for this initiative and, as such, the agency will evaluate and purchase appropriate type and numbers as allowed by the funding.	09-30-2020			Deputy Mayor for Public Safety and Justice	
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FY2020 Initiative Updates

Initiative Updates Full Report Grid Edit Email More 62 Initiative Updates

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
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Adaptation of Industry Standard Investigations (SUIDI) Reporting (4 Initiative Updates)

<u>Adaptation of Industry Standard Investigations (SUIDI) Reporting</u>	For the SUIDI reporting form, the investigation team reviewed the CDC form, and with the assistance of the intern, drafted a re-organization of the information. The draft has been piloted with only one case. The next steps are <ul style="list-style-type: none"> to present the draft to the pathologist for their feedback review their feedback, make changes if necessary present the draft form to Dr. Diaz & discuss 	25-49%	High	Demonstrable		Q1
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<u>Adaptation of Industry Standard Investigations (SUIDI)</u>	This initiative (adaptation of industry standard SUIDI) has been placed on hold due to change in leadership; new leadership immediately focused on public health emergency - covid- the conference were the White Paper was to be presented was cancelled. This initiative will be reassessed after the emergency.	0-24%	Low	Demonstrable		Q2
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Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
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Adaptation of Industry Standard Investigations (SUID) Reporting.

Due to the Covid pandemic emergency, this initiative has been delayed as I was the individual Investigator spear heading this initiative. The agency is currently evaluating the projects reactivation.

0-24%

Low

Demonstrable

Q3

Adaptation of Industry Standard Investigations (SUID) Reporting.

The agency investigation team (Supervisor and Lead Investigator) not only review the new SUID form but also attended two webinars during Q4: 1) one with the National Center for Fatality Review and Prevention and CDC -SUID/SDY Case Registry team. The Lead Investigator was recorded for the course in interviewing techniques with parents of infants; and 2) with the CDC's SUID initiative introducing the Updated SUID Reporting Form. The new form will be incorporated in to the agency's SOPs.

Complete

Demonstrable

Q4

Case Management System Enhancements (4 Initiative Updates)

Case Management System Enhancements

OCME's IT department has worked with the VertiQ case management vendor to refine the Decedent Tracking Mobile Application and preparing it for in-field usage. This process encompasses testing functionality at the desktop level and across myriad mobile devices. Extensive testing of barcoding has begun along with user acceptance testing by internal stakeholders.

25-49%

High

Demonstrable

Q1

Case Management System Enhancements

25-49%

Medium

Demonstrable

Q2

Case Management System Enhancements

- OCME has continued progress on two separate development initiatives: EDRS Integration and Decedent Tracking Mobile Application development. The EDRS integration will automate the process of transmitting mortality data to the office of vital records. The process of testing and addressing software glitches has continued throughout the quarter with User Acceptance Testing (UAT) scheduled for Q4 of FY20. The Decedent Tracking Mobile App is in final stages of Beta testing with a scheduled deployment date of August 21st. This will be a cloud-based, hosted mobile application and has been vetted and approved by OCTO.
- The first phase of the CMS upgrade plan (to be executed over a two year period from FY20-FY21) is well underway. The procurement of the new CMS hardware was fully approved and partially delivered in Q4 of FY20 at the cost of approximately \$53,000. This expenditure is fully funded by the CDC over the two-year period of performance.

75-99%

High

Demonstrable

Q3

Case Management System Enhancements

- OCME has continued progress on two separate development initiatives: EDRS Integration and Decedent Tracking Mobile Application development. The EDRS integration will automate the process of transmitting mortality data to the office of vital records. The process of testing and addressing software glitches has been effectively completed. The Decedent Tracking Mobile App has been fully delivered. The mobile application is housed virtually on Microsoft Azure as a managed service by the VertiQ vendor. The solution has been vetted and approved by OCTO. The DT Mobile Application is in the final stages of User Acceptance Testing with a full deployment pending review by key User Focus Group members and the Chief ME.
- The first phase of the CMS upgrade plan (to be executed over a two year period from FY20-FY21) has been completed. The procurement of the new CMS hardware was fully approved and has been received. The server hardware has been fully provisioned, configured, and deployed in the CHL Datacenter. The OCME IT and Records units have worked tirelessly with the VertiQ software vendor to officially execute the project kick-off meeting, conduct extensive requirements gathering, and develop a comprehensive requirements document. That 90-page document has been approved by OCME stakeholders, to include migration of all data reporting tools, document templates, and legacy system data. Phase One of this project has been completed and invoice. Phase Two is currently moving through procurement for the FY2021 fiscal cycle.

Complete

Demonstrable

Q4

Continuity of Operations Center Site Build-Out (4 Initiative Updates)

Continuity of Operations Center Site Build-Out

The initiative is at the initial phase of bidding the statement of work and facilitating vendors reviewing site schematics and visiting the actual facility and the current OCME toward construction design bids.

0-24%

Low

Demonstrable

Q1

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
<u>Continuity of Operations Center Site Build-Out</u>	The Continuity of Operations Site initial design budget was established, a Statement of Work completed, and a requisition placed into PASS. Vendors visited the site to determine the scope of the project toward response to the requisition. Due to the agency's COVID response which required build out of a Fatality Management Operations Center & Morgue as well as a focus on ensuring capital funding for the agency's CFL renovation, this project was placed on hold during Q2.,	0-24%	Low	Demonstrable		Q2
<u>Continuity of Operations Center Site Build-Out</u>	The Continuity of Operations Site initial design budget was established, a Statement of Work completed, and a requisition placed into PASS. Vendors visited the site to determine the scope of the project toward response to the requisition. Due to the agency's COVID response which required build out of a Fatality Management Operations Center & Morgue, as well as a focus on ensuring capital funding for the agency's CFL renovation, this project was placed on hold during Q2 and Q3. Additionally, DGS is assessing available funding for the project based on the agency's capital funds. This review is due to awaiting cost projections for the agency's renovation project which is being funded from the same funding pool.	25-49%	Low	Demonstrable		Q3
<u>Continuity of Operations Center Site Build-Out</u>	This project was not completed during FY20. This work is managed by the Department of General Services (DGS). While a requisition was established and vendors visited the COOP site for review, the project was halted however in order for DGS to evaluate the available capital funding for the project in relation to the agency's renovation project. DGS has ownership over the project. The initiative was established based on the tasks the agency would be responsible for once the project moved forward.	25-49%		Demonstrable		Q4
Development of Electronically Initiated Case File for Process Improvement (4 Initiative Updates)						
<u>Development of Electronically Initiated Case File for Process Improvement</u>	The OCMC has worked with DC Health's Department of Vital records and third party vendors to create the application programming interfaces necessary to automate the transmission of data points from OCMC's Case Management System (CMS) to the Electronic Death Reporting System (EDRS). Both agencies have worked in conjunction with the CDC's National Center for Health Statistics to comply with the new HL7 international standard, insuring FHIR interoperability.	50-74%	Medium	Demonstrable		Q1
<u>Development of Electronically Initiated Case File for Process Improvement</u>	The agency has developed all Standard Operating Procedure's (SOP), an electronic seal has been approved by the Office of the Secretary and equipment has been selected and procured to implement the electronic signature process for required forms and reports.	50-74%	Medium	Demonstrable		Q2
<u>Development of Electronically Initiated Case File for Process Improvement</u>	<ul style="list-style-type: none"> The process of testing and addressing software glitches has continued throughout the quarter with User Acceptance Testing (UAT) schedule for Q4 of FY20. 	75-99%	High	Demonstrable		Q3
<u>Development of Electronically Initiated Case File for Process Improvement</u>	The goal of the project is to develop a digitally born decedent case file. First step in the process was to stop printing documents received electronically (i.e. by e-fax, e-mail or via website (SharePoint, ftp etc.)). In addition to developing a workflow for documents received electronically we are also identifying documents generated from within our case management system, other systems, as well as reports, and documents developed for corresponding to external stakeholders. Since FY17 to current, OCMC management has worked to ensure all required elements were established for the development of a comprehensive and efficient automated process. For example, all SOP's have been developed, an electronic seal has been approved from the Office of the Secretary and equipment (Nebreen selected and procured) to implement an electronic signature process for required forms and reports. Next steps include completing all training of staff.	Complete		Demonstrable		Q4
Fatality Review Restructuring & publication of Annual Report Publication (3 Initiative Updates)						
<u>Fatality Review Restructuring & publication of Annual Report Publication</u>	This manager and staff continued to work diligently with the Mayor's Office of Talent and Appointments (MOTA) to receive updates as to the status of the Mayoral nominees and appointments to the VFRC. During this quarter, the remaining 4 community nominees were presented to Council for approval. They have been deemed approved as of February 22, 2020. OFRB meetings continue to take place as scheduled. MMRC meetings have commenced with 2 vacancies. MOTA is working to fill the vacant positions.	25-49%	High	Demonstrable		Q1

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
<u>Fatality Review Restructuring & Publication of Annual Report Publication</u>	The agency worked to fully implement three new fatality review committee/boards. During Q2, the MMRC meetings continued with 1 vacancy until COVID. The first VFRC meeting took place in February and MOJA is working on filling the federal seats on the committee. The OPoID meetings also continued until COVID.	Complete	High	Demonstrable		Q2
<u>Fatality Review Restructuring & Publication of Annual Report Publication</u>	The agency worked to fully implement three new fatality review committee/boards. During Q2, the MMRC meetings continued with 1 vacancy until COVID. The first VFRC meeting took place in February and MOJA is working on filling the federal seats on the committee. The OPoID meetings also continued until COVID.	Complete		Demonstrable		Q4
Fleet Replacement Capital Project (4 Initiative Updates)						
<u>Fleet Replacement Capital Project</u>	The death investigation team is working with DPW to obtain specifications for new vehicles at this time.	0-24%	High	Demonstrable		Q1
<u>Fleet Replacement Capital Project</u>	This effort was on hold during the second quarter as the agency was engaged in COVID-19 response.	0-24%	High	Demonstrable		Q2
<u>Fleet Replacement Capital Project</u>	The agency received approval to reprogram monies from the fleet replacement capital project to another capital project- Continuity of Operations Site Build-out. The funds will be utilized to provide fencing surrounding the site, as well as parking lot paving. The rationale is that the agency vehicles will be housed at the site and must be contained. Such vehicles include those procured by the District in responses to the COVID pandemic, emergency response vehicles, as well as agency vehicles for day to day work of death investigation.	Complete	High	Demonstrable		Q3
<u>Fleet Replacement Capital Project</u>	The agency received approval to reprogram monies from the fleet replacement capital project to another capital project- Continuity of Operations Site Build-out. The funds will be utilized to provide fencing surrounding the site, as well as parking lot paving. The rationale is that the agency vehicles will be housed at the site and must be contained. Such vehicles include those procured by the District in responses to the COVID pandemic, emergency response vehicles, as well as agency vehicles for day to day work of death investigation.	Complete		Demonstrable		Q4
Forensic Services Consultation Continuation Across Fiscal Years (2 Initiative Updates)						
<u>Forensic Services Consultation Continuation Across Fiscal Years</u>	The agency has worked with OCP over the last two years on this matter. The issue appears to be resolved as the agency has been able to start loading requisitions and subsequent POs for services either prior to or at the beginning of the first quarter. However, the OCP contracting officer for the agency is on alert, accessible and ready to act should there be any issue.	Complete	High	Demonstrable		Q1
<u>Forensic Services Consultation Continuation Across Fiscal Years</u>	The agency has worked with OCP over the last two years on this matter. The issue appears to be resolved as the agency has been able to start loading requisitions and subsequent POs for services either prior to or at the beginning of the first quarter. However, the OCP contracting officer for the agency is on alert, accessible and ready to act should there be any issue.	Complete		Demonstrable		Q4
International Training Initiative for Death Investigation and Certification (3 Initiative Updates)						
<u>International Training Initiative for Death Investigation and Certification</u>	Currently, the Deputy Chief Medical Examiner has been working with DOJ in the initial phases of discussion.	0-24%	High	Demonstrable		Q1

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
<u>International Training Initiative for Death Investigation and Certification</u>	The agency has an ongoing MOU with the Department of Justice (DOJ) International Criminal Investigative Training Program (ICTIP) whereby the agency serves as training partner for forensic physicians from Costa Rica, Panama, Honduras, Belize, Mexico, East Africa and where ICTAP requires the agency experience. The initiative involves rotations, teaching and training. The ICTAP relies on the agency for consultations on implementations of medicolegal death investigations systems of the countries assigned.	Complete	High	Demonstrable		Q2
<u>International Training Initiative for Death Investigation and Certification</u>	he agency has an ongoing MOU with the Department of Justice (DOJ) International Criminal Investigative Training Program (ICTIP) whereby the agency serves as training partner for forensic physicians from Costa Rica, Panama, Honduras, Belize, Mexico, East Africa and where ICTAP requires the agency experience. The initiative involves rotations, teaching and training. The ICTAP relies on the agency for consultations on implementations of medicolegal death investigations systems of the countries assigned.	Complete	High	Demonstrable		Q4
ISO Accreditation Initiative (4 Initiative Updates)						
<u>ISO Accreditation Initiative</u>	During Q1, the agency worked on the application for ISO accreditation (submitted on 1/8/20 - Q2). Since June 2019, executive management reviews were held monthly to address all agency-wide non-conformities based on the ISO Internal Audit; to review corrective actions; and to address gaps in the management system. The Quality Manual has been completed and has been in review for approval and the Training Manual has been revised and is in the approval process.	50-74%	High	Demonstrable		Q1
<u>ISO Accreditation Initiative</u>	The agency prepared for ISO accreditation during Q2 by uploading accreditation requirements stating on 3/1/2020. Two of the five sections have been completed. The accreditation inspection previously scheduled for June 16-19, has been tentatively rescheduled to October 14-16, due to the COVID-19 pandemic.	50-74%	Medium	Demonstrable		Q2
<u>ISO Accreditation Initiative</u>	During Q3, the following activities were completed: a. Upload of accreditation requirements has resumed and shall be completed on or before July 31, 2020. b. Accreditation inspection is scheduled for September 29th – October 1st. c. The OCME Training Manual was approved and published on January 23, 2020.	75-99%	High	Demonstrable		Q3
<u>ISO Accreditation Initiative</u>	a. Accreditation inspection was conducted on September 28th – September 30th. b. The agency was found to be in compliance with all ISO 17020 standards with zero non-conformities and will therefore be expected to receive the accreditation certificate within the next couple of months – to include the scope of accreditation.	Complete		Demonstrable		Q4
Laboratory Information System (LIMS) Implementation (4 Initiative Updates)						
<u>Laboratory Information System (LIMS) Implementation</u>	LIMS Implementation An internal review team has been designated to review 4 proposals by vendors. The review has started and is 75% complete.	0-24%	High	Demonstrable		Q1
<u>Laboratory Information System (LIMS) Implementation</u>	The internal LIMS team has reviewed all proposals, observed vendor demonstrations and made a selection. The information has been submitted to the Office of Contract and Procurement (OCP). The team awaits negotiation between OCP and the selected vendor.	0-24%	Medium	Demonstrable		Q2
<u>Laboratory Information System (LIMS) Implementation</u>	a. The internal LIMS team has reviewed all proposals, observed vendor demonstrations and made a selection. The information was submitted to the Office of Contract and Procurement (OCP). The team awaits the completion of the negotiation process between OCP and the selected vendor.	75-99%	High	Demonstrable		Q3
<u>Laboratory Information System (LIMS) Implementation</u>	a. The internal LIMS team has reviewed all proposals, observed vendor demonstrations and made a selection. The information was submitted to the Office of Contract and Procurement (OCP). The team awaits the completion of the negotiation process between OCP and the selected vendor. i. UPDATE a LIMS vendor was selected in FY2021	Complete		Demonstrable		Q4

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
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- Process to Application for ISO/IEC 17025:2017
1. Process to Application for ISO/IEC 17025:2017
 - a. Implemented a documented technical review for case reports
 - b. Designed a plan for UoM for blood ethanol
 - c. Drafting a management manual for Division Quality Program
 - d. Planned implementation of management review

Process to Application for ISO/IEC 17025:2017

A conference was held with the American Board of Forensic Toxicologists regarding ISO 17025/ABFT accreditation. The requirements were established; three staff members were trained on Final Report review; a new volatiles method was implemented to allow for better compliance with ISO 17025; and the components of an annual management review are being identifying.

- Process to Application for ISO/IEC 17025:2017
- The following activities were conducted during Q3:
- a. Drafted and annual review and internal audit document.
 - i. The laboratory must first conduct its own audit prior to the 17025 inspections
 - b. In the process of registering two toxicologist for Internal Audit training

- Process to Application for ISO/IEC 17025:2017
- Current SOPs reviewed.
 - Drafted and annual review and internal audit document.
 - i. The laboratory must first conduct its own audit prior to the 17025 inspections
 - Two toxicologists completed the Internal Audit training in the fourth quarter. They will assist the laboratory in completing its internal audit in preparation for the 17025 inspection

Public Health & Safety Surveillance (3 Initiative Updates)

Public Health & Safety Surveillance

The Data Fusion Center is currently working on standing up staffing and services related to several grants. Once funds are loaded several studies will be conducted including a focus on the opioid crisis. The Center has been engaged in the completion of the agency Annual Report which was published in December 2019.

Public Health & Safety Surveillance

The Data Fusion Center's Epidemiologist has been the point person in providing the agency's mortality data regarding COVID deaths during the pandemic.

Public Health & Safety Surveillance

The agency not only provided investigation into various leading causes of death but provided a daily report on COVID related deaths (the leading cause of death) in Q2, Q3 and Q4. Grants were also identified and applications made.

Public Outreach: Science Technology Engineering & Mathematics (STEM) in Toxicology and IT (4 Initiative Updates)

Public Outreach: Science Technology Engineering & Mathematics (STEM) in Toxicology and IT

The IT and Toxicology Unit managers have conferred to establish an list of suitable and information workshops and seminars geared towards encouraging Ward 7 & 8 youth to pursue STEM careers, particularly in forensics. The CIO has opened discussions with staff at the newly renovated Capitol View Library, located in Ward 7, in the hopes of enlisting their add in connecting the OCME with its intended target group, while also providing a ready-made atmosphere for learning.

Public Outreach: Science Technology Engineering & Mathematics (STEM) in Toxicology and IT

The agency STEM team has evaluated providing workshops to two entities: a) a District Library; and b) a NSBE, Jr. chapter; both with youth from Wards 7 and 8. In both instances workshops would consist of a viewing and demonstration of the agency's Mobile Command Center; as well as demonstrations of toxicology, IT and epidemiology work. Post Q2: The agency has re-evaluated toward virtual workshops.

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
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Public Outreach:
Science
Technology
Engineering & Mathematics
(STEM) in
Toxicology and IT

The agency STEM team evaluated providing workshops to two entities: a) a District Library; and b) a NSBE, Jr. chapter; both with youth from Wards 7 and 8. In both instances workshops would consist of a viewing and demonstration of the agency's Mobile Command Center; as well as demonstrations of toxicology, IT and epidemiology work. During Q2, due to the COVID pandemic, the agency has re-evaluated toward virtual workshops. As Q3 has closed, it is the understanding that outreach may be challenging given the pandemic situation. The workshops were prepared and scheduled but had to be canceled by the entity. The agency will have to reevaluate once school system finalize plans for the fall.

50-74%

Low

Demonstrable

Q3

Public Outreach:
Science
Technology
Engineering & Mathematics
(STEM) in
Toxicology and IT

The agency STEM team evaluated providing workshops to two entities: a) a District Library; and b) a NSBE, Jr. chapter; both with youth from Wards 7 and 8. In both instances workshops would consist of a viewing and demonstration of the agency's Mobile Command Center; as well as demonstrations of toxicology, IT and epidemiology work. During Q2, due to the COVID pandemic, the agency has re-evaluated toward virtual workshops. As Q3 has closed, it is the understanding that outreach may be challenging given the pandemic situation. The workshops were prepared and scheduled but had to be canceled by the entity due to the COVID pandemic. The agency will have to reevaluate once school system finalize plans for the fall.

50-74%

Low

Demonstrable

Q4

Renovation of 5th and 6th Floors & Technological Advances (4 Initiative Updates)

Renovation of 5th and 6th Floors & Technological Advances

The agency has met throughout the first quarter with DGS and the vendors toward completion of the construction design. This has included review of former design plans and providing information and responses to the vendor on mechanical and electrical issues. The anticipated date for completion of the construction design is the end of second quarter.

25-49%

High

Demonstrable

Q1

Renovation of 5th and 6th Floors & Technological Advances

The agency worked with the Department of General Services and vendors to complete the construction design; modify the budget; determine funding for and process a reprogramming of such funds from the capital budget to its local budget for procurement of AV services, furniture and installation for the renovation.

25-49%

Medium

Demonstrable

Q2

Renovation of 5th and 6th Floors & Technological Advances

The project experienced delays as DGS attempted to complete a reprogramming of funds from the capital project to local funding for the procurement of furniture and associated items, as well as IT equipment and services. The reprogramming was not approved until Q3. The project is now experiencing delays as a requisition must be approved via several agency personnel and DGS was included inappropriately by DGS staff. Once the requisition is approved, the project can proceed. It is anticipated that the construction will start during Q4.

50-74%

Medium

Demonstrable

Q3

Renovation of 5th and 6th Floors & Technological Advances

The project experienced delays as DGS attempted to complete a reprogramming of funds from the capital project to local funding for the procurement of furniture and associated items, as well as IT equipment and services. The reprogramming was not approved until Q3. The project is now experiencing delays as a requisition must be approved via several agency personnel and DGS was included inappropriately by DGS staff. Once the requisition is approved, the project can proceed. While it was anticipated that the construction will start during Q4, delays in approval of the requisition external to the agency caused delays in providing POs to the vendors to start work and DGS determined that the product deliverables and work could not be completed by 9/30 as required. A reprogramming of the funding back to capital was initiated. DGS will work to initiate the start of the project again in FY21.

50-74%

Medium

Demonstrable

Q4

Safe Sleep Campaign (4 Initiative Updates)

Safe Sleep Campaign

The agency is currently working with a federal agency toward receipt of a grant to implement the campaign. The funding mechanism is a challenge is being reviewed.

0-24%

Medium

Demonstrable

Q1

Safe Sleep Campaign

The agency is working with external federal partners to identify directed funding from the National Institutes of Health (NIH) to support a campaign.

0-24%

Medium

Demonstrable

Q2

Safe Sleep Campaign

The agency continues to work with external federal partners to identify directed funding from the National Institutes of Health (NIH) to support a campaign. The challenge lies in the tool or method

0-24%

Low

Demonstrable

Q3

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	FY20 Reporting Quarter
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Sate Sleep Campaign

The OCME is working with external federal partners to execute an MOA with the National Institutes of Health (NIH) and Palladian Partners to support a campaign.

25-49%

Demonstrable

Q4

Systems Interoperability Initiative between OCME and DCHHealth (4 Initiative Updates)

Systems Interoperability Initiative between OCME and DCHHealth

On 01/07/2020MOU was fully ratified and submitted back to DC Health for processing. Awaiting the IDSR so that funding attributes can be established. Once funding is established, the required equipment will be ordered.

50-74%

High

Demonstrable

Q1

Systems Interoperability Initiative between OCME and DCHHealth

The following action plans were approved for this effort: project plan, quarterly and monthly reports and the MOU and IDSR approved and LIMS Evaluations completed. The agency held LIMS vendor demonstrations in early March and a vendor selected. Approval was obtained to spend allocated funds and as a result, the requisition to procure a CMS server was submitted on 3/31.

75-99%

High

Demonstrable

Q2

Systems Interoperability Initiative between OCME and DCHHealth

During Q3, the team followed up on all the administrative activities and the findings were as follows:
- The contract for a revised requisition submission was awarded, the server was ordered, and the scheduled delivery date was scheduled for some time mid-July.
- Throughout the quarter, the vendor selection for the LIMS system was still underway.

75-99%

High

Demonstrable

Q3

Systems Interoperability Initiative between OCME and DCHHealth

The DC Office of the Chief Medical Examiner and the DC Health Department of Vital Records would like to request a no-cost extension to the end of this contract #200-2017-92576, due to the overwhelming work the agencies had to take on in response to the COVID-19 Pandemic, within the District of Columbia.

75-99%

Demonstrable

Q4

Monthly reports have been developed. The Case Management Server was installed and the Chief Information Officer is working with the Office of the Chief Technology Officer to obtain access for the vendor to install the "net" version of the software. A kick-off meeting with the vendor was held and monthly meetings held.

Trauma & Grief Support Service Outreach to Next of Kin (3 Initiative Updates)

Trauma & Grief Support Service Outreach to Next of Kin

The agency will work to improve outreach to family members regarding trauma and grief support services. The goals are to improve information dissemination about the OCME trauma and grief support services and to identify meeting locations that are accessible to community members and provide a comforting environment. The target areas are Wards 7 and 8 where violent and unexpected deaths occur in the greatest numbers. Success will be measured by family member participation.

0-24%

High

Incremental

Q1

Trauma & Grief Support Service Outreach to Next of Kin

The agency was instrumental in setting up the Virtual Family Assistance Center (VFAC) to assist family members of decedents by provided resource information regarding burial assistance, grief counseling, housing and other services. The VFAC is manned by agency and other navigators. The agency has also worked to provide grief support services to agency employees as needed during the COVID pandemic due to their consistent work with the death process and the significant increase in caseload.

Complete

High

Demonstrable

Q2

Trauma & Grief Support Service Outreach to Next of Kin

The agency was instrumental in setting up the Virtual Family Assistance Center (VFAC) to assist family members of decedents by provided resource information regarding burial assistance, grief counseling, housing and other services. The VFAC is manned by agency and other navigators. The agency has also worked to provide grief support services to agency employees as needed during the COVID pandemic due to their consistent work with the death process and the significant increase in caseload.

Complete

Demonstrable

Q4

Internal: Unfinished 2019 Initiatives

Strategic

Full Report | Grid Edit | Email | More

1 Strategic Initiative

Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
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PERFORMANCE MANAGEMENT (1 Strategic Initiative)

Agency Renovations to accommodate significant growth in staffing and to construct an ongoing situational awareness center for ongoing situational awareness during emergency incidents.

The agency will work with DGS for a phased approach to the renovation of the 5th and 6th floor offices per the design that was completed in FY18. During FY19, a phased plan will be completed and the 5th floor renovation completed. The agency will also work with DGS for the construction of an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. During FY19 this will include us eof capital monies to procure a vendor for design and purchase of furniture. There will be eventual construction. This will serve as a regional asset to allow fatality management entities to converge in a single location to plan for and respond to regional catastrophic events that cross state boundaries. This center will be constructed within the agency's investigation unit and will complement the current room.

50-74%

During Q1, the agency completed development of a phased plan to include the logistics of temporary seating, movement of resources and equipment and impact on budget for the pending construction. As stated in Q3, a reprogramming was processed and submitted in early July, but was not approved until August. This delay resulted in the inability to begin and complete the project as planned given the OCP criteria. DGS provided an alternate plan prior to the end of the FY to be implemented beginning October 1.

At the start of the fiscal year, the agency was informed by DGS that it would enter a requisition for use of capital funds for project implementation. Such requisition was then withdrawn after information was provided that as the implementing agency, DGS must submit the Req. Subsequently, the agency was informed that due to OCFO policy changes, certain items were not capital eligible. DGS reported that the renovation would be completed in two Phases (FY19 and FY20) both requiring a reprogramming of capital funds into the agency's local budget via PayGo. Apparently, this methodology is required due to the new OCFO policy interpretation of what purchases are eligible under capital funding. The project involves the installation of furniture and other associated items (i.e. DIRT walls) , as well as the purchase of AV equipment, which have been deem as not "capital eligible." This policy has resulted in the delay of DGS's implementation of the project and/or moving forward with a requisition. As stated in Q3, a reprogramming was processed and submitted in early July, but was not approved until August. This delay resulted in the inability to begin and start/complete the project by the end of the fiscal year as planned given the OCP criteria. DGS provided an alternate plan prior to the end of the FY to be implemented beginning October 1.

12-31-2020

Updates for Unfinished FY19 Initiatives

Full Report | Grid Edit | Email | More 3 Initiative updates

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY20	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 FY20	No Longer an Initiative	Initiative Status Update	% Complete to date	Confidence in completion by anticipated date?	Status of Impact	Explanation of Impact	Supporting Data	FY20 Reporting Quarter
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Agency Renovations to accommodate significant growth in staffing and to construct an operations center for ongoing situational awareness during emergency incidents

12-31-2020

The agency is working with DGS and vendors toward the completion of construction designs in Q2. Actual construction is to being near the end of Q2.

25-49%

High

Demonstrable

The agency staffing has grown from 70 to about 110 and as such additional staffing space is at a critical need. Moreover, the agency has included medical and technological advances in the renovation plans in order to maintain best practices and industry standards. Lastly, the renovation is critical for completion of the Fatality Management Operations Center for the purposes of interoperability during a fatality incident.

Q1

12-31-2020

Agency Renovations to accommodate significant growth in staffing and to construct an operations center for ongoing situational awareness during emergency incidents

The project experienced delays as DGS attempted to complete a reprogramming of funds from the capital project to local funding for the procurement of furniture and associated items, as well as IT equipment and services. The reprogramming was not approved until Q3. The project is now experiencing delays as a requisition must be approved via several agency personnel and DGS was included inappropriately by DGS staff. Once the requisition is approved, the project can proceed. It is anticipated that the construction will start during Q4.

50-74%

Medium

Demonstrable

The agency staffing has grown from 70 to about 110 and as such additional staffing space is at a critical need. Moreover, the agency has included medical and technological advances in the renovation plans in order to maintain best practices and industry standards. Lastly, the renovation is critical for completion of the Fatality Management Operations Center for the purposes of

Q3

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY20	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
Agency Renovations to accommodate significant growth in staffing and to construct an operations center for ongoing situational awareness during emergency incidents	12-31-2020			This initiative was not completed as it related to deliverables from the Department of General Services. It has been carried over in to FY21 due to DGS inability to select vendors and provide for completion of service/delivery of goods prior to the end of the FY21 fiscal year. Of note, the project required a reprogramming of capital funds to local for procurement of goods/services that are associated with or serve as the foundation of the actual "construction." The reprogramming was not approved until March; there was a delay due to the COVID-19 pandemic; and the vendor shipping turnarounds were also impacted by the pandemic.	50-74%	Low	Demonstrable	This project focuses on renovation of OCME office space to accommodate staff growth, and additional work and storage space, as well as build-out of the Fatality Management Operations Center (FMOC).		Q1

Administrative Information

Record ID# 723

Performance Plan ID 723 [Blank Initiative Updates](#)

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Agency

Office of the Chief Medical Examiner

Agency Acronym

OCME

Agency Code

FXO

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

Agency Performance POCs

Beverly (OCME) Fields

Agency Budget POCs

Beverly (OCME) Fields

Leautry (OCFO) Dixon

Fiscal Year

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Agency's Operating Budget

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2021 Objectives

Strategic Objectives	Full Report Grid Edit Email More				5 Objectives	
	Objective Number	Strategic Objective	# of Measures	# of Operations		
	1	Provide efficient and quality forensic services related to: a) the medicolegal investigation and certification of the cause and manner of death; b) toxicological analyses and interpretations; c) family assistance in understanding the cause and manner of death; d) expert testimony; and e) education and training of law enforcement, health care providers, academic institutions, and other stakeholders.	8	5		
	2	Provide efficient and effective service through a quality management system supported by continuous process improvement, quality control measures, adherence to accrediting body guidelines, training, and best practices.	3	4		
	3	Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths.	4	2		
	4	Provide sound expertise as the District's fatality management authority maintaining a comprehensive District-wide plan to respond to all types of fatality incidents and ensure decedent disposition, family assistance, and continuity of operations.	1	3		
	5	Create and maintain a highly efficient, transparent, and responsive District government.	22	4		
TOT			28	19		

2021 Key Performance Indicators

Full Report | Grid Edit | Email | More 16 Measures

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target	FY2020 Actual	FY2021 Target	FY 2021 Quarter 1
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1 - Provide efficient and quality forensic services related to: a) the medicolegal investigation and certification of the cause and manner of death; b) toxicological analyses and interpretations; c) family assistance in understanding the cause and manner of death; d) expert testimony; and e) education and training of law enforcement, health care providers, academic institutions, and other stakeholders. (8 Measures)

Percent of toxicology examinations completed within 90 calendar days of case submission		Up is Better	91.4%	98.5%	80%	99.6%	80%	96.4%	80%	98.9%
Percent of all reports of postmortem examinations completed within 90 calendar days from the time of autopsy in all cases		Up is Better	72.6%	93.2%	90%	95.5%	90%	92.4%	90%	93.8%
Percent of mortuary/transport service scene response within one hour of transport notification by an investigator or medical examiner of an accepted case		Up is Better	97.1%	97.3%	95%	95%	95%	97.2%	95%	96.1%
Percent of decedent cases scientifically identified within five days		Up is Better	New in 2018	33.6%	30%	56.7%	30%	48.3%	30%	37.5%
Percent of storage requests from hospitals filled within two business days of receipt.	✓	Up is Better	New in 2021	New in 2021	New in 2021	New in 2021	New in 2021	New in 2021	New in 2021	70.8%
Percentage of decedents with no known next of kin to be entered into Namus Unclaimed prior to the release of the decedent for public disposition.		Up is Better	New in 2020	New in 2020	New in 2020	New in 2020	New in 2020	34.8%	80%	0%
Percent of toxicology examinations completed within 60 calendar days of case submission		Up is Better	72.5%	90.9%	40%	91.8%	50%	85.8%	50%	91.9%
Percent of decedent storage unit spaces unoccupied within the morgue during normal operation periods.		Up is Better	New in 2020	New in 2020	New in 2020	New in 2020	55%	55.7%	55%	61%

Measure	New Measure/ Benchmark Year	Directionality	FY 2017 Actual	FY 2018 Actual	FY 2019 Target	FY2019 Actual	FY 2020 Target	FY2020 Actual	FY2021 Target	FY 2021 Quarter 1
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Percent of employees completing and maintaining licensure, certification, industry-specific, web-based, internal agency training

Up is Better

82.6%

100%

90%

100%

90%

100%

90%

100%

Percent of external autopsy requests responded to within 2 business days of receipt

Up is Better

92.1%

99%

90%

99.9%

90%

99.9%

90%

100%

Percent of forensic pathologists (medical examiners) that are board certified or board eligible

Up is Better

100%

100%

90%

100%

90%

100%

90%

100%

3 - Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths. (4 Measures)

Percent of Child Fatality Review Committee (CFRC) fatality reviews held within six months of notification of the death

Up is Better

96.5%

100%

70%

100%

70%

100%

70%

100%

Percent of Developmental Disabilities Fatality Review Committee (DDS FRC) fatality reviews held within three months of receipt of the investigative report from DHS/DDS and determination of the cause and manner of death

Neutral

80.5%

100%

90%

66.7%

90%

100%

90%

0%

Percent of FOIA requests responded to within fifteen (15) days

Up is Better

95.5%

94.1%

90%

87%

90%

97.8%

90%

90%

Percent of CFRC case summary reports that will be uploaded to the web portal three days prior to the scheduled case review meetings

Up is Better

New in 2018

96.4%

80%

100%

80%

100%

80%

100%

4 - Provide sound expertise as the District's fatality management authority maintaining a comprehensive District-wide plan to respond to all types of fatality incidents and ensure decedent disposition, family assistance, and continuity of operations. (1 Measure)

Percent of agency employees completing a mass fatality training annually

Up is Better

100%

96.6%

95%

95.6%

95%

100%

95%

Annual Measure

2021 Operations

Operations

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18 Activities

Operations

Topic of

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Provide efficient and quality forensic services related to: a) the medicolegal investigation and certification of the cause and manner of death; b) toxicological analyses and interpretations; c) family assistance in understanding the cause and manner of death; d) expert testimony; and e) education and training of law enforcement, health care providers, academic institutions, and other stakeholders. (5 Activities)			
MORTUARY	Decedent Handling/Postmortem Examination	Provide body transport, body release and postmortem examination support services. Support forensic pathologists in postmortem examination toward the determination of the cause and manner of death, release of bodies to the funeral industry in a timely manner, and transport of bodies from public spaces, homes, hospitals and other facilities.	Daily Service
FORENSIC PATHOLOGY	Forensic Pathology Services	Provide timely decedent examination and cause and manner of death determination. Investigation and analysis services performed by forensic pathologists resulting in certification of cause and manner of death provided to next of kin, law enforcement, government agencies, and other interested parties.	Daily Service
FORENSIC INVESTIGATIONS	Medicolegal Death Investigations	Gather information and collect evidence and perform medical interpretation services for agency forensic pathologists, law enforcement agencies, and legal counsel. Utilize information obtained from investigations toward identification of decedents and to aid in the determination of the cause and manner of death by forensic pathologists.	Daily Service
FORENSIC TOXICOLOGY LAB	Toxicology Analysis	Provides toxicological analyses, interpretive services and expert testimony. Provides toxicological testing on postmortem cases, as well as, testing on a variety of drug and alcohol related matters for law enforcement entities, other District agencies and federal entities, as well as, administers the District's Breath Alcohol Testing Program.	Daily Service
FORENSIC SUPPORT SERVICES	Forensic Analytic Testing	Provide scientific support services in the form of analytic testing for OCME and law enforcement agencies. Provide support toward the timely determination of cause and manner of death determinations via testing of specimens at forensic laboratories.	Daily Service
2 - Provide efficient and effective service through a quality management system supported by continuous process improvement, quality control measures, adherence to accrediting body guidelines, training, and best practices. (4 Activities)			
CUSTOMER SERVICE	Records Management	Serve as the custodian of agency records providing premier customer service to all parties requesting records the agency is entrusted to secure. Process, maintain, and secure error-free quality records for the District to include autopsy reports, photographs, and other documents as requested by next of kin, the legal community, insurance companies, courts, and other entities.	Daily Service
INFORMATION TECHNOLOGY	Standard Operating Procedures	Manage agency operational documents providing effective and detailed tracking, auditing, and reporting. Maintain and update standard operating procedures, work processes and instructions, and other related documentation utilizing document management and control systems and process automations to ensure compliance with industry standards.	Daily Service
INFORMATION TECHNOLOGY	Case Management System	Utilize system to manage death investigation and toxicology documents and data, as well as, for decedent tracking. Maintain and continue development of case management databases utilized to track: a) all relevant case types from case initiation through disposition; b) testing and analysis toxicology data; c) inventory; d) decedents; and e) other key documents and resources.	Daily Service
TRAINING	Professional Training/Career Development	Provide training and career development services to agency staff so they can maintain licensure and certifications, meet accrediting guidelines, and adhere to best practices. Establish innovative ways to obtain training opportunities for staff through District, university, industry-specific, web-based, and internal programs.	Daily Service
3 - Serve as a public health and safety surveillance organization providing statistical data to law enforcement, health care entities and social service entities tasked with prevention, detection and deterrence, and ultimately preventing deaths. (2 Activities)			
Fatality Review	Committee Recommendations	Review circumstances of the deaths of individuals within certain populations, including their interaction with District government services. Conduct fatality reviews to provide recommendations to District entities covering defined populations so they can address systemic	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
INFORMATION TECHNOLOGY	Data Analysis Fusion Center	Provide data collection, surveillance, and analysis resulting in the promotion of public safety and health. Establish scientific and technical methods and practices to identify and evaluate data in order to determine outcomes and trends in mortality statistics to improve the quality of life of District residents.	Daily Service
4 - Provide sound expertise as the District's fatality management authority maintaining a comprehensive District-wide plan to respond to all types of fatality incidents and ensure decedent disposition, family assistance, and continuity of operations. (3 Activities)			
HEALTH AND SAFETY	Medical Surveillance Program	Provide a safe and healthy workplace for all employees and visitors. Implement an employee medical surveillance program involving a formal safety program that involves management, supervisors, and employees in identifying and eliminating hazards that exist or may develop during work processes and testing.	Daily Service
FATALITY MANAGEMENT	Mass Fatality Training and Education	Provide training and education to agency staff and District stakeholders in order to ensure preparedness for mass fatality incident. Develop and coordinate emergency response/incident training and exercise programs amongst District, regional, and federal stakeholders to ensure the appropriate implementation of incident plans and standard operating procedures, availability and use of equipment and resources, and interoperability.	Daily Service
FLEET MANAGEMENT	Vehicle Operations and Accountability	Implement and maintain a system for managing the use of agency vehicles and accountability for agency drivers. Work throughout the year to manage, maintain, and purchase new vehicles utilized for death scene investigation, transport of decedents, emergency incident management, and administrative functions.	Daily Service

2021 Workload Measures

Workload Measures - Operations	Full Report Grid Edit Email More				10 Measures				
	Measure	New Measure/ Benchmark	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual	FY2020 Actual	FY 2021 Quarter	

Measure	New Measure/ Benchmark Year	FY2016 Actual	FY2017 Actual	FY2018 Actual	FY2019 Actual	FY2020 Actual	FY 2021 Quarter 1
Number of Postmortem Examinations performed: Full/Partial (Not including External Exams)		1185	1406	1252	875	1639	283
Number of Deaths Due to Traffic Accidents (i.e., cars, Metro, motorcycles, pedestrian, bicycle)		Needs Update	64	57	58	56	11
Number of drug deaths (illicit/ rxn) diagnosed		170	153	225	190	246	43
Number of deaths due to hypertensive cardiovascular disease/obesity		290	288	329	305	363	108
Number of Infant deaths (1 year and under)		31	47	25	25	23	6
Number of child deaths due to inappropriate bedding/SUID (with or without crib in the dwelling)		7	0	17	21	18	0
Number of elder deaths due to falls (age 65 and over)		88	68	62	60	77	25
Number of youth (ages 10-19) homicides where gun violence is a factor		2	11	15	16	27	4
Number of Anthropologic Analyses Performed		107	123	113	111	158	56
1 - Toxicology Analysis (1 Measure)							
Number of DUI cases performed		122	439	534	512	308	91

2021 Initiatives

Strategic Initiatives	Full Report Grid Edit Email More			15 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 DC Resilient Strategy?	Cluster	Add Initiative Update
Committee Recommendations (1 Strategic Initiative)							
Safe Sleep Campaign		Through the Fatality Review Unit the agency will implement a Safe Sleep Campaign focused on developing an innovative mobile technology based application and safe sleep campaign to decrease the number of pre-term births and other precipitating risk factors. Primary audiences include District residents who provide care to infants and secondary audiences include professionals providing			09-30-2021	✓	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 DC Resilient Strategy?	Cluster	Add Initiative Update
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Enhanced Language Access Line Reporting

The agency will revamp its Language Access line utilization and reporting program and protocols to ensure all employees are aware of the services, that services are readily available to the public, to establish a case tracking system and ensure compliance with mandated reporting.

09-30-2021

Deputy Mayor for Public Safety and Justice

Decedent Handling/Postmortem Examination (1 Strategic Initiative)

Body Release Procedures

The agency shall assess body release procedures with regard to a possible need for a sole body release technician. This includes the SOPs, number of releases per day and customer evaluation (funeral homes).

09-30-2021

Deputy Mayor for Public Safety and Justice

Forensic Analytic Testing (1 Strategic Initiative)

Forensic Analysis Testing

The agency shall develop a trends analysis report on all forensic analysis testing (consultations) in order to align budgetary needs.

09-30-2021

Deputy Mayor for Public Safety and Justice

Forensic Pathology Services (1 Strategic Initiative)

Forensic Pathology Fellowship

A Forensic Pathology Fellowship shall be established to include entering into a MOU with George Washington and developing protocols and procedures for a fellowship within the Death Investigations Division.

09-30-2021

Deputy Mayor for Public Safety and Justice

Mass Fatality Training and Education (3 Strategic Initiatives)

Fatality Management Operations Center

The agency will continue to work with DGS for the construction of a Continuity of Operations Site that will serve as a fatality management administrative, investigative and mortuary operations site, as well as an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. During FY21 this will include use of capital monies to procure a vendor for design and purchase of furniture and associated resources/items. This will serve as a regional asset to allow fatality management entities to converge in a single location to plan for and response to regional catastrophic events that cross state boundaries.

09-30-2021

Deputy Mayor for Public Safety and Justice

Continuity of Operations Center Site Build-Out

The agency will work with DGS on the renovation of the Blue Plains Annex to serve as a Continuity of Operations Plan Site (COOP). This includes renovation of the facility, implementing new security measures (including a fence surrounding the property) and repavement of the parking lot.

09-30-2021

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 DC Resilient Strategy?	Cluster	Add Initiative Update
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COVID-19 After Action Reporting & Planning

The agency shall assess operations, resources and staffing during COVID-19 and develop an After Action Report to include successes/issues, gaps and resources required of a similar emergency incident. The agency shall review its COOP and Mass Fatality Plans for update based on the After Action Report.

09-30-2021

Is this initiative focused on Wards 7 and/or 8?

Does this initiative support the DC Resilient Strategy?

Deputy Mayor for Public Safety and Justice

Medicolegal Death Investigations (1 Strategic Initiative)

Adaptation of Industry Standard Investigations (SUID) Reporting

The Forensic Investigations Unit will review and adapt a nationally utilized reporting form for Sudden Unexplained Infant Death Investigations Reporting Form. The purpose is to comply with best practices and industry standards in the development of an agency specific form. Such form will incorporate jurisdictional statutory and regulatory mandates, as well as agency policies and procedures.

09-30-2021

Deputy Mayor for Public Safety and Justice

Performance Management (2 Strategic Initiatives)

OCME Renovation Project

The agency will work with DGS for a phased approach to the renovation of the 5th and 6th floor offices per the design that was completed in FY18-20. The agency will also work with DGS for the construction of an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. The project also includes build out of a laundry facility and technological advances.

09-30-2021

Deputy Mayor for Public Safety and Justice

Health & Wellness Initiative

The agency will continue to enhance the work environment via the provision of health and wellness activities. This is critical given the front-line work the staff performs in an environment that involves COVID-19, as well as protests and possible environmental hazards.

09-30-2021

Deputy Mayor for Public Safety and Justice

Records Management (1 Strategic Initiative)

Systems Interoperability Initiative between OCME and DCHHealth

The agency will continue with implementation of a project between the agency's Case Management System (CMS) and DC Health's Electronic Death Registration System. The purpose is to eliminate the need for staff to enter data into either system separately. Instead, data will only be entered once into one of the systems and will flow automatically to the other. This will improve the process with recording requirements to DC Health's Vital Records Division as related to vitality data.

09-30-2021

Deputy Mayor for Public Safety and Justice

Standard Operating Procedures (1 Strategic Initiative)

NAME Accreditation

The Agency shall review and update Standard Operating Procedures for provision to the National Association of Medical Examiners for inspection toward accreditation (per NAME Checklist Guidelines).

09-30-2021

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?	Cluster	Add Initiative Update
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<p><u>Laboratory Information System (LIMS)</u></p> <p>The implementation of a Laboratory Information System (LIMS) will allow for ease of case tracking, streamlined data handling and the reduction of transcription errors. The LIMS will directly interface with the instrumentation and provide a mechanism for direct transfer of results and allow for a more efficient means for responding to stakeholders who require case status updates.</p>	09-30-2021	Deputy Mayor for Public Safety and Justice
<p><u>Provision of National & International Toxicology Services</u></p> <p>The Forensic Toxicology Laboratory will explore the ability to provide testing services to national and international entities as a way to bring revenue to the District in support of the agency's laboratory operations.</p>	09-30-2021	Deputy Mayor for Public Safety and Justice

2021 Initiative Updates

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Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
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Adaptation of Industry Standard Investigations (SUIDI) Reporting (1 Initiative Update)

<p><u>Adaptation of Industry Standard Investigations (SUIDI) Reporting</u></p> <p>The Forensic Investigations Unit has reviewed and adopted a nationally utilized reporting form for Sudden Unexplained Infant Death Investigations. While the form has been adopted, the Unit is working on a technical issue. Once this issue is cleared with the Centers for Disease Control (CDC), the Unit will be able to fully utilize the form and this initiative will be complete.</p>	75-99%	High	Demonstrable	Q1
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Body Release Procedures (1 Initiative Update)

<p><u>Body Release Procedures</u></p> <p>The agency continues to assess the need to implement a sole body release technician for decedent release procedures. Presently, the METT team is rotating to support the decedent release process. The agency will make a final determination during F21.</p>	0-24%	High	Demonstrable	Q1
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Continuity of Operations Center Site Build-Out (1 Initiative Update)

<p><u>Continuity of Operations Center Site</u></p> <p>The agency has been working with DGS to determine design and construction costs for the COOP site. DGS will initiate obtaining quotes and bids for the work. This is a capital project.</p>	0-24%	Low	Demonstrable	Q1
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Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
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COVID-19 After Action Reporting & Planning

The agency Fatality Management team is currently working on After Action reporting to cover a time period beginning March 2021 to present. Note that such a report will be augmented to cover a time period for which the pandemic continues throughout FY21.

0-24%

High

Demonstrable

Q1

Enhanced Language Access Line Reporting (1 Initiative Update)

Enhanced Language Access Line Reporting

The agency has obtained information, as provided to requisite staff, for Lanaguage Access Line Compliance training to ensure staff on how to work with Limited-English and Non-English proficient populations in the District, an overview of applicable language access statutes. The training is available through September via DCHRS CLD (Peoplesoft).

25-49%

High

Demonstrable

Q1

Fatality Management Operatins Center (1 Initiative Update)

Fatality Management Operations Center

The agency has worked with DGS to implement the renovation of the CFL with a kickoff meeting with the construction vendor this January. The agency renovation will be conducted in phases and a schedule for the first phase has been provided. DGS also initiated a reprogramming of capital funding to the local budget for the procurement of furniture and other items associated with the whole renovation. The FMOC scheduling will be provided for the next construction phase.

0-24%

High

Demonstrable

Q1

Forensic Analysis Testing (1 Initiative Update)

Forensic Analysis Testing

All forensic analysis testing and consultations are tracked at the time of sample collection. Each sample for the representative OCME case is updated in Excel spreadsheets to generate reports that indicate the number of cases and type of forensic analysis testing and consultations completed per month. The reports developed provide comparisons of forensic testing and consultations ocmpleted monthlym quarterly or annually. The agency will also transition in the future to an automated trend reporting system with the implementation of a laboratory module in the agency's case management system upgrade.

Complete

High

Demonstrable

Q1

Forensic Pathology Fellowship (1 Initiative Update)

Forensic Pathology Fellowship

The agency is working with George Washington to complete an MOU toward the initiation of the fellowship. The agency is in receipt of a DOJ BJA grant to support this effort.

25-49%

High

Demonstrable

Q1

Health & Wellness Initiative (1 Initiative Update)

Health & Wellness Initiative

The agency continued provision of its Health & Wellness vicarious trauma counseling through the first quarter. The initiative was completed and the agency also assisted in the provision of similar vicarious trauma counseling to all Directors of the Public Safety & Justice Cluster. The agency will also include Health & Wellness

25-49%

High

Demonstrable

Q1

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
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Laboratory Information System (LIMS) (1 Initiative Update)

<u>Laboratory Information System (LIMS)</u>	3.1.1. The implementation of the LIMS system is underway. The vendor is providing a solution for both the Breath Alcohol Program, as well as the testing laboratory. This is an important step for three reasons. First, both lab systems having a similar platform, aids in the cross-training effort within the laboratory. Secondly, both the testing and the breath alcohol laboratories require independent accreditation. To date, software installations for both platforms have been completed. At the close of FY2021 Q1 the project status plan was listed as "on schedule as planned."	0-24%	High	Demonstrable	Q1
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NAME Accreditation (1 Initiative Update)

<u>NAME Accreditation</u>	The agency has been preparing to provide updated Standard Operating Procedures to NAME by mid February which is the due date for review by NAME for re-accreditation. This process is nearly complete.	75-99%	High	Demonstrable	Q1
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OCME Renovation Project (1 Initiative Update)

<u>OCME Renovation Project</u>	The agency has worked with DGS to implement the renovation of the CFL with a kickoff meeting with the construction vendor this January. The agency renovation will be conducted in phases and a schedule for the first phase has been provided. DGS also initiated a reprogramming of capital funding to the local budget for the procurement of furniture and other items associated with the whole renovation.	25-49%	High	Demonstrable	Q1
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Provision of National & International Toxicology Services (1 Initiative Update)

<u>Provision of National & International Toxicology Services</u>	In recent months, the forensic toxicology laboratory has been in communication with 3 countries about our services. One country is interested in the agency's toxicology laboratory conducting testing for it, while the other two are interested in OCME training their staff to our standards of excellence. In both instances, revenue may be generated. As it currently stands, the agency General Counsel has submitted an Internship Agreement to one country's forensic sciences service and a Memorandum of Understanding to a second country for the provision of testing services.	25-49%	High	Demonstrable	Q1
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Safe Sleep Campaign (1 Initiative Update)

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
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Safe Sleep Campaign

The District, through the Child Fatality Review Committee’s Infant Mortality Review Sub-Committee, was awarded \$75,000 (via MOA) from the Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD) and Palladian Partner’s, for this fiscal year to implement a Safe Sleep Campaign. The OCME partnered with the EOM’s Thrive by 5 DC, through the establishment of an MOU, who will implement the deliverables of the project. During October – December 2020, a Core leadership Team and a Safe Sleep Advisory Committee were developed and held several meetings. The initial \$25K is pending Council approval and will be disbursed to Thrive by 5 DC once approved. This initial funding is required in order to move forward with specific deliverables of the project- family surveys. The OCME and NICHD have partnered and developed a draft Press Release/Announcement of the project. The release of this information is pending.

Systems Interoperability Initiative between OCME and DCHHealth (1 Initiative Update)

Systems Interoperability Initiative between OCME and DCHHealth

Phase I of the project has been completed and fully implemented as of October 1, 2020. This phase automated to creation of the death certifiexer. The death recrod data is transmitted from the OCME Case Management System (CMS) directly to teh DC Health Electronic Death Registration System (EDRS) with the touchof a button. The staff is no longer required to re-type the information from the agency CMS into the EDRS system.

Complete High Demonstrable Q1

Internal: Unfinished 2020 Initiatives

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Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
CUSTOMER SERVICE (1 Strategic Initiative)						

Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
Systems Interoperability Initiative between OCM and DCHHealth	between the agency's Case Management System (CMS) and DC Health's Electronic Death Registration System. The purpose is to eliminate the need for staff to enter data into either system separately. Instead, data will only be entered once into one of the systems and will flow automatically to the other. This will improve the process with recording requirements to DC Health's Vital Records Division as related to vitality data.	75-99%	The DC Office of the Chief Medical Examiner and the DC Health Department of Vital Records would like to request a no-cost extension to the end of this contract #200-2017-92576, due to the overwhelming work the agencies had to take on in response to the COVID-19 Pandemic, within the District of Columbia. Monthly reports have been developed. The Case Management Server was installed and the Chief Information Officer is working with the Office of the Chief Technology Officer to obtain access for the vendor to install the ".net" version of the software. A kick-off meeting with the vendor was held and monthly meetings held.			

FATALITY MANAGEMENT (1 Strategic Initiative)

<u>Continuity of Operations Center Site Build-Out</u>	The agency will work with DGS for the construction of a Continuity of Operations Site that will serve as a fatality management administrative, investigative and mortuary operations site, as well as an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. During FY20 this will include use of capital monies to procure a vendor for design and purchase of furniture and associated resources/items. This will serve as a regional asset to allow fatality management entities to converge in a single location to plan for and response to regional catastrophic events that cross state boundaries.	25-49%	This project was not completed during FY20. This work is managed by the Department of General Services (DGS). While a requisition was established and vendors visited the COOP site for review. The project was halted however in order for DGS to evaluate the available capital funding for the project in relation to the agency's renovation project. DGS has ownership over the project. The initiative was established based on the tasks the agency would be responsible for once the project moved forward.
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Fatality Review (1 Strategic Initiative)

Title	Description	Complete to Date	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
<u>Safe Sleep Campaign</u>	Through the Fatality Review Unit the agency will implement a Safe Sleep Campaign focused on developing an innovative mobile technology based application and safe sleep campaign to decrease the number of pre-term births and other precipitating risk factors. Primary audiences include District residents who provide care to infants and secondary audiences include professionals providing medical care, human service supports and daycare providers.	25-49%	The OCME is working with external federal partners to execute an MOA with the National Institutes of Health (NIH) and Palladian Partners to support a campaign.			

PERFORMANCE MANAGEMENT (1 Strategic Initiative)

<u>Renovation of 5th and 6th Floors & Technological Advances</u>	The agency will work with DGS for a phased approach to the renovation of the 5th and 6th floor offices per the design that was completed in FY18. The agency will also work with DGS for the construction of an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. The project also includes build out of a laundry facility and technological advances.	50-74%	The project experienced delays as DGS attempted to complete a reprogramming of funds from the capital project to local funding for the procurement of furniture and associated items, as well as IT equipment and services. The reprogramming was not approved until Q3. The project is now experiencing delays as a requisition must be approved via several agency personnel and DGS was included inappropriately by DGS staff. Once the requisition is approved, the project can proceed. While it was anticipated that the construction will start during Q4, delays in approval of the requisition external to the agency caused delays in providing POs to the vendors to start work and DGS determined that the product deliverables and work could not be completed by 9/30 as required. A reprogramming of the funding back to capital was initiated. DGS will work to initiate the start of the project again in FY21.	The project experienced delays as DGS attempted to complete a reprogramming of funds from the capital project to local funding for the procurement of furniture and associated items, as well as IT equipment and services. The reprogramming was not approved until Q3. The project is now experiencing delays as a requisition must be approved via several agency personnel and DGS was included inappropriately by DGS staff. Once the requisition is approved, the project can proceed. While it was anticipated that the construction will start during Q4, delays in approval of the requisition external to the agency caused delays in providing POs to the vendors to start work and DGS determined that the product deliverables and work could not be completed by 9/30 as required. A reprogramming of the funding back to capital was initiated. DGS will work to initiate the start of the project again in FY21.	09-30-2021	
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Updates for Unfinished 2020 Initiatives

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4 Initiative updates

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY20	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	Reporting Quarter
<u>Systems Interoperability Initiative</u> <u>between OCMIE and DCHHealth</u>				This initiative was continued in FY21 due to COVID.	0-24%	Medium	Demonstrable	The purpose is to eliminate the need for staff to enter data into either system separately. Instead, data will only be entered once into one of the systems and will flow automatically to the other. This will improve the process with recording requirements to DC Health's Vital Records Division as related to vitality data.		Q1
<u>Continuity of Operations Center Site Build-Out</u>				This project is an FY21 Initiative.	25-49%	Low	Demonstrable	This will serve as a regional asset to allow fatality management entities to converge in a single location to plan for and response to regional catastrophic events that cross state boundaries.		Q1

	Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY20	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	Reporting Quarter
Safe Sleep Campaign					This initiative was transferred to FY21.	25-49%	High	Demonstrable	Through the Fatality Review Unit the agency will implement a Safe Sleep Campaign focused on developing an innovative mobile technology based application and safe sleep campaign to decrease the number of pre-term births and other precipitating risk factors. Primary audiences include District residents who provide care to infants and secondary audiences include professionals providing medical care, human service supports and daycare providers.		Q1

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY20	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	Reporting Quarter
Renovation of 5th and 6th Floors & Technological Advances	09-30-2021			This initiative was transferred to FY21.	25-49%	High	Demonstrable	The agency will work with DGS for a phased approach to the renovation of the 5th and 6th floor offices per the design that was completed in FY18. The agency will also work with DGS for the construction of an operations center for initial and ongoing situational awareness during pre-planned or emergency incidents. The project also includes build out of a laundry facility and technological advances.		Q1

Administrative Information

Record ID# 806

Performance Plan ID 806 Blank Initiative Updates [Blank Initiative Updates](#)

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Name	Job Title	Rpt Dt	Descr	Quantity	Est Gross	Hrly Rate	Department Name	Employee Classification	Brief description of the reason they was placed on leave
Adams,Cheryl E	Special Assistant	12/31/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	Agency Closing
Adams,Cheryl E	Special Assistant	12/24/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	Agency Closing
Adams,Cheryl E	Special Assistant	11/25/20	Administrative Leave With Pay	4.000000	155.476924	38.869231	Office of Chief Medical Exai	CNT	Agency Closing
Adams,Cheryl E	Special Assistant	9/25/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	9/24/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	9/23/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	9/22/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	9/21/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	7/7/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	7/6/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	7/2/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	3/20/20	Administrative Leave With Pay	6.000000	233.215386	38.869231	Office of Chief Medical Exai	CNT	
Adams,Cheryl E	Special Assistant	11/29/19	Administrative Leave With Pay	8.000000	301.873080	37.734135	Office of Chief Medical Exai	CNT	
Adams,Rodney Kyle	General Counsel	11/27/20	Administrative Leave With Pay	8.000000	576.923080	72.115385	Office of Chief Medical Exai	CNT	
Adams,Rodney Kyle	General Counsel	11/25/20	Administrative Leave With Pay	8.000000	576.923080	72.115385	Office of Chief Medical Exai	CNT	
Barnes,Katherine	Fatality Review Program Specialist	11/27/20	Administrative Leave With Pay	8.000000	301.873080	37.734135	Fatality Review	CNT	
Barnes,Katherine	Fatality Review Program Specialist	11/25/20	Administrative Leave With Pay	8.000000	301.873080	37.734135	Fatality Review	CNT	
Battle,Ameerah L	Data Analyst	10/20/19	Administrative Leave With Pay	8.000000	196.380768	24.547596	Administration	TMP	
Battle,Ameerah L	Data Analyst	10/19/19	Administrative Leave With Pay	8.000000	196.380768	24.547596	Administration	TMP	
Battle,Ameerah L	Data Analyst	10/18/19	Administrative Leave With Pay	8.000000	196.380768	24.547596	Administration	TMP	
Battle,Ameerah L	Data Analyst	10/17/19	Administrative Leave With Pay	4.000000	98.190384	24.547596	Administration	TMP	
Bayard,Clena N	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Toxicology	CNT	Agency Closing
Bayard,Clena N	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Toxicology	CNT	Agency Closing
Bayard,Clena N	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Toxicology	CNT	
Bayard,Clena N	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Toxicology	CNT	
Bayard,Clena N	Forensic Toxicologist	11/23/20	Administrative Leave With Pay	8.000000	485.700344	60.712543	Office of Chief Medical Exai	CNT	Agency Closing
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	1/12/21	Administrative Leave With Pay	6.000000	364.275258	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	1/12/21	Administrative Leave With Pay	6.000000	364.275258	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	1/8/21	Administrative Leave With Pay	3.000000	182.137629	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	12/30/20	Administrative Leave With Pay	8.000000	485.700344	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	12/23/20	Administrative Leave With Pay	8.000000	485.700344	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	12/21/20	Administrative Leave With Pay	1.000000	60.712543	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	11/27/20	Administrative Leave With Pay	8.000000	485.700344	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	11/25/20	Administrative Leave With Pay	8.000000	485.700344	60.712543	Office of Chief Medical Exai	CNT	
Beede-Ayee,Jenna Leigh	Fatality Review Program Manager	11/27/21	Administrative Leave With Pay Scheduled	8.000000	280.342304	35.042788	Mortuary	CNT	
Bell,Dennis	Forensic Autopsy Tech	12/21/20	Admin Leave Pay	8.000000	280.342304	35.042788	Mortuary	CNT	
Bell,Dennis	Forensic Autopsy Tech	12/16/20	Admin Leave Pay	8.000000	280.342304	35.042788	Mortuary	CNT	
Belle,Jeannette G	Forensic Identification Specialist	2/5/21	Admin Leave Pay	8.000000	253.130768	31.641346	Investigations	CNT	
Belle,Jeannette G	Forensic Identification Specialist	2/1/21	Admin Leave Pay	8.000000	253.130768	31.641346	Investigations	CNT	
Belle,Jeannette G	Forensic Identification Specialist	12/1/20	Admin Leave Pay	8.000000	253.130768	31.641346	Investigations	CNT	
Belle,Jeannette G	Forensic Identification Specialist	11/25/20	Admin Leave Pay	8.000000	253.130768	31.641346	Investigations	CNT	
Benzio,Katharine	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	Agency Closing
Benzio,Katharine	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	Agency Closing
Benzio,Katharine	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Benzio,Katharine	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Betts,Elizabeth S	Supervisory Pathologist's Assistant	12/24/20	Administrative Leave With Pay	8.000000	396.743888	49.592986	Mortuary	CNT	Agency Closing
Betts,Elizabeth S	Supervisory Pathologist's Assistant	11/27/20	Administrative Leave With Pay	8.000000	396.743888	49.592986	Mortuary	CNT	
Blunt,Kamalia M	Supervisory Pathologist's Assistant	11/25/20	Administrative Leave With Pay	8.000000	396.743888	49.592986	Mortuary	CNT	
Blunt,Kamalia M	Supervisory Pathologist's Assistant	12/24/19	Administrative Leave With Pay	4.000000	122.111540	30.527885	Administration	TRM	
Brandand ,Sasha-Gay I	Medical Examiner	2/19/21	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Brandand ,Sasha-Gay I	Medical Examiner	11/27/20	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Brown,Matthew B	Lead Forensic Photographer	1/30/21	Administrative Leave With Pay	1.500000	71.356010	47.570673	Mortuary	CNT	
Brown,Matthew B	Lead Forensic Photographer	1/9/21	Administrative Leave With Pay	2.000000	95.141346	47.570673	Mortuary	CNT	
Brown,Matthew B	Lead Forensic Photographer	1/4/21	Administrative Leave With Pay	8.000000	380.565384	47.570673	Mortuary	CNT	
Brown,Matthew B	Lead Forensic Photographer	11/29/20	Administrative Leave With Pay	4.000000	190.282692	47.570673	Mortuary	CNT	

Brown, Matthew B	Lead Forensic Photographer	11/28/20	Administrative Leave With Pay	2.000000	95.141346	47.570673	Mortuary	CNT	
Brown, Matthew B	Lead Forensic Photographer	11/27/20	Administrative Leave With Pay	2.000000	95.141346	47.570673	Mortuary	CNT	
Brown, Matthew B	Lead Forensic Photographer	11/25/20	Administrative Leave With Pay	8.000000	380.565384	47.570673	Mortuary	CNT	
Byrd, Toya M	Staff Assistant	11/27/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	11/25/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	11/6/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	11/5/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	11/4/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	11/3/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	11/2/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	10/30/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	10/29/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	10/28/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	10/27/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	10/26/20	Admin Leave Pay	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	3/13/20	Admin Leave with Pay Scheduled	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	3/12/20	Admin Leave with Pay Scheduled	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	3/11/20	Admin Leave with Pay Scheduled	8.000000	273.484616	34.185577	Fatality Review	CNT	
Byrd, Toya M	Staff Assistant	1/13/20	Admin Leave Pay	8.000000	273.484616	29.945673	Mortuary	CNT	
Chance, Jennifer	Forensic Autopsy/ Tech	12/17/20	Admin Leave Pay	2.000000	59.891346	29.945673	Mortuary	CNT	
Chance, Jennifer	Forensic Autopsy/ Tech	12/15/20	Admin Leave Pay	8.000000	239.565384	29.945673	Mortuary	CNT	
Chopra, Kiran	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	2/14/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	2/13/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	2/12/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	2/11/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Chopra, Kiran	Forensic Toxicologist	2/10/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Coleman Jr., Michael A	Chief Information Officer	11/27/20	Administrative Leave With Pay	8.000000	499.298232	62.412279	Chief of Staff	CNT	
Coleman Jr., Michael A	Chief Information Officer	11/25/20	Administrative Leave With Pay	8.000000	499.298232	62.412279	Chief of Staff	CNT	
Contee, Kenneth D	IT specialist	12/31/20	Admin Leave Pay	8.000000	297.046152	37.130769	Chief of Staff	CNT	
Contee, Kenneth D	IT specialist	12/24/20	Admin Leave Pay	8.000000	297.046152	37.130769	Chief of Staff	CNT	
Contee, Kenneth D	IT specialist	11/27/20	Admin Leave Pay	8.000000	297.046152	37.130769	Chief of Staff	CNT	
Contee, Kenneth D	IT specialist	11/25/20	Admin Leave Pay	8.000000	297.046152	37.130769	Chief of Staff	CNT	
Corbin-Armstrong, Jacquelin	Fatality Review Program Specialist	11/27/20	Administrative Leave With Pay	8.000000	338.196152	42.274519	Fatality Review	CNT	
Corbin-Armstrong, Jacquelin	Fatality Review Program Specialist	11/25/20	Administrative Leave With Pay	8.000000	338.196152	42.274519	Fatality Review	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	1/10/21	Admin Leave Pay	2.000000	61.590384	30.795192	Mortuary	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	12/21/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	12/17/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	2/22/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	2/21/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	2/20/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Cuchara, Breanna M	Forensic Autopsy/ Technician	2/19/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Darby, James	Medical Technologist	11/27/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Mortuary	CNT	
Darby, James	Medical Technologist	11/25/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Mortuary	CNT	
Devillier, Mikelle L	SUPERVISORY ATTORNEY ADVISOR	11/22/19	Administrative Leave With Pay	8.000000	594.132344	74.266543	Office of Chief Medical Exai	CNT	
Devillier, Mikelle L	SUPERVISORY ATTORNEY ADVISOR	11/21/19	Administrative Leave With Pay	8.000000	594.132344	74.266543	Office of Chief Medical Exai	CNT	
Devillier, Mikelle L	SUPERVISORY ATTORNEY ADVISOR	11/20/19	Administrative Leave With Pay	8.000000	594.132344	74.266543	Office of Chief Medical Exai	CNT	
Devillier, Mikelle L	SUPERVISORY ATTORNEY ADVISOR	11/19/19	Administrative Leave With Pay	8.000000	594.132344	74.266543	Office of Chief Medical Exai	CNT	
Devillier, Mikelle L	SUPERVISORY ATTORNEY ADVISOR	11/18/19	Administrative Leave With Pay	8.000000	594.132344	74.266543	Office of Chief Medical Exai	CNT	
Diaz, Francisco J.	Deputy Chief Medical Examiner	10/12/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz, Francisco J.	Deputy Chief Medical Examiner	6/17/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz, Francisco J.	Deputy Chief Medical Examiner	6/16/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz, Francisco J.	Deputy Chief Medical Examiner	6/15/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz, Francisco J.	Deputy Chief Medical Examiner	2/26/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz, Francisco J.	Deputy Chief Medical Examiner	2/25/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	

PFWLA was not loaded in PeopleSoft

Agency Closing
Agency Closing

Agency Closing
Agency Closing

Diaz,Franciso J.	Deputy Chief Medical Examiner	2/21/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz,Franciso J.	Deputy Chief Medical Examiner	2/20/20	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz,Franciso J.	Deputy Chief Medical Examiner	10/22/19	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz,Franciso J.	Deputy Chief Medical Examiner	10/21/19	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Diaz,Franciso J.	Deputy Chief Medical Examiner	10/18/19	Administrative Leave With Pay	8.000000	978.068192	122.258524	Office of Chief Medical Exai	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	3/12/21	Admin Leave Pay	4.000000	126.578848	31.644712	Mortuary	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	3/3/21	Admin Leave Pay	8.000000	253.157696	31.644712	Mortuary	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	1/3/21	Admin Leave Pay	8.000000	253.157696	31.644712	Mortuary	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	8/30/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	8/29/20	Admin Leave Pay	8.000000	246.361536	30.795192	Mortuary	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	4/2/20	Admin Leave with Pay Scheduled	8.000000	246.361536	30.795192	Mortuary	CNT	
Falodun,Leonard	Fornsic Autopsy/ Technician	4/1/20	Administrative Leave With Pay	8.000000	274.638464	34.329808	Investigations	TMP	Agency Closing
Ferro,Nicholas B	Emergency Planning Specialist	12/31/20	Administrative Leave With Pay	8.000000	274.638464	34.329808	Investigations	TMP	Agency Closing
Ferro,Nicholas B	Emergency Planning Specialist	12/24/20	Administrative Leave With Pay	8.000000	274.638464	34.329808	Investigations	TMP	Agency Closing
Ferro,Nicholas B	Emergency Planning Specialist	11/27/20	Administrative Leave With Pay	8.000000	274.638464	34.329808	Investigations	TMP	Agency Closing
Ferro,Nicholas B	Emergency Planning Specialist	11/25/20	Admin Leave with Pay Scheduled	12.000000	840.253848	70.021154	Investigations	CNT	
Fields Broadbent, Leigh S	MEDICAL LEGAL INVESTIGATOR	1/1/21	Admin Leave with Pay Scheduled	12.000000	840.253848	70.021154	Investigations	CNT	
Fields Broadbent, Leigh S	MEDICAL LEGAL INVESTIGATOR	12/31/20	Admin Leave with Pay Scheduled	12.000000	840.253848	70.021154	Investigations	CNT	Agency Closing
Fields Broadbent, Leigh S	MEDICAL LEGAL INVESTIGATOR	12/30/20	Admin Leave with Pay Scheduled	12.000000	840.253848	70.021154	Investigations	CNT	Agency Closing
Fields Broadbent, Leigh S	MEDICAL LEGAL INVESTIGATOR	12/18/20	Admin Leave Pay	8.000000	560.169232	70.021154	Investigations	CNT	
Fields,Beverly A	Chief of Staff	11/27/20	Administrative Leave With Pay	8.000000	666.248424	83.281053	Office of Chief Medical Exai	CNT	
Fields,Beverly A	Chief of Staff	11/25/20	Administrative Leave With Pay	8.000000	666.248424	83.281053	Office of Chief Medical Exai	CNT	
Francis,Anna D	Supervisory Quality Control and Rec	12/13/20	Administrative Leave With Pay	8.000000	472.383344	59.047918	Chief of Staff	CNT	Agency Closing
Francis,Anna D	Supervisory Quality Control and Rec	12/2/20	Administrative Leave With Pay	8.000000	472.383344	59.047918	Chief of Staff	CNT	Agency Closing
Francis,Anna D	Supervisory Quality Control and Rec	11/27/20	Administrative Leave With Pay	8.000000	472.383344	59.047918	Chief of Staff	CNT	
Francis,Anna D	Supervisory Quality Control and Rec	11/25/20	Administrative Leave With Pay	8.000000	472.383344	59.047918	Chief of Staff	CNT	
Fripp,Savern M	Administrative Coordinator	12/31/20	Administrative Leave With Pay	8.000000	380.565384	47.570673	Office of Chief Medical Exai	CNT	Agency Closing
Fripp,Savern M	Administrative Coordinator	12/24/20	Administrative Leave With Pay	8.000000	380.565384	47.570673	Office of Chief Medical Exai	CNT	Agency Closing
Fripp,Savern M	Administrative Coordinator	11/27/20	Administrative Leave With Pay	8.000000	380.565384	47.570673	Office of Chief Medical Exai	CNT	
Fripp,Savern M	Administrative Coordinator	11/25/20	Administrative Leave With Pay	8.000000	380.565384	47.570673	Office of Chief Medical Exai	CNT	
Gales,Perleshia	Fornsic Identification Specialist	2/23/21	Admin Leave with Pay Scheduled	8.000000	232.776920	29.097115	Investigations	CNT	
Gales,Perleshia	Fornsic Identification Specialist	1/26/21	Admin Leave with Pay Scheduled	4.500000	130.937018	29.097115	Investigations	CNT	
Gales,Perleshia	Fornsic Identification Specialist	12/28/20	Admin Leave Pay	8.000000	232.776920	29.097115	Investigations	CNT	
Gales,Perleshia	Fornsic Identification Specialist	12/22/20	Admin Leave Pay	8.000000	232.776920	29.097115	Investigations	CNT	Agency Closing
Giese,Kristinza W.	Medical Examiner	2/27/21	Administrative Leave With Pay	8.000000	846.103848	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	2/26/21	Administrative Leave With Pay	8.000000	846.103848	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	2/18/21	Administrative Leave With Pay	8.000000	846.103848	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	2/16/21	Administrative Leave With Pay	8.000000	846.103848	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/17/20	Administrative Leave With Pay	8.000000	846.103848	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/16/20	Administrative Leave With Pay	8.000000	846.103848	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	8/4/20	Administrative Leave With Pay	8.000000	808.065384	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	8/3/20	Administrative Leave With Pay	8.000000	808.065384	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	8/2/20	Administrative Leave With Pay	8.000000	808.065384	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	8/1/20	Administrative Leave With Pay	8.000000	808.065384	105.762981	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	11/2/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	11/1/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/22/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/21/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/20/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/19/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Giese,Kristinza W.	Medical Examiner	10/18/19	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Golden,Kimberly	Medical Examiner	11/27/20	Administrative Leave With Pay	8.000000	789.723080	98.715385	Office of Chief Medical Exai	CNT	
Golden,Kimberly	Medical Examiner	12/31/19	Administrative Leave With Pay	8.000000	771.846152	96.480769	Office of Chief Medical Exai	CNT	Agency Closing
Greene,Adrine	Record Management Specialist	12/31/20	Admin Leave with Pay Scheduled	8.000000	232.776920	29.097115	Medical Records	CNT	Agency Closing
Greene,Adrine	Record Management Specialist	12/24/20	Admin Leave with Pay Scheduled	8.000000	232.776920	29.097115	Medical Records	CNT	Agency Closing
Greene,Adrine	Record Management Specialist	11/27/20	Admin Leave Pay	8.000000	232.776920	29.097115	Medical Records	CNT	
Greene,Adrine	Record Management Specialist	11/25/20	Admin Leave Pay	8.000000	232.776920	29.097115	Medical Records	CNT	

Griffith, Wayman	Data Analyst	11/27/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	Agency Closing
Griffith, Wayman	Data Analyst	11/25/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	Agency Closing
Hall, Kimberli	Forensic Identification Specialist	1/5/21	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	
Hall, Kimberli	Forensic Identification Specialist	1/4/21	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	
Hall, Kimberli	Forensic Identification Specialist	12/23/20	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	Agency Closing
Hall, Kimberli	Forensic Identification Specialist	12/22/20	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	
Hall, Kimberli	Forensic Identification Specialist	7/22/20	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	
Hall, Kimberli	Forensic Identification Specialist	7/21/20	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	
Hall, Kimberli	Forensic Identification Specialist	7/20/20	Admin Leave Pay	8.000000	239.561536	29.945192	Investigations	CNT	
Hall, Kimberli	Forensic Identification Specialist	12/11/19	Admin Leave Pay	8.000000	232.776920	29.097115	Investigations	CNT	
Hardin, Candace P	Staff Assistant	11/27/20	Admin Leave Pay	8.000000	212.423080	27.400962	Fatality Review	CNT	PFMLA was not loaded in PeopleSoft
Harper, Nichols, Tadesa	Fatality Review Program Specialist	11/27/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Fatality Review	CNT	
Harper, Nichols, Tadesa	Fatality Review Program Specialist	11/25/20	Administrative Leave With Pay	8.000000	310.953848	38.869231	Fatality Review	CNT	
Jamison, Latoya R	FORENSIC INVESTIGATOR	2/14/21	Admin Leave Pay	8.000000	385.480768	48.185096	Investigations	CNT	
Jamison, Latoya R	FORENSIC INVESTIGATOR	2/13/21	Admin Leave Pay	8.000000	385.480768	48.185096	Investigations	CNT	
Jamison, Latoya R	FORENSIC INVESTIGATOR	12/27/20	Admin Leave Pay	8.000000	385.480768	48.185096	Investigations	CNT	
Jamison, Latoya R	FORENSIC INVESTIGATOR	12/19/20	Admin Leave with Pay Scheduled	8.000000	385.480768	48.185096	Investigations	CNT	
Johnson, John Breen	FORENSIC INVESTIGATOR	12/25/20	Admin Leave with Pay Scheduled	8.000000	346.142304	43.267788	Investigations	CNT	
Johnson, John Breen	FORENSIC INVESTIGATOR	12/24/20	Admin Leave with Pay Scheduled	8.000000	346.142304	43.267788	Investigations	CNT	Agency Closing
Johnson, Keith E	Forensic Autopsy Assistant	3/10/21	Admin Leave Pay	10.00000	302.865380	30.286538	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	3/3/21	Admin Leave Pay	10.00000	302.865380	30.286538	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	2/19/21	Admin Leave Pay	8.000000	242.292304	30.286538	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	11/29/20	Admin Leave Pay	8.000000	242.292304	30.286538	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	11/26/20	Admin Leave Pay	8.000000	242.292304	30.286538	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	10/10/19	Admin Leave Pay	3.000000	85.975962	28.658654	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	10/9/19	Admin Leave Pay	3.000000	85.975962	28.658654	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	10/8/19	Admin Leave Pay	3.000000	85.975962	28.658654	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	10/3/19	Admin Leave Pay	3.000000	85.975962	28.658654	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	10/2/19	Admin Leave Pay	3.000000	85.975962	28.658654	Mortuary	CNT	
Johnson, Keith E	Forensic Autopsy Assistant	10/1/19	Admin Leave Pay	3.000000	85.975962	28.658654	Mortuary	CNT	Agency Closing
Kidwell Jr., Robert J.	Forensic Autopsy Assistant	12/23/20	Admin Leave Pay	1.000000	29.518269	29.518269	Mortuary	CNT	
Kidwell Jr., Robert J.	Forensic Autopsy Assistant	12/22/20	Admin Leave Pay	10.00000	295.182690	29.518269	Mortuary	CNT	
Kidwell Jr., Robert J.	Forensic Autopsy Assistant	12/21/20	Admin Leave Pay	5.000000	147.591345	29.518269	Mortuary	CNT	
Kightlinger, Danylle	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	TRM	Agency Closing
Kightlinger, Danylle	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	TRM	
Kightlinger, Danylle	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	TRM	
Kightlinger, Danylle	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	TRM	
Kim, Katherine	FORENSIC INVESTIGATOR	2/10/21	Admin Leave Pay	12.000000	548.717304	45.726442	Investigations	CNT	
Kuhn, Michael	Forensic Toxicologist	10/18/19	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Kuhn, Michael	Forensic Toxicologist	10/17/19	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Kuhn, Michael	Forensic Toxicologist	10/16/19	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Kuhn, Michael	Forensic Toxicologist	10/15/19	Administrative Leave With Pay	8.000000	391.376920	48.922115	Toxicology	CNT	
Kurash, Lalynn G	FORENSIC INVESTIGATOR	11/28/20	Admin Leave Pay	8.000000	405.150000	50.643750	Investigations	CNT	
Kurash, Lalynn G	FORENSIC INVESTIGATOR	11/27/20	Admin Leave Pay	8.000000	405.150000	50.643750	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	1/15/21	Administrative Leave With Pay	8.000000	338.196152	42.274519	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	11/27/20	Administrative Leave With Pay	8.000000	338.196152	42.274519	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	11/25/20	Administrative Leave With Pay	8.000000	338.196152	42.274519	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	2/22/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	2/21/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	2/20/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	2/19/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Investigations	CNT	
Landrie, Rachael A	Forensic Photographer	2/18/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Investigations	CNT	
Lasttier Jr., Jeffrey L	Forensic Autopsy Technician	12/28/20	Admin Leave Pay	8.000000	239.565384	29.945673	Mortuary	CNT	
Lasttier Jr., Jeffrey L	Forensic Autopsy Technician	12/14/20	Admin Leave with Pay Scheduled	8.000000	89.837019	29.945673	Mortuary	CNT	
Lasttier Jr., Jeffrey L	Forensic Autopsy Technician	12/11/20	Admin Leave with Pay Scheduled	8.000000	239.565384	29.945673	Mortuary	CNT	
Lasttier Jr., Jeffrey L	Forensic Autopsy Technician	12/7/20	Admin Leave with Pay Scheduled	2.000000	59.891346	29.945673	Mortuary	CNT	
Lasttier Jr., Jeffrey L	Forensic Autopsy Technician	12/4/20	Admin Leave with Pay Scheduled	3.000000	89.837019	29.945673	Mortuary	CNT	

Lassiter Jr., Jeffrey L	Forensic Autopsy Technician	7/26/20	Admin Leave with Pay Scheduled	8.000000	239.565384	29.945673	Mortuary	CNT	Agency Closing
Lassiter, Devan B	IT specialist	11/27/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	11/25/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	11/25/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/19/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/18/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/17/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/14/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/13/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/12/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/11/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/10/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lassiter, Kimberly A	Supervisory Forensic Mortuary Tech	8/7/20	Administrative Leave With Pay	8.000000	366.184808	45.773101	Mortuary	CNT	
Lewtas, Matthew	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Office of Chief Medical Exa	CNT	Agency Closing
Lewtas, Matthew	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	10/48/19	Administrative Leave With Pay	8.000000	251.826920	31.478365	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	10/17/19	Administrative Leave With Pay	8.000000	251.826920	31.478365	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	10/16/19	Administrative Leave With Pay	8.000000	251.826920	31.478365	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	10/15/19	Administrative Leave With Pay	8.000000	251.826920	31.478365	Office of Chief Medical Exa	CNT	
Lewtas, Matthew	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/24/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	11/27/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	11/25/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	3/6/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	3/5/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	3/4/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	3/3/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/28/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/28/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/27/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/26/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/25/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/24/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/23/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/22/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/21/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/20/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/19/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/18/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/17/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/16/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/15/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/14/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/13/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/12/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/11/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/10/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/9/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/8/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/7/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/6/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/5/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/4/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/3/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/2/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	2/1/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/31/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/30/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/29/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/28/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/27/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/26/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/25/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/24/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/23/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/22/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/21/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/20/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/19/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/18/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/17/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/16/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/15/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/14/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/13/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/12/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/11/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/10/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/9/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/8/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/7/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/6/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/5/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/4/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/3/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/2/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	1/1/21	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/31/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/30/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/29/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/28/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/27/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/26/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/25/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/24/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/23/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/22/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/21/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/20/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/19/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/18/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/17/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/16/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/15/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/14/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/13/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/12/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/11/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/10/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/9/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/8/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/7/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/6/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/5/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/4/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/3/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/2/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	12/1/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	11/30/20	Administrative Leave With Pay	8.000000	553.582112	69.197764	Chief of Staff	CNT	
Lewtas, Matthew	Forensic Anthropologist	11/29/20	Administrative Leave With Pay	8.000000	553.582112	69.			

Mason, Nikia	Laboratory Support Specialist	12/31/20	Admin Leave with Pay Scheduled	8.000000	288.823080	36.102885	Toxicology	CNT	Agency Closing
Mason, Nikia	Laboratory Support Specialist	12/24/20	Admin Leave with Pay Scheduled	8.000000	288.823080	36.102885	Toxicology	CNT	Agency Closing
Mason, Nikia	Laboratory Support Specialist	11/27/20	Admin Leave with Pay Scheduled	8.000000	288.823080	36.102885	Toxicology	CNT	
Mason, Nikia	Laboratory Support Specialist	11/25/20	Admin Leave with Pay Scheduled	8.000000	288.823080	36.102885	Toxicology	CNT	
McArdle, Andrew T	RECORDS MANAGEMENT SPECIALIST	12/31/20	Admin Leave Pay	8.000000	232.776920	29.097115	Medical Records	CNT	Agency Closing
McArdle, Andrew T	RECORDS MANAGEMENT SPECIALIST	12/24/20	Admin Leave Pay	8.000000	232.776920	29.097115	Medical Records	CNT	Agency Closing
McArdle, Andrew T	RECORDS MANAGEMENT SPECIALIST	11/27/20	Admin Leave Pay	8.000000	232.776920	29.097115	Medical Records	CNT	
McArdle, Andrew T	RECORDS MANAGEMENT SPECIALIST	11/25/20	Admin Leave Pay	8.000000	232.776920	29.097115	Medical Records	CNT	
McArdle, Andrew T	RECORDS MANAGEMENT SPECIALIST	2/18/20	Admin Leave Pay	8.000000	225.992304	28.249038	Medical Records	CNT	
McNeill, James	Forensic Autopsy Assistant	3/28/20	Admin Leave Pay	10.000000	272.134620	27.213462	Mortuary	CNT	
McNeill, James	Forensic Autopsy Assistant	3/27/20	Admin Leave Pay	10.000000	272.134620	27.213462	Mortuary	CNT	
Mitchell, Roger A	Chief Medical Examiner	2/19/20	Administrative Leave With Pay	8.000000	#####	139.638846	Office of Chief Medical Exai	TRM	
Mitchell, Roger A	Chief Medical Examiner	2/18/20	Administrative Leave With Pay	8.000000	#####	139.638846	Office of Chief Medical Exai	TRM	
Mitchell, Roger A	Chief Medical Examiner	10/4/19	Administrative Leave With Pay	8.000000	#####	135.571697	Office of Chief Medical Exai	TRM	
Mitchell, Roger A	Chief Medical Examiner	10/3/19	Administrative Leave With Pay	8.000000	#####	135.571697	Office of Chief Medical Exai	TRM	
Mistlfer, Paige	Data Analyst	12/31/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	Agency Closing
Mistlfer, Paige	Data Analyst	12/24/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	Agency Closing
Mistlfer, Paige	Data Analyst	11/27/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	Agency Closing
Mistlfer, Paige	Data Analyst	11/25/20	Administrative Leave With Pay	8.000000	236.619232	29.577404	Administration	TRM	Agency Closing
Nijweil, Chantel Y	Medical Examiner	1/3/20	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Nijweil, Chantel Y	Medical Examiner	1/2/20	Administrative Leave With Pay	8.000000	808.065384	101.008173	Office of Chief Medical Exai	CNT	
Nolan, James	Program Analyst	12/31/20	Admin Leave Pay	8.000000	385.480768	48.185096	Administration	CNT	Agency Closing
Nolan, James	Program Analyst	12/24/20	Admin Leave Pay	8.000000	385.480768	48.185096	Administration	CNT	Agency Closing
Nolan, James	Program Analyst	11/27/20	Admin Leave Pay	8.000000	385.480768	48.185096	Administration	CNT	Agency Closing
Nolan, James	Program Analyst	11/25/20	Admin Leave Pay	8.000000	385.480768	48.185096	Administration	CNT	Agency Closing
Nolan, James	Program Analyst	11/29/19	Admin Leave with Pay Scheduled	8.000000	375.646152	46.955769	Administration	CNT	Agency Closing
Nwachukwu, Vivian	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	292.792304	36.599038	Toxicology	CNT	Agency Closing
Nwachukwu, Vivian	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	292.792304	36.599038	Toxicology	CNT	Agency Closing
Nwachukwu, Vivian	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	292.792304	36.599038	Toxicology	CNT	
Nwachukwu, Vivian	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	292.792304	36.599038	Toxicology	CNT	
Philp, Venere A	Executive Assistant	11/27/20	Administrative Leave With Pay	8.000000	267.034616	33.379327	Office of Chief Medical Exai	CNT	
Philp, Venere A	Executive Assistant	11/25/20	Administrative Leave With Pay	8.000000	267.034616	33.379327	Office of Chief Medical Exai	CNT	
Philp, Venere A	Executive Assistant	12/31/19	Administrative Leave With Pay	8.000000	259.430768	32.428846	Office of Chief Medical Exai	CNT	
Philp, Venere A	Executive Assistant	12/30/19	Administrative Leave With Pay	8.000000	259.430768	32.428846	Office of Chief Medical Exai	CNT	
Pugh, Andrea	Staff Assistant	12/31/20	Admin Leave with Pay Scheduled	8.000000	288.823080	36.102885	Toxicology	CNT	Agency Closing
Pugh, Andrea	Staff Assistant	12/24/20	Admin Leave with Pay Scheduled	8.000000	288.823080	36.102885	Toxicology	CNT	Agency Closing
Puos, Raymona	Forensic Autopsy Assistant	12/2/20	Admin Leave Pay	8.000000	236.146152	29.518269	Mortuary	CNT	
Puos, Raymona	Forensic Autopsy Assistant	11/30/20	Admin Leave Pay	8.000000	236.146152	29.518269	Mortuary	CNT	
Puos, Raymona	Forensic Autopsy Assistant	11/23/20	Admin Leave Pay	1.000000	29.518269	29.518269	Mortuary	CNT	
Puos, Raymona	Forensic Autopsy Assistant	7/29/20	Admin Leave Pay	10.000000	295.182690	29.518269	Mortuary	CNT	
Puos, Raymona	Forensic Autopsy Assistant	7/28/20	Admin Leave Pay	10.000000	295.182690	29.518269	Mortuary	CNT	
Puos, Raymona	Forensic Autopsy Assistant	7/27/20	Admin Leave Pay	10.000000	295.182690	29.518269	Mortuary	CNT	
Puos, Raymona	Forensic Autopsy Assistant	7/26/20	Admin Leave Pay	10.000000	295.182690	29.518269	Mortuary	CNT	
Rankoth, Anusha	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	Agency Closing
Rankoth, Anusha	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	Agency Closing
Rankoth, Anusha	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	
Rankoth, Anusha	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	
Rankoth, Anusha	Forensic Toxicologist	12/10/19	Administrative Leave With Pay	3.000000	94.435095	31.478365	Toxicology	TRM	
Rankoth, Anusha	Forensic Toxicologist	12/13/19	Administrative Leave With Pay	3.000000	94.435095	31.478365	Toxicology	TRM	
Raso, Stephen	Dep Chief Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	461.538464	57.692308	Toxicology	CNT	Agency Closing
Raso, Stephen	Dep Chief Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	461.538464	57.692308	Toxicology	CNT	Agency Closing
Raso, Stephen	Dep Chief Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	461.538464	57.692308	Toxicology	CNT	
Raso, Stephen	Dep Chief Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	461.538464	57.692308	Toxicology	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	11/25/20	Admin Leave Pay	4.000000	118.073076	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	7/11/20	Admin Leave Pay	10.000000	295.182690	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	7/10/20	Admin Leave Pay	10.000000	295.182690	29.518269	Mortuary	CNT	

Robinson-Porter, Latisha L	Forensic Autopsy Assistant	7/9/20	Admin Leave Pay	10.00000	295.182690	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	7/8/20	Admin Leave Pay	10.00000	295.182690	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	3/28/20	Admin Leave Pay	10.00000	295.182690	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	3/27/20	Admin Leave Pay	10.00000	295.182690	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	3/26/20	Admin Leave Pay	10.00000	295.182690	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	3/25/20	Admin Leave Pay	2.000000	59.036538	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	3/22/20	Admin Leave Pay	8.000000	236.146152	29.518269	Mortuary	CNT	
Robinson-Porter, Latisha L	Forensic Autopsy Assistant	3/21/20	Admin Leave Pay	2.000000	59.036538	29.518269	Mortuary	CNT	
Rouse-Benita R	Management Liaison Specialist	12/31/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Administration	CNT	Agency Closing
Rouse-Benita R	Management Liaison Specialist	12/24/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Administration	CNT	Agency Closing
Rouse-Benita R	Management Liaison Specialist	11/27/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Administration	CNT	Agency Closing
Rouse-Benita R	Management Liaison Specialist	11/25/20	Administrative Leave With Pay	8.000000	402.188464	50.273558	Administration	CNT	Agency Closing
Ruggery, Bryan A.	Forensic Toxicologist	7/28/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	7/27/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	7/24/20	Administrative Leave With Pay	8.000000	329.115384	41.139423	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	10/18/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	10/17/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	10/16/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	10/15/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Ruggery, Bryan A.	Forensic Toxicologist	10/14/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	CNT	
Shelton, Esther	Support Services Specialist	11/30/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Agency Closing
Shelton, Esther	Support Services Specialist	11/27/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Agency Closing
Shelton, Esther	Support Services Specialist	11/25/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Agency Closing
Shelton, Esther	Support Services Specialist	11/24/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	11/23/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/25/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/24/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/23/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/22/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/21/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/18/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/17/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/16/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/15/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/14/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/11/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/10/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/9/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/8/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired
Shelton, Esther	Support Services Specialist	9/7/20	Admin Leave Pay	8.000000	305.269232	38.158654	Administration	CNT	Could not return to building due to COVID/Retired

[illegible]

[illegible]

Tabron, Lisa M	Customer Support Specialist	11/25/20	Admin Leave Pay	8.000000	266.700000	33.337500	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/22/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/12/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/20/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/19/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/18/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/15/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/14/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/13/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/12/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/11/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/8/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/7/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/6/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/5/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/4/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	5/1/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/30/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/29/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/28/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/27/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/24/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/23/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/22/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/21/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/20/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/17/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Tabron, Lisa M	Customer Support Specialist	4/16/20	Admin Leave Pay	8.000000	259.915384	32.489423	Office of Chief Medical Exai	CNT	
Taylor, Jonee M.	Medical Examiner	11/8/19	Administrative Leave With Pay	8.000000	750.334616	93.791827	Mortuary	CNT	Agency Closing
Taylor, Jonee M.	Medical Examiner	11/7/19	Administrative Leave With Pay	8.000000	750.334616	93.791827	Mortuary	CNT	
Taylor, Jonee M.	Medical Examiner	11/6/19	Administrative Leave With Pay	8.000000	750.334616	93.791827	Mortuary	CNT	
Taylor, Jonee M.	Medical Examiner	11/5/19	Administrative Leave With Pay	8.000000	750.334616	93.791827	Mortuary	CNT	
Taylor, Jonee M.	Medical Examiner	11/4/19	Administrative Leave With Pay	8.000000	750.334616	93.791827	Mortuary	CNT	
Tolliver Ph.D, Samantha S.	Chief Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	541.038464	67.629808	Office of Chief Medical Exai	CNT	
Tolliver Ph.D, Samantha S.	Chief Toxicologist	11/24/20	Administrative Leave With Pay	8.000000	541.038464	67.629808	Office of Chief Medical Exai	CNT	Agency Closing
Tolliver Ph.D, Samantha S.	Chief Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	541.038464	67.629808	Office of Chief Medical Exai	CNT	Agency Closing
Tolliver Ph.D, Samantha S.	Chief Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	541.038464	67.629808	Office of Chief Medical Exai	CNT	
Ware Murrell, Tiffany N	FORENSIC INVESTIGATOR	11/27/20	Admin Leave with Pay Scheduled	8.000000	385.480768	48.185096	Investigations	CNT	
Ware Murrell, Tiffany N	FORENSIC INVESTIGATOR	11/25/20	Admin Leave with Pay Scheduled	8.000000	385.480768	48.185096	Investigations	CNT	
Waters, Lawrence K	FORENSIC INVESTIGATOR	12/9/20	Admin Leave Pay	8.000000	316.638464	39.579808	Investigations	CNT	
Waters, Lawrence K	FORENSIC INVESTIGATOR	12/8/20	Admin Leave Pay	8.000000	316.638464	39.579808	Investigations	CNT	
White, Joseph J	Supply Tech	11/27/20	Administrative Leave With Pay	8.000000	162.588464	20.323558	Mortuary	TRM	
Williams, Markeshia	Forensic Autopsy Technician	1/7/21	Admin Leave Pay	8.000000	253.157696	31.644712	Mortuary	CNT	
Williams, Markeshia	Forensic Autopsy Technician	12/14/20	Admin Leave Pay	8.000000	253.157696	31.644712	Mortuary	CNT	
Williams, Markeshia	Forensic Autopsy Technician	11/30/20	Admin Leave Pay	8.000000	253.157696	31.644712	Mortuary	CNT	
Wiseman, James R	Forensic Toxicologist	12/31/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	Agency Closing
Wiseman, James R	Forensic Toxicologist	12/24/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	Agency Closing
Wiseman, James R	Forensic Toxicologist	11/27/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	
Wiseman, James R	Forensic Toxicologist	11/25/20	Administrative Leave With Pay	8.000000	259.430768	32.428846	Toxicology	TRM	
Wood, Rebecca	Lead Forensic Investigator	12/6/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Investigations	CNT	
Wood, Rebecca	Lead Forensic Investigator	9/25/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Investigations	CNT	
Wood, Rebecca	Lead Forensic Investigator	9/24/20	Administrative Leave With Pay	8.000000	391.376920	48.922115	Investigations	CNT	
Wright Kelly, Melissa	FORENSIC INVESTIGATOR	11/1/20	Admin Leave with Pay Scheduled	12.000000	474.957696	39.579808	Investigations	CNT	
Wright Kelly, Melissa	FORENSIC INVESTIGATOR	11/1/20	Administrative Leave With Pay	8.000000	297.450000	37.181250	Medical Records	CNT	Agency Closing
Wright, Patricia E	Quality Assurance Specialist	12/31/20	Administrative Leave With Pay	8.000000	297.450000	37.181250	Medical Records	CNT	
Wright, Patricia E	Quality Assurance Specialist	12/24/20	Administrative Leave With Pay	8.000000	297.450000	37.181250	Medical Records	CNT	
Wright, Patricia E	Quality Assurance Specialist	11/27/20	Administrative Leave With Pay	8.000000	297.450000	37.181250	Medical Records	CNT	
Wright, Patricia E	Quality Assurance Specialist	11/25/20	Administrative Leave With Pay	8.000000	297.450000	37.181250	Medical Records	CNT	

Wright,Patricia E	Quality Assurance Specialist	11/20/19	Administrative Leave With Pay	8.000000	289.846152	36.230769	Medical Records	CNT
Wynn,Charis	Forensic Toxicologist	9/30/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/29/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/28/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/25/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/24/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/23/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/22/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/21/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/18/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	9/17/20	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	10/18/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	10/17/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	10/16/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Wynn,Charis	Forensic Toxicologist	10/15/19	Administrative Leave With Pay	8.000000	320.034616	40.004327	Toxicology	TRM
Young,Travis	Fatality Review Program Specialist	11/27/20	Administrative Leave With Pay	8.000000	292.792304	36.599038	Fatality Review	TRM
Young,Travis	Fatality Review Program Specialist	11/25/20	Administrative Leave With Pay	8.000000	292.792304	36.599038	Fatality Review	TRM
Zarwell,Lucas W	Chief Toxicologist	10/18/19	Administrative Leave With Pay	8.000000	613.060848	76.632606	Office of Chief Medical Exai	CNT
Zarwell,Lucas W	Chief Toxicologist	10/17/19	Administrative Leave With Pay	8.000000	613.060848	76.632606	Office of Chief Medical Exai	CNT
Zarwell,Lucas W	Chief Toxicologist	10/16/19	Administrative Leave With Pay	8.000000	613.060848	76.632606	Office of Chief Medical Exai	CNT
Zarwell,Lucas W	Chief Toxicologist	10/15/19	Administrative Leave With Pay	8.000000	613.060848	76.632606	Office of Chief Medical Exai	CNT



2019 APR 26 AM 11:53
OFFICE OF THE
SECRETARY

MURIEL BOWSER
MAYOR

APR 26 2019

The Honorable Phil Mendelson
Chairman, Council of the District of Columbia
1350 Pennsylvania Avenue, N.W.
Suite 504
Washington, D.C. 20004

Dear Chairman Mendelson:

Enclosed for Council's consideration is the "Compensation Collective Bargaining Agreement between the Government of the District of Columbia and Doctors' Council of the District of Columbia Representing Compensation Unit 19 Approval Resolution of 2019". The negotiated agreement establishes compensation during Fiscal Years 2017 through 2020 for Medical Officers in the Department of Health, Department of Youth Rehabilitation Services, and the Office of the Chief Medical Examiner, who are represented by Doctors' Council of the District of Columbia in Compensation Unit 19.

The negotiated agreement provides the following wage increases for Medical Officers in Compensation Unit 19:

1. Two percent (2%) wage increase for FY 2017, effective October 1, 2016;
2. Three percent (3%) wage increase for FY 2018, effective October 1, 2017;
3. Two percent (2%) wage increase for FY 2019, effective October 1, 2018.
4. Three percent (3%) wage increase for FY 2020, effective October 1, 2019

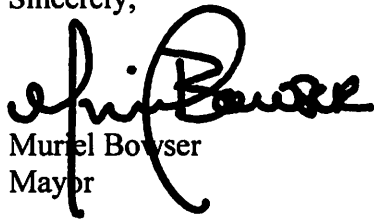
The Compensation Agreement also covers a variety of benefits including life insurance, pension plan, differential and premium pay, optical and dental benefits and pre-tax benefits.

Considering the importance of this Resolution, I respectfully request that the legislation be placed on an expedited track for consideration by the Committee of the Whole and voted on during the Council's next Legislative Meeting. I appreciate your attention to


this important legislation that directly benefits District of Columbia Government employees.

Please contact me or E. Lindsey Maxwell II, Esq., Director, Office of Labor Relations and Collective Bargaining, at (202) 724-4953, should you have questions concerning this legislation.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser". The signature is fluid and cursive, with the first name "Muriel" and last name "Bowser" clearly distinguishable.

Muriel Bowser
Mayor


Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To approve the collective bargaining agreement submitted by the Mayor for certain employees of the Government of the District of Columbia in the Department of Health, Department of Youth Rehabilitation Services and the Office of Chief Medical Officer in Compensation Unit 19 who are represented by the Doctors' Council of the District of Columbia.

RESOLVED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Compensation Collective Bargaining Agreement between the Government of the District of Columbia and Doctors' Council of the District of Columbia Representing Compensation Unit 19 Approval Resolution of 2019".

Sec. 2. Pursuant to section 1717(j) of the District of Columbia Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-617.17(j)), the Council of the District of Columbia approves the collective bargaining compensation agreement between the Government of the District of Columbia and the Doctors' Council of the District of Columbia (Compensation Unit 19), which was transmitted to the Council by the Mayor on _____.

Sec. 3. Fiscal Impact Statement.

34 The Council adopts the fiscal impact statement in the committee report as the fiscal
35 impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
36 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

37 Sec. 4. Transmittal.

38 The Council shall transmit a copy of this resolution, upon its adoption, to the Doctors'
39 Council of the District of Columbia and the Mayor.

40 Sec. 5. Effective Date.

41 This resolution shall take effect immediately.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of the Attorney General




ATTORNEY GENERAL
KARL A. RACINE

Legal Counsel Division

PRIVILEGED AND CONFIDENTIAL
ATTORNEY-CLIENT COMMUNICATION

MEMORANDUM

TO: E. Lindsey Maxwell II, Esq.
Director
Office of Labor Relations and Collective Bargaining

FROM: Arthur J. Parker 
Acting Deputy Attorney General
Legal Counsel Division

DATE: April 10, 2019

SUBJECT: Legal Sufficiency Review – Draft Legislation, the “Compensation Collective Bargaining Agreement between the Government of the District of Columbia and Doctors’ Council of the District of Columbia Representing Compensation Unit 19 Approval Resolution of 2019”
(AE-19-299)

The above draft proposed resolution, which you asked us to review is legally sufficient.

The provisions of the District of Columbia Comprehensive Merit Personnel Act of 1978¹ that govern collective bargaining concerning compensation require the Mayor to “transmit all settlements, including arbitration awards, to the Council.”² Under section 1717(j) of the Act,³ the Council may accept (or reject) such a settlement by resolution. Consistent with these provisions, the draft proposed resolution would approve a collective bargaining agreement concerning compensation that applies to employees in the Department of Health, Department of Youth Rehabilitation Services, and the Office of Chief Medical Officer in Compensation Unit 19 who are represented by the Doctors’ Council of the District of Columbia.

¹ Effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-601.01 (2012 Repl. and 2016 Supp.)).

² D.C. Official Code § 1-617.17(i)(1) (2012 Repl.).

³ *Id.* § 1-617.17(j).

If you have any questions, please contact Acting Deputy Attorney General Arthur J. Parker, at 724-5565, or me at 724-5524.

AJP/ajp

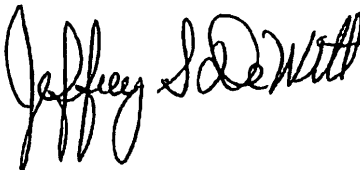
Government of the District of Columbia
Office of the Chief Financial Officer



Jeffrey S. DeWitt
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Jeffrey S. DeWitt
Chief Financial Officer 

DATE: March 28, 2019

SUBJECT: Fiscal Impact Statement – Compensation Agreement between the
District of Columbia and Compensation Unit 19 Approval Resolution of
2019

REFERENCE: Draft Resolution sent to the Office of Revenue Analysis on March 19,
2019

Conclusion

Funds are sufficient in the fiscal year 2019 budget and proposed fiscal year 2020 through fiscal year 2023 budget and financial plan to implement the resolution. Approximately \$115,000 will be needed to cover the cost of the agreement in fiscal year 2019, \$111,000 in fiscal year 2020, and a total of \$577,000 will be needed through fiscal year 2023. Funding is available in the Workforce Investments Fund to cover these costs.

Background

The resolution approves a compensation collective bargaining agreement between the District of Columbia and employees in Compensation Unit 19 represented by the Doctors Council of the District of Columbia, NUHHCE, AFSCME, AFL-CIO. The agreement covers fiscal years 2017 (retroactive) through 2020 and affects six medical and dental officers currently employed at the Office of the Chief Medical Examiner, the Department of Health, and the Department of Youth Rehabilitation Services¹. Currently, these agencies pay for these positions entirely with local funds.

The agreement provides the following salary increases:

- 2 percent in fiscal year 2017;
- 3 percent in fiscal year 2018;
- 2 percent in fiscal year 2019; and

¹ These are the FTEs affected as of February 2019. Data from the Budget Formulation Application for FY 2017 and FY 2018 indicate that in those fiscal years a different number of FTEs were affected, and we have factored that into our calculations for the retroactive pay increases for FY 2017 and FY 2018.

The Honorable Phil Mendelson

FIS: "Compensation Agreement between the District of Columbia and Compensation Unit 19 Approval Resolution of 2019," Draft Resolution sent to the Office of Revenue Analysis on March 19, 2019

- 3 percent in fiscal year 2020.

The agreement provides three paid days of funeral leave, instead of the one day granted in the previous agreement. It also increases the monthly Metro benefit from \$25 to \$50 a month, effective once the agreement is approved.

Financial Plan Impact

Funds are sufficient in the fiscal year 2019 through fiscal year 2023 budget and financial plan to implement the resolution. Approximately \$115,000 will be needed to cover the cost of the agreement in fiscal year 2019, \$111,000 is needed in fiscal year 2020, and a total of \$577,000 will be needed through fiscal year 2023. Funding is available in the Workforce Investments Fund to cover these costs.

The total cost of the agreement will range from \$115,000 in fiscal year 2019 to \$173,000 in fiscal year 2023, with most of the costs coming from the salary increases. The fiscal year 2019 cost includes the retroactive salary increases for fiscal years 2017 and 2018. The fiscal year 2021 through 2023 costs are partially offset by funding available in the financial plan, which assumes an annual salary increase of 1.75 percent a year.

Cost of the Compensation Collective Bargaining Agreement between the Government of the District of Columbia and the Doctors Council Representing Compensation Unit 19, Effective October 1, 2016 through September 30, 2020						
	FY 2019^(a)	FY 2020	FY 2021	FY 2022	FY 2023	Total
Salary increase ^(b)	\$114,000	\$109,000	\$129,000	\$150,000	\$171,000	\$673,000
Metro benefit increase ^(c)	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000	\$9,000
Total cost increase	\$115,000	\$111,000	\$131,000	\$152,000	\$173,000	\$682,000
Funding available in financial plan ^(d)	\$0	\$0	(\$17,000)	(\$35,000)	(\$53,000)	(\$105,000)
Funding needed from Workforce Investment Fund	\$115,000	\$111,000	\$114,000	\$117,000	\$120,000	\$577,000

Table notes:

(a) Includes retroactive pay and benefits from FY 2017 and FY 2018.

(b) Includes contractual salary increases of 2 percent in FY 2017, 3 percent in FY 2018, 2 percent in FY 2019, and 3 percent in FY 2020. We assume additional increases of 1.75 percent in FY 2021 through FY 2023. We inflate the total amount of the salary increases by 6.45 percent to account for increases in benefits tied to salary level.

(c) Metro benefits will increase from \$25 per month to \$50 per month once the contract is approved.

(d) The financial plan assumes a 1.75 percent annual increase in salaries.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL



ATTORNEY GENERAL
KARL A. RACINE

Legal Counsel Division

MEMORANDUM

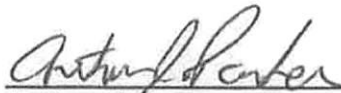
TO: Alana Intrieri
Executive Director
Office of Policy and Legislative Support

FROM: Arthur J. Parker
Acting Deputy Attorney General
Legal Counsel Division

DATE: April 10, 2019

SUBJECT: Legal Certification of Draft legislation, the "Compensation Collective Bargaining Agreement between the Government of the District of Columbia and Doctors' Council of the District of Columbia Representing Compensation Unit 19 Approval Resolution of 2019" (AE-19-299)

This is to Certify that this Office has reviewed the above-referenced draft legislation and found it to be legally sufficient. If you have any questions in this regard, please do not hesitate to call me at 724-5524.



Arthur J. Parker

COMPENSATION COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE GOVERNMENT OF THE DISTRICT OF COLUMBIA

AND

DOCTORS' COUNCIL OF THE DISTRICT OF COLUMBIA

REPRESENTING COMPENSATION UNIT 19

EFFECTIVE THROUGH SEPTEMBER 30, 2020

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PREAMBLE

This Compensation Agreement is entered into between the Government of the District of Columbia and the Doctors Council of the District of Columbia, NUHHCE, AFSCME, AFL-CIO, representing a unit of employees comprising Compensation Unit 19 (Physicians, Dentists and Podiatrists) previously certified by the Public Employee Relations Board ("PERB") in PERB Case No. 88-R-12, dated January 5, 1989, PERB Case No. 92-R-01, dated January 10, 1992, and PERB Case No. 96-AC-01 (1996).

ARTICLE 1

WAGES

Section A - FY 2017: Effective the first day of the first full pay period beginning on or after October 1, 2016, the FY 2016 pay schedules in effect for bargaining unit Medical Officers shall be increased by two percent (2.0%) in accordance with past methods of increasing base salary schedules.

Section B - FY 2018: Effective the first day of the first full pay period beginning on or after October 1, 2017, the FY 2017 pay schedules in effect for bargaining unit Medical Officers shall be increased by three percent (3.0%) in accordance with past methods of increasing base salary schedules.

Section C - FY 2019: Effective the first day of the first full pay period beginning on or after October 1, 2018, the FY 2018 pay schedules in effect for bargaining unit Medical Officers shall be increased by two percent (2.0%) in accordance with past methods of increasing base salary schedules.

Section D - FY 2020: Effective the first day of the first full pay period beginning on or after October 1, 2019, the FY 2019 pay schedules in effect for bargaining unit Medical Officers shall be increased by three percent (3.0%) in accordance with past methods of increasing base salary schedules.

Section E – Definitions:

1. As referenced in this document and any attachments, the term "fully trained" shall be defined as follows:

- a. **Physicians:** Graduated from an approved residency or fellowship training program. Approved residency or fellowship training programs are those American residency or fellowship programs approved by the Accreditation Council for Gradual Medical Education (ACGME), the Residency Review Committee for Pediatrics, the Residency Review Committee for Emergency Medicine, or other appropriate authority or those Canadian training programs approved by the Royal College of Physicians and Surgeons of Canada, the College of Family Practice Physicians and Surgeons of Canada or other appropriate Canadian medical authority; or experience

and/or training programs which are generally accepted to be equivalent to an ACGME approved residency or fellowship program and/or specifically approved and accepted by the relevant licensing board.

b. Dentists: Graduated with a degree in dental surgery (D.D.S.) or dental medicine (D.M.D.) from a U.S. or Canadian school approved by the Council on Dental Education, American Dental Association, or an equivalent degree from another dental school, provided the education and knowledge acquired are substantially equivalent.

c. Podiatrists: Graduated from a school of podiatric medicine approved by the American Podiatry Association in the year in which the degree was granted.

Section F: Classification Collaborative Review:

The parties hereby agree that the District and the Union shall commence a joint labor and management classification collaborative review. This project shall examine the current classification system for bargaining unit positions in order to ensure the appropriateness of the District's current classification system for bargaining unit positions. The parties agree that changes agreed upon by the parties shall upon agreement, be implemented consistent with the terms of parties' agreement.

Section G: Additional Income Allowance Relevant Board Certifications, Training and Experience:

1. Bargaining unit employees may be eligible to receive an "Additional Income Allowance" in accordance with Chapter 11, § 1143 of the District Personnel Manual (DPM), and when an agency desires that a member provide additional services based on skills gained through board certifications(s) and/or training or experience which was not previously credited at the time of appointment (or thereafter) or is required for the performance of the duties of the employee's official position of record.

2. An additional income allowance may be provided for additional board certifications and training or experience only when it is determined by the agency that the employee's use of such certifications and training or experience will enhance the accomplishment of the agency's mission and/or allow the agency access to services that would normally or customarily be obtained through non-bargaining unit sources and may include, but is not limited to, services related to clinical leadership/education which are in addition to the duties customarily required or assigned as part of the employee's official position. The additional income allowance may be provided only after it is approved by the personnel authority in accordance with Chapter 11 of the DPM.

3. Consistent with §1143.17 of Chapter 11 of the DPM, upon approval of an additional income allowance by the personnel authority, each agency head shall notify each employee

offered the additional income allowance of his or her obligation to enter into a service agreement as a condition of accepting the allowance. Each service agreement executed for an additional income allowance shall comply with the requirements set forth in §1143.19 of the DPM.

4. Whenever an agency is contemplating offering an Additional Income Allowance involving a bargaining unit position, the agency shall give written notification to the Union of the reasons supporting the offer and the intended amount. Such notification shall be given prior to any offer being made in sufficient time to obtain appropriate input from the Union. The agency shall promptly provide the Union with a copy of each request submitted by the agency for authorization to pay an AIA and a copy of each executed service agreement.

ARTICLE 2 SPECIAL PAY

Section A:

Employees will be eligible for Special Pay as described in this Article.

Section B:

1. Employees who are assigned to tours of duty that include evenings or night shifts, Sundays, or Holidays will receive premium pay for such scheduled hours worked, as follows:
 - a. Evening and Night: Ten Percent (10%) for regularly scheduled work performed between 6:00pm and 6:00am.
 - b. Sundays: Twenty-five percent (25%) for full-time employees for regularly scheduled hours worked on a Sunday.
 - c. Holidays: If required-to-work on a legal-holiday falling within the regular work week, in addition to straight time pay for the holiday, the employee will receive premium pay at the scheduled hourly rate for regularly scheduled hours worked.

Section C:

There shall be no pyramiding of premium pay paid pursuant to this Article, nor shall there be pyramiding of premium pay with pay for additional hours of work authorized by this Agreement. Employees receiving Sunday premium pay will not be eligible for shift premium for the same hours. Premium pay shall not constitute an increase in basic pay nor be considered as part of basic pay for any purpose.

ARTICLE 3 OVERTIME

Section A:

Employees shall be eligible to earn overtime pay as follows:

1. Employees required to work in excess of their administrative work week or alternative work schedule, including call-backs, will receive compensation for additional hours actually worked under the following conditions:
 - a. Additional hours of work must be authorized or approved by the Employer, who shall certify in writing that the extra work (a) was medically necessary, (b) was directly related to patient care responsibilities, (c) required the personal professional attention of the employee, and (d) could not have been performed during the employee's regularly scheduled hours of work.
 - b. Pay for more than twenty (20) hours of overtime in a pay period must be authorized or approved by the Agency Director or his/her designee.

Section B:

Overtime compensation will be paid for all hours actually worked in excess of forty (40) hours in a work week (or eighty (80) hours for employees on an alternative work schedule based on an eighty (80) hour pay period).

Section C -- Call-Back Pay:

A minimum of four (4) hours overtime work shall be credited to any unit employee who is called back to perform unscheduled overtime work either on a regular workday after he/she had completed his/her regular work schedule and left his/her place of employment, or on one (1) of the days he/she is off duty.

Section D:

Pay for additional hours worked pursuant to the above shall not constitute an increase in basic pay nor be considered part of basic pay for any purpose.

Section E:

Upon mutual agreement, employees may receive compensatory time on an hour-for-hour basis for overtime hours worked in lieu of the overtime payment described above.

ARTICLE 4

ON-CALL PAY

Section A:

1. Each agency shall designate bargaining unit positions for which on-call pay is authorized. Positions for which on-call pay is authorized, may be designated based on the following conditions:
2. The work involved in the position is vital to:
 - a. Continuity of public health and human services;
 - b. Public safety and law enforcement;
 - c. Emergency management services and emergency medical services; or
 - d. Other crucial operations such as transportation, shelter operation, food distribution, and communication; and
 - e. The work of the position requires the incumbent, when otherwise off duty, to be available to report for work on short notice, within a maximum of one (1) hour or such lesser time as the agency deems warranted by the nature of the position. Provided, however, where an employee has notified the agency in advance of the assignment of the inability to report for duty within an hour, the employee shall report within the time frame established by the Agency.

Section B:

For an employee to be eligible to receive on-call pay, all of the following conditions must be met:

1. He or she must occupy a position for which on-call pay has been authorized;
2. The agency must have placed the on-call time on the employee's official work schedule on a holiday or outside the employee's scheduled tour of duty;
3. The employee must be required to be in a state of readiness to perform work; and,
4. When called in, the employee must be able to report for work within the time frame established by the agency.

Section C:

Except as provided in Section D, while in an on-call status, an employee shall be entitled to pay at a rate equal to twenty-five percent (25%) of his or her rate of basic pay, payable on an hour-for-hour basis, in increments of one-quarter($\frac{1}{4}$) of an hour for each fifteen (15) minutes and portion thereof in excess of fifteen (15) minutes.

Section D:

1. A bargaining unit employee on a regularly established on-call schedule shall be compensated at a rate of forty percent (40%) of his/her basic rate of pay for each hour the employee is scheduled for on-call. For the purpose of this Agreement, "regularly established on-call schedule" is defined as the practice of regularly scheduling an employee for on-call duty by placing the employee on an agency on-call schedule which is usually regularly established each pay period. An employee on a regularly established on-call schedule shall be accessible via telephone or other means of communication and/or available to report for work on short notice, within a maximum of one (1) hour or such lesser time as the agency deems warranted by the nature of the position. Provided however, where an employee has notified the agency in advance of the assignment of the inability to report for duty within an hour, the employee shall report within the time frame established by the agency.

2. As of the date of execution of this agreement it is understood that all of the bargaining unit positions in the Office of the Chief Medical Examiner are assigned to be on-call pursuant to a regularly established on-call schedule. Prior to an agency initiating a regularly established on-call schedule affecting any other bargaining unit position(s), the agency shall give written notice to the Union and the employee(s) of the proposed schedule, and a description of the circumstances of on-call.

Section E:

When an employee who is in an on-call status is called in or according to mutually agreed upon criteria performs work, he or she shall be credited with a minimum of two (2) hours of work time.

Section F:

On-call pay may not be provided nor may an employee be placed in an on-call status while on paid leave.

Section G:

On-call pay shall not be considered basic pay for any purpose except for computing overtime under the Fair Labor Standards Act.

Section H:

Upon mutual consent of the Employee and the Agency, time off may be substituted for part or all of the compensation under this paragraph.

ARTICLE 5

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 (2016 Repl.) and Chapter 87 of Title 5 of the United States Code.

(a) District of Columbia Official Code §1-622.03 (2016 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.

(b) District of Columbia Official Code §1-622.01 (2016 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. The current life insurance benefits for employees hired on or after October 1, 1987 are: The District of Columbia provides life insurance in an amount equal to the employee's annual salary rounded to the next thousand, plus an additional \$2,000. Employees are required to pay two-thirds (2/3) of the total cost of the monthly premium. The District Government shall pay one-third (1/3) of the total cost of the premium. Employees may choose to purchase additional life insurance coverage through the District Government. These additions to the basic coverage are set-forth in the schedule below:

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

Employees must contact their respective personnel 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 (2016 Repl.), 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 Unit 19 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 Unit 19 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 (2016 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. 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 advanced request.

4. The District shall provide an employee a health services program that provides treatment, counseling and preventive health programs consistent with its obligations under D.C. Official Code §1 620.07 (2016 Repl.).

Section C: Optical and Dental:

1. Except as provided in paragraph 2, the Employer will continue to pay premiums at the same rate currently paid to the optical and dental plan providers of the Union-approved programs currently applicable to the bargaining unit.
2.
 - a. During the term of this Agreement, the Union may elect coverage under the Optical and/or Dental plans in effect for District employees in Compensation Unit 1 under the personnel authority of the Mayor ("District Plans"). Should the Union elect to participate in the Optical and/or Dental District Plans as offered by the District Government, 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 District, the Union and the insurance carriers.
 - b. 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 Unit 19 representatives notice of the proposed additions.
3. Bargaining unit employees are required to execute an enrollment form in order to participate in the District Optical and Dental Plans.
4. In the event the Union elects to participate in the District's Optical and/or Dental Plan as described in Paragraph 2, in consultation with the Union, the Employer shall provide information to the bargaining unit employees about the Plans' terms, benefits, and providers and any changes thereto. The Employer shall assist employees in the unit and the Union in making a transition from the current plans to the District Plan(s), including providing assistance in the enrollment process.

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 (2016 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 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 (2016 Repl.), 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) (2016 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(1) (2016 Repl.).
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 accordance with the Funeral and Memorial Service Leave Amendment Act of 2013, 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.

b. For the purpose of this section "immediate relative" means the following relatives of the employee: spouse (including a person identified by an employee as his/her "domestic partner" (as defined in D.C. Official Code § 32-701 (2018 Supp.) and related laws), and parents thereof, children (including adopted and foster children and children of whom the employee is legal guardian and spouses thereof, parents, grandparents, grandchildren, brothers, sisters, and spouses thereof). For the purposes of certification of leave, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate upon the Employer's request.

c. An employee is entitled to not more than three (3) days of leave, without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for a family member who died as a result of a wound, disease or injury incurred while serving as a member of the armed forces in a combat zone to the extent provided in D.C. Official Code §1-612.03(n) (2016 Repl.).

4. Family and Medical Leave

a. The District of Columbia Family and Medical Leave Act (D.C. FMLA) of 1990, D.C. Official Code § 32-501 et. seq. (2018 Supp.) is applicable to any District of Columbia Government employee who has been employed for one year without a break in services and has been in pay status for at least 1000 hours during the 12-month period immediately preceding the request for family or medical leave.

b. The D.C. FMLA entitles eligible employees to 16 weeks unpaid family leave over a 24-month period for the birth of a child or the placement of a child in the employee's care, or to care for a family member with a serious health condition;

c. The D.C. FMLA entitles eligible employees up to 16 weeks of unpaid medical leave over a 24-month period when the employee is unable to perform his or her job because of serious health condition. The request for medical leave must be supported by a certification of the serious health condition issued by the employee's health care provider.

d. An employee may use paid leave during the 16-week period consistent with D.C. Office of Personnel policy.

5. Other Leaves (Without Pay):

Leaves of absence without pay for a limited period may be granted by the agency if requested in advance and in writing.

Section H: Pre-Tax Benefits:

1. Employee contributions to benefits programs established pursuant to D.C. Official Code §1 611.19 (2016 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 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.
2. 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.
3. The pension of an employee who chooses Voluntary Early Retirement will be reduced by 2% for each year under age 55.
4. The Employer will notify the Union prior to submitting any request for Early Out Retirement authority in any Department where bargaining unit members are employed. Upon

request, the Employer shall meet and bargain concerning the impact of such request, including the exclusion and/or inclusion of Medical Officer, Dental Officer and Podiatrist positions in the request.

5. DEFINED CONTRIBUTION PENSION PLAN:

a. All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan.

b. As prescribed by § 1-626.09(c) of the D.C. Official Code (2016 Repl.) 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. Employees are fully vested after five years of participation in the plan.

c. As prescribed by § 1-626.09(d) of the D.C. Official Code (2016 Repl.) the District shall contribute an amount not less than an additional .5% of a detention officer's base salary to the same plan.

6. DEFERRED COMPENSATION PROGRAM:

As prescribed by §1-626.05 and related Chapters of the D.C. Official Code (2016 Repl.), all District Government employees covered by this agreement shall be eligible to participate in the District's Deferred Compensation Program. 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 can choose from various fixed or variable investment options.

Section J: Holidays:

1. As prescribed by D.C. Official Code §1-612.02 (2016 Repl.) the following legal public holidays are provided to all employees covered by this agreement:

- a. New Year's Day, January 1st of each year;
- b. Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- c. Washington's Birthday, the 3rd Monday in February of each year;
- d. Emancipation Day, April 16th 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;
- k. Christmas Day, December 25th of each year; and
- l. Inauguration Day (January 20th of each 4th year, starting in 1981).

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.

Section K:

- 1. Compensation Unit 19 may send one delegate to participate in the Compensation Units 1 and 2 Labor-Management Benefits Committee, provided that such arrangement is not objectionable to Compensation Units 1 and 2. The Employer shall promptly provide the Union president a copy of materials provided to, and those generated by, members of the Compensation Units 1 & 2 Labor-Management Benefits Committee, if such materials impact the benefits of bargaining unit members.
- 2. The Employer will consult with the Union concerning proposals to change the health insurance, life insurance and retirement programs applicable to the bargaining unit members.

Section L:

In the event the Employer proposes improvements in any of the benefits in Section A-J or proposes adding new benefits generally applicable to employees under the personnel authority of the Mayor, the Employer shall notify the Union of the bargaining unit members' eligibility for such benefits and shall consult with the Union concerning the proposal(s).

ARTICLE 6: CONTINUING MEDICAL EDUCATION

Effective for expenses incurred during fiscal year 2014, the Employer shall increase the reimbursement for each bargaining unit doctor from \$750.00 per fiscal year to \$1,500.00 per fiscal year for expenses incurred in conjunction with continuing medical education, training conferences, or board examinations.

ARTICLE 7 SICK LEAVE INCENTIVE PROGRAM

The Employer agrees to provide time off in accordance with the following:

Section A:

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

1. Three (3) days off for utilizing a total of no more than two (2) days of accrued sick leave.
2. Two (2) days off for utilizing a total of more than two (2) but not more than four days of accrued sick leave.
3. One (1) day off for utilizing a total of more than four (4) but no more than five 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 (1) month of the date the employee initially requested. Requests for time off shall be made on the standard "Application for Leave" form.

Section D:

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

Section E:

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

Section F:

This program shall take effect in Leave Year 2014.

ARTICLE 8 METRO PASSES

Effective upon approval by the Council, the District of Columbia Government shall subsidize the cost of transit passes for personal use by employees by not less than fifty (\$50.00) per month for employees according to the same terms and conditions as the benefit is available to employees in Compensation Units 1 and 2.

ARTICLE 9 GRIEVANCES

The Compensation Agreement shall be incorporated by reference into the working conditions agreement in order to utilize the grievance/arbitration procedure in that agreement to consider alleged violations of this Agreement.

ARTICLE 10 FINALITY OF AGREEMENT

This Agreement represents the complete agreement of the Parties with respect to all compensation matters which were or could have been negotiated. Compensation matters not referred to in the Agreement shall be provided in accordance with law. The parties waive the right to negotiate with respect to any matter referred to or not referred to herein for the duration of this Agreement except upon mutual agreement.

ARTICLE 11 SAVINGS CLAUSE

Section A:

In the event that any provision of this Agreement shall at any time be declared invalid by a court of competent authority or other competent authority, such decision shall not invalidate the entire Agreement, it being the intent of the parties that all valid provisions shall remain in full force and effect. In the event any provision is invalidated under this Article, such provision shall be renegotiated at the request of either party.

Section B:

Any future legislation, ordinance or order, which improves the benefits received by employees covered by this Contract, shall automatically be applied to such employees.

Section C:

In the event of action by the President or Congress of the United States, which results in any

change in relationship or status as between the Federal Government and the Government of the District of Columbia, any directly affected contract provision will be subject to immediate renegotiation.

ARTICLE 12

DURATION

Section A:

This Agreement shall remain in effect to and including September 30, 2020. The Agreement shall be automatically renewed from year to year thereafter until changed by the parties in the following manner: written notice by a party of its desire to renegotiate the agreement: such notice to be given during the period 120 days to 90 days prior to the first date of a fiscal year, for the purposes of negotiating a compensation agreement for the subsequent fiscal year (e.g., for the purpose of negotiating a compensation agreement for FY 2021, notice would be served 120 to 90 days prior to the first day of FY 2020).

Section B:

In the event that a timely notice to modify the provisions of this Agreement has been served, but the parties have not negotiated a successor contract as of September 30, 2020, it is hereby agreed that all of the provisions of this Agreement shall remain in full force and effect until a successor agreement is achieved through collective bargaining or through the appropriate procedures under the Comprehensive Merit Personnel Act.

SIGNATURE PAGE

APPROVAL

This compensation collective bargaining agreement between the District of Columbia and Compensation Unit 19 represented by the Doctors Council of the District of Columbia, dated _____, 2019 has been reviewed in accordance with Section 1-617.17 of the District of Columbia Official Code (2016 Repl.) and is hereby approved on this _____ day of _____, 2019.

Muriel Bowser, Mayor

MEDICAL OFFICER PAY SCHEDULE - COMP UNIT 19

Effective Date: October 2, 2016 Fiscal Year: 2017
 Union/Nonunion: Union % Increase: 2.0%
 CBU/Service Code: CIA A29 Occupational Series: 0602, 0680 Peoplesoft Plan: DS0076

Resolution # Date of Resolution:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
1 \$	111,339 \$	114,123 \$	116,976 \$	119,899 \$	122,897 \$	125,969 \$	129,120 \$	132,346 \$	Podiatrist
1b \$	115,214 \$	117,998 \$	120,851 \$	123,775 \$	126,774 \$	129,846 \$	132,995 \$	136,221 \$	
2 \$	123,710 \$	126,801 \$	129,972 \$	133,220 \$	136,551 \$	139,965 \$	143,465 \$	147,052 \$	Dentist**
2b \$	127,585 \$	130,677 \$	133,848 \$	137,097 \$	140,427 \$	143,841 \$	147,341 \$	150,927 \$	
3 \$	146,424 \$	150,085 \$	153,837 \$	157,684 \$	161,624 \$	165,665 \$	169,807 \$	174,052 \$	General Practice, Internal, Pediatrics, Family
3b \$	154,821 \$	158,481 \$	162,235 \$	166,079 \$	170,023 \$	174,063 \$	178,204 \$	182,450 \$	Med, Oral Surg, Periodontics, Orthodontics,
3c \$	159,988 \$	163,649 \$	167,401 \$	171,249 \$	175,190 \$	179,231 \$	183,371 \$	187,617 \$	other Dental
4 \$	153,184 \$	157,014 \$	160,940 \$	164,964 \$	169,086 \$	173,314 \$	177,647 \$	182,088 \$	Mod and Podiatric Spec., Physical Med and
4b \$	161,581 \$	165,411 \$	169,336 \$	173,360 \$	177,483 \$	181,712 \$	186,045 \$	190,485 \$	rehab, Allergy, Dermatology, Nuclear Med.,
4c \$	166,749 \$	170,580 \$	174,504 \$	178,528 \$	182,651 \$	186,878 \$	191,211 \$	195,653 \$	OBGYN, Ophthalmology.
5 \$	162,908 \$	166,978 \$	171,153 \$	175,432 \$	179,818 \$	184,313 \$	188,922 \$	193,644 \$	Gen Surgery, Trauma Surg, Surg Specialties,
5b \$	171,303 \$	175,586 \$	179,976 \$	184,475 \$	189,086 \$	193,813 \$	198,658 \$	203,626 \$	OBGYN - hosp. setting, Anesthesiology,
5c \$	176,470 \$	180,883 \$	185,404 \$	190,040 \$	194,790 \$	199,660 \$	204,653 \$	209,769 \$	Radiology, Pathology***, Psychiatry Gen.,
6 \$	171,885 \$	176,183 \$	180,587 \$	185,103 \$	189,729 \$	194,472 \$	199,334 \$	204,317 \$	Neurology****, Ophthalmology - hosp. setting,
6b \$	180,283 \$	184,580 \$	188,984 \$	193,499 \$	198,127 \$	202,870 \$	207,731 \$	212,715 \$	Child Psychiatry, Forensic Pathology
6c \$	185,451 \$	189,747 \$	194,153 \$	198,667 \$	203,293 \$	208,038 \$	212,898 \$	217,883 \$	

The "Grade Levels" on this pay Schedule are 1, 2, 3, 4, 5 and 6 (i.e., 1 & 1b are "Grade Level" 1)

Grades 1,2,3,4,5 and 6 = (fully trained/board eligible)

Grades 1b,2b,3b,4b,5b and 6b = (board certified in primary)

Grade 3c,4c,5c and 6c = (board certified in primary specialty and in a subspecialty or a second primary specialty)

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post-training experience"

**Internships and residencies for fully trained dentists count as post-training experience

***Except when based in completion of two residency programs, certification in Clinical and Anatomical Pathology will constitute a certification in a primary specialty

****Except when based on completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty



MEDICAL OFFICER PAY SCHEDULE - COMP UNIT 19

Effective Date: October 1, 2017 Fiscal Year: 2018
 Union/Nonunion: Union % Increase: 3.0%
 CBU/Service Code: CIA A29 Occupational Series: 0602, 0680 Peoplesoft Plan: DS0076

Resolution # Date of Resolution:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
1 \$	114,679 \$	117,547 \$	120,485 \$	123,496 \$	126,584 \$	129,748 \$	132,994 \$	136,316 \$	Podiatrist
1b \$	118,670 \$	121,538 \$	124,477 \$	127,488 \$	130,577 \$	133,741 \$	136,985 \$	140,308 \$	
2 \$	127,421 \$	130,605 \$	133,871 \$	137,217 \$	140,648 \$	144,164 \$	147,769 \$	151,464 \$	Dentist**
2b \$	131,413 \$	134,597 \$	137,863 \$	141,210 \$	144,640 \$	148,156 \$	151,761 \$	155,455 \$	
3 \$	150,817 \$	154,588 \$	158,452 \$	162,415 \$	166,473 \$	170,635 \$	174,901 \$	179,274 \$	General Practice, Internal, Pediatrics, Family Med, Oral Surg, Periodontics, Orthodontics, other Dental
3b \$	159,466 \$	163,235 \$	167,102 \$	171,061 \$	175,124 \$	179,285 \$	183,550 \$	187,924 \$	
3c \$	164,788 \$	168,558 \$	172,423 \$	176,386 \$	180,446 \$	184,608 \$	188,872 \$	193,246 \$	
4 \$	157,780 \$	161,724 \$	165,768 \$	169,913 \$	174,159 \$	178,513 \$	182,976 \$	187,551 \$	Med and Pediatric Spec, Physical Med and rehab, Allergy, Dermatology, Nuclear Med., OB/GYN, Ophthalmology
4b \$	166,428 \$	170,373 \$	174,416 \$	178,561 \$	182,807 \$	187,163 \$	191,626 \$	196,200 \$	
4c \$	171,751 \$	175,697 \$	179,739 \$	183,884 \$	188,131 \$	192,484 \$	196,947 \$	201,523 \$	
5 \$	167,793 \$	171,987 \$	176,288 \$	180,695 \$	185,213 \$	189,842 \$	194,590 \$	199,453 \$	Gen Surgery, Trauma Surg, Surg Specialties, OB/GYN - hosp. setting, Anesthesiology, ****, Radiology, Pathology***, Psychiatry Gen., ****, Neurology****, Ophthalmology - hosp. setting
5b \$	176,442 \$	180,854 \$	185,375 \$	190,009 \$	194,759 \$	199,627 \$	204,618 \$	209,735 \$	
5c \$	181,764 \$	186,308 \$	190,966 \$	195,741 \$	200,634 \$	205,650 \$	210,793 \$	216,082 \$	
6 \$	177,042 \$	181,468 \$	186,005 \$	190,656 \$	195,421 \$	200,306 \$	205,314 \$	210,447 \$	Child Psychiatry, Forensic Pathology
6b \$	185,691 \$	190,117 \$	194,654 \$	199,304 \$	204,071 \$	208,956 \$	213,963 \$	219,096 \$	
6c \$	191,015 \$	195,439 \$	199,978 \$	204,627 \$	209,392 \$	214,279 \$	219,285 \$	224,419 \$	

The "Grade Levels" on this pay Schedule are 1, 2, 3, 4, 5 and 6 (i.e., 1 & 1b are "Grade Level" 1)

Grades 1,2,3,4,5 and 6 = (fully trained/board eligible)

Grades 1b,2b,3b,4b,5b and 6b = (board certified in primary)

Grade 3c,4c,5c and 6c = (board certified in primary specialty and in a subspecialty or a second primary specialty)

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post-training experience"

***Internships and residencies for fully trained dentists count as post-training experience

****Except when based in completion of two residency programs, certification in Clinical and Anatomical Pathology will constitute a certification in a primary specialty

*****Except when based on completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty





MEDICAL OFFICER PAY SCHEDULE - COMP UNIT 19

Effective Date: October 14, 2018

Fiscal Year: 2019

Union/Nonunion: Union

% Increase: 2.0%

CBA/Service Code: CIA A29

Occupational Series:

0602, 0680

Peoplesoft Plan: DS0076

Resolution #

Date of Resolution:

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
1 \$	116,973 \$	119,898 \$	122,895 \$	125,966 \$	129,116 \$	132,343 \$	135,654 \$	139,042 \$	Pediatric
1b \$	121,043 \$	123,969 \$	126,987 \$	130,038 \$	133,189 \$	136,416 \$	139,725 \$	143,114	
2 \$	128,969 \$	133,217 \$	138,548 \$	139,961 \$	143,461 \$	147,047 \$	150,724 \$	154,493	Dentist**
2b \$	134,041 \$	137,289 \$	140,620 \$	144,034 \$	147,533 \$	151,119 \$	154,796 \$	158,564	
3 \$	153,833 \$	157,680 \$	161,621 \$	165,663 \$	169,802 \$	174,048 \$	178,399 \$	182,859	General Practice, Internal, Pediatrics, Family
3b \$	162,655 \$	166,500 \$	170,444 \$	174,482 \$	178,626 \$	182,871 \$	187,221 \$	191,682	Med, Oral Surg, Periodontics, Orthodontics,
3c \$	168,084 \$	171,929 \$	175,871 \$	179,914 \$	184,055 \$	188,300 \$	192,649 \$	197,111	other Dental
4 \$	160,936 \$	164,958 \$	169,083 \$	173,311 \$	177,642 \$	182,083 \$	186,636 \$	191,302	Med and Pediatric Spec, Physical Med and
4b \$	169,757 \$	173,780 \$	177,904 \$	182,132 \$	186,463 \$	190,906 \$	195,459 \$	200,124	rehab, Allergy, Dermatology, Nuclear Med,
4c \$	175,186 \$	179,211 \$	183,334 \$	187,562 \$	191,894 \$	196,334 \$	200,886 \$	205,553	OB/GYN, Ophthalmology.
5 \$	171,149 \$	175,427 \$	179,814 \$	184,309 \$	188,917 \$	193,639 \$	198,482 \$	203,442	Gen Surgery, Trauma Surg, Surg Specialists,
5b \$	179,971 \$	184,471 \$	189,083 \$	193,809 \$	198,654 \$	203,620 \$	208,710 \$	213,930	OB/GYN - hosp, setting, Anesthesiology,
5c \$	185,399 \$	190,035 \$	194,785 \$	199,656 \$	204,647 \$	209,763 \$	215,009 \$	220,383	Radiology, Pathology***, Psychiatry Gen, ****
6 \$	180,583 \$	185,097 \$	189,725 \$	194,469 \$	199,329 \$	204,312 \$	209,420 \$	214,656	Child Psychiatry, Forensic Pathology
6b \$	189,405 \$	193,919 \$	198,547 \$	203,290 \$	208,152 \$	213,135 \$	218,242 \$	223,478	
6c \$	194,835 \$	199,348 \$	203,978 \$	208,720 \$	213,580 \$	218,565 \$	223,671 \$	228,907	

The "Grade Levels" on this pay Schedule are 1, 2, 3, 4, 5 and 6 (i.e., 1 & 1b are "Grade Level" 1)

Grades 1,2,3,4,5 and 6 = (fully trained/board eligible)

Grades 1b,2b,3b,4b,5b and 6b = (board certified in primary)

Grade 3c,4c,5c and 6c = (board certified in primary specialty and in a subspecialty or a second primary specialty)

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post-training experience"

**Internships and residencies for fully trained dentists count as post-training experience in Clinical and Anatomical Pathology will constitute a certification in a primary specialty

***Except when based in completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty

****Except when based on completion of two residency programs, certification by the American Board of Neurology and Psychiatry will constitute a certification in a primary specialty

MEDICAL OFFICER PAY SCHEDULE - COMP UNIT 19

Effective Date: October 13, 2019 **Fiscal Year:** 2020

Union/Nonunion: Union **% Increase:** 3.0%

CBS/Service Code: CIA A29 **Occupational Series:** 0802, 0680 **Peoplesoft Plan:** DS0076

Resolution # **Date of Resolution:**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
1 \$	120,482 \$	123,495 \$	126,582 \$	129,745 \$	132,989 \$	136,313 \$	139,724 \$	143,213 \$	Podiatrist
1b \$	124,674 \$	127,688 \$	130,776 \$	133,939 \$	137,185 \$	140,508 \$	143,917 \$	147,407 \$	
2 \$	133,868 \$	137,214 \$	140,644 \$	144,160 \$	147,765 \$	151,458 \$	155,246 \$	159,128 \$	Dentist**
2b \$	138,062 \$	141,408 \$	144,839 \$	148,355 \$	151,959 \$	155,653 \$	159,440 \$	163,321 \$	
3 \$	158,448 \$	162,410 \$	166,470 \$	170,633 \$	174,888 \$	179,269 \$	183,751 \$	188,345 \$	General Practice, Internal, Pediatrics, Family Med, Oral Surg, Periodontics, Orthodontics, other Dental
3b \$	167,535 \$	171,495 \$	175,557 \$	179,716 \$	183,985 \$	188,357 \$	192,838 \$	197,432 \$	
3c \$	173,127 \$	177,087 \$	181,147 \$	185,311 \$	189,577 \$	193,949 \$	198,428 \$	203,024 \$	
4 \$	185,764 \$	189,907 \$	194,155 \$	198,510 \$	202,971 \$	207,545 \$	212,235 \$	217,041 \$	Med and Pediatric Spec, Physical Med and rehab, Allergy, Dermatology, Nuclear Med, OBGYN, Ophthalmology.
4b \$	174,850 \$	178,993 \$	183,241 \$	187,596 \$	192,057 \$	196,633 \$	201,323 \$	206,128 \$	
4c \$	180,442 \$	184,587 \$	188,834 \$	193,189 \$	197,651 \$	202,224 \$	206,913 \$	211,720 \$	
5 \$	176,283 \$	180,690 \$	185,208 \$	189,838 \$	194,585 \$	199,448 \$	204,436 \$	209,545 \$	Gen Surgery, Trauma Surg, Surg Specialties, OBGYN - hosp, setting, Anesthesiology, Radiology, Pathology***, Psychiatry Gen ****, Neurology****, Ophthalmology - hosp, setting.
5b \$	185,370 \$	190,005 \$	194,755 \$	199,623 \$	204,614 \$	209,729 \$	214,971 \$	220,348 \$	
5c \$	190,961 \$	195,736 \$	200,629 \$	205,646 \$	210,788 \$	216,056 \$	221,459 \$	226,994 \$	
6 \$	186,000 \$	190,650 \$	195,417 \$	200,303 \$	205,309 \$	210,441 \$	215,703 \$	221,096 \$	Child Psychiatry, Forensic Pathology
6b \$	195,087 \$	199,737 \$	204,503 \$	209,389 \$	214,397 \$	219,529 \$	224,789 \$	230,182 \$	
6c \$	200,680 \$	205,328 \$	210,087 \$	214,982 \$	219,987 \$	225,122 \$	230,381 \$	235,774 \$	

The "Grade Levels" on this pay Schedule are 1, 2, 3, 4, 5 and 6 (i.e., 1 & 1b are "Grade Level" 1)

Grades 1,2,3,4,5 and 6 = (fully trained/board eligible)

Grades 1b,2b,3b,4b,5b and 6b = (board certified in primary)

Grade 3c,4c,5c and 6c = (board certified in primary specialty and in a subspecialty or a second primary specialty)

Each year spent in a fellowship related to the specialty area generally practiced for the employer shall be counted as one year of "post-training experience"

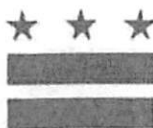
**Internships and residencies for fully trained dentists count as post-training experience

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GOVERNMENT OF THE DISTRICT OF COLUMBIA
Office of the Attorney General



ATTORNEY GENERAL
KARL A. RACINE

Personnel, Labor and Employment
Division

MEMORANDUM

TO: E. Lindsey Maxwell II, Director
Office of Labor Relations and Collective Bargaining

FROM: Frank Mc Dougald *FMD*
Assistant Attorney General

DATE: March 22, 2019

SUBJECT: Legal Sufficiency Review of the Compensation Collective Bargaining Agreement Between the Government of the District of Columbia and Doctors' Council of the District of Columbia NUHHCE, AFSCME, AFL-CIO (Compensation Unit 19)

You have requested a legal sufficiency review of the **Compensation Collective Bargaining Agreement Between the Government of the District of Columbia and Doctors' Council of the District of Columbia NUHHCE, AFSCME, AFL-CIO (Compensation Unit 19)** ("CBA"). The CBA represents the terms agreed upon by the parties regarding compensation and is effective through September 30, 2020.

The CBA has been reviewed and found to be legally sufficient. Therefore, it is recommended that the CBA should be approved by the Mayor. If there are any questions regarding this matter, please contact me at 202-724-7309.

**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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(July 26, 2010)	

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:

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

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

SECTION B: **HEALTH INSURANCE:**

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

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

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

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

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

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

SECTION C: **OPTICAL AND DENTAL:**

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

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

SECTION D: SHORT-TERM DISABILITY INSURANCE PROGRAM

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

SECTION E: ANNUAL LEAVE:

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

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

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

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

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

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

SECTION F: SICK LEAVE:

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

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

SECTION G: OTHER FORMS OF LEAVE:

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

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

3. Funeral Leave:

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

b. For the purpose of this section "immediate relative" means the following relatives of the employee: an individual who is related to the employee by blood, marriage, adoption, or domestic partnership as father, mother, child, husband, wife, sister, brother, aunt, uncle, grandparent, grandchild, or similar familial relationship; an individual for whom the employee is the legal guardian; or fiancé, fiancée, or domestic partner of the employee.

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

SECTION H: PRE-TAX BENEFITS:

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

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

SECTION I: RETIREMENT:

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

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

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

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

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

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

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

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

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

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

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

- (1) All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan.

(2) As prescribed by §1-626.09(c) of the D.C. Official Code (2001 Edition) after the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan; there is no employee contribution to the Defined Contribution Pension Plan.

(3) As prescribed by §1-626.09(d) of the D.C. Official Code (2001 Edition) the District shall contribute an amount not less than an additional .5% of a detention officer's base salary to the same plan.

(4) Compensation Units 1 and 2 Joint Labor Management Technical Advisory Pension Reform Committee

(a) Establishment of the Joint Labor-Management Technical Advisory Pension Reform Committee (JLMTAPRC or Committee)

(1) The Parties agree that employees should have the security of a predictable level of income for their retirement after a career in public service. In order to support the objective of providing retirement income for employees hired on or after October 1, 1987, the District shall plan and implement an enhanced retirement program effective October 1, 2008. The enhanced program will consist of a deferred compensation component and a defined benefit component.

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

(b) Composition of the JLMTAPRC

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

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

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

(d) Duration of the Committee

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

4. TIAA-CREF PLAN:

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

SECTION J: HOLIDAYS:

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

- (a) New Year's Day, January 1st of each year;
- (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- (c) Washington's Birthday, the 3rd Monday in February of each year;
- (d) Emancipation Day, April 16th;
- (e) Memorial Day, the last Monday in May of each year;
- (f) Independence Day, July 4th of each year;
- (g) Labor Day, the 1st Monday in September of each year;
- (h) Columbus Day, the 2nd Monday in October of each year;
- (i) Veterans Day, November 11th of each year;
- (j) Thanksgiving Day, the 4th Thursday in November of each year;
- (k) Christmas Day, December 25th of each year; and
- (l) Inauguration Day, January 20th of each 4th 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 25th day of February 2018, and as witness the parties hereto have set their signature.


Compensation Units One and Two Collective Bargaining Agreement


On this 26th day of February, 2018, as witness the parties hereto have set their signature.

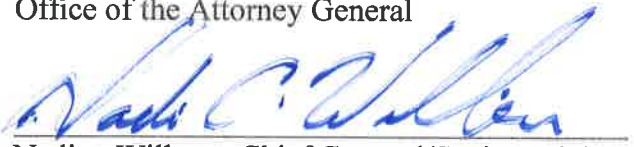
FOR THE DISTRICT OF COLUMBIA GOVERNMENT


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

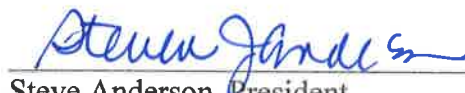

Brendolyn McCarty-Jones, Labor Liaison
Department of Behavioral Health

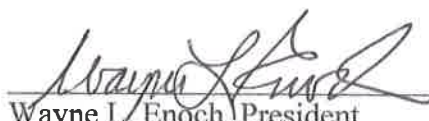
FOR THE UNIONS



Andrew Washington, Executive Director
AFSCME, District Council 20

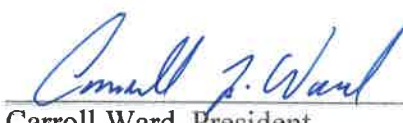

Eric Bunn, Sr. National Vice President
AFGE, District 14


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

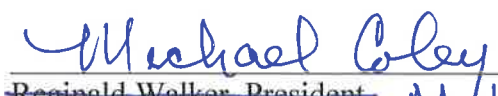
Dr. Steven Johnson, Labor Liaison
D.C. Office of Cable Television, Film,
Music and Entertainment



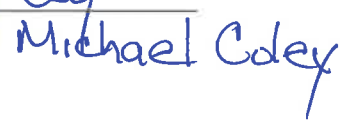
Wanda Shelton Martin, Area Director
1199 NUHHCE




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

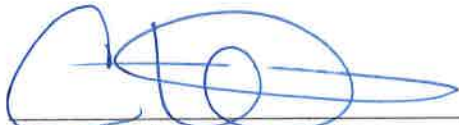
Keith Washington, President
AFSCME, Local 2092



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

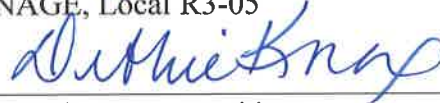
Lisa Wallace, Vice President
1199 SEIU/UHWE



George A. Schutter, Chief Procurement Officer
Office of Contracting and Procurement



Harvey Cannon, President
NAGE, Local R3-05

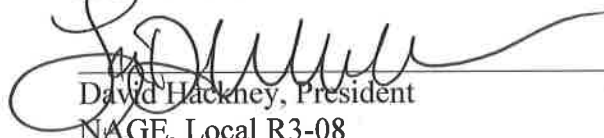


Debbie Knox, President
NAGE, Local R3-07


Gina Toppin, Labor Liaison
Office of Contracting and Procurement



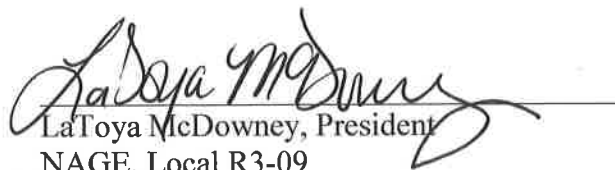
Quincy L. Booth, Director
Department of Corrections



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

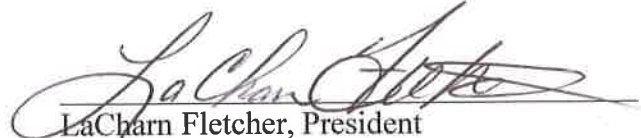


Jessica Gray, Labor Liaison
Department on Disability Services



Barbara Jones, President
AFGE, Local 2741

Odie Donald II, Director
D.C. Department of Employment
Services



LaCharn Fletcher, President
FOP/DC Protective Services-PDLC

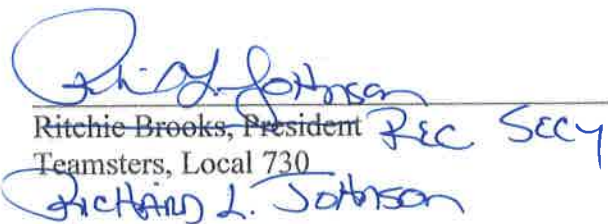
Van Freeman, Deputy Chief of Staff
D.C. Department of Employment
Services

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



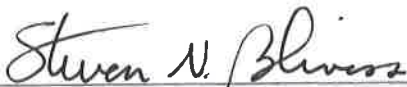
Ritchie Brooks, President
Teamsters, Local 730
Rec Secy
Richard L. Johnson



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

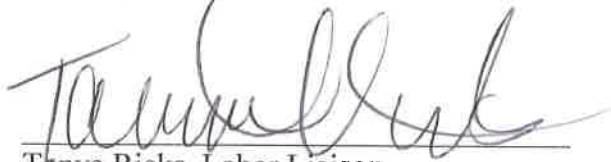
Corey Upchurch, President
AFSCME, Local 1959



Ernest Chrappah, Chairman
D.C. Department of For-Hire Vehicles



Debra Walker, President
AFSCME, Local 709

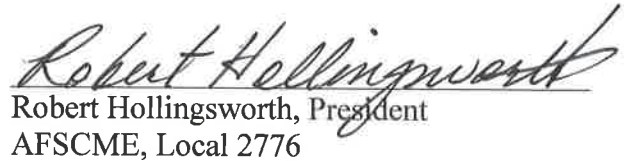


Tonya Ricks, Labor Liaison
D.C. Department of For-Hire Vehicles



~~Andre Phillips~~, Chairperson **ANDRE Phillips**
FOP/DYRSLC

Jenifer Smith, PhD, Director
Department of Forensic Sciences



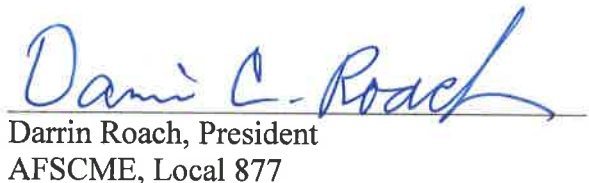
Robert Hollingsworth, President
AFSCME, Local 2776

Rasheed Raj, General Counsel
Department of Forensic Sciences

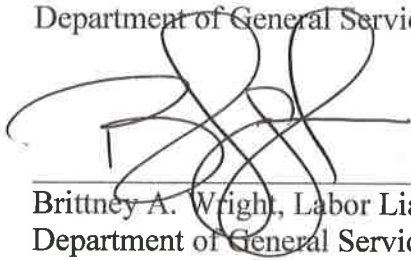


Antoinette White-Richardson, President
AFSCME, Local 1808

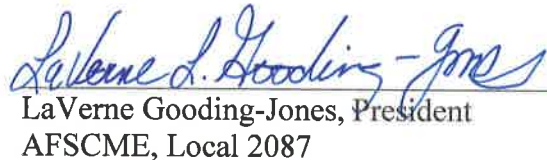
Greer Johnson Gillis, Director
Department of General Services



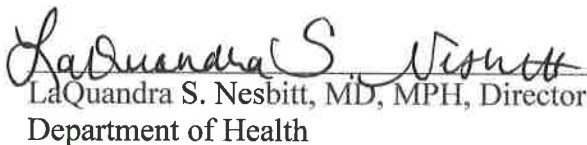
Darrin Roach, President
AFSCME, Local 877



Brittney A. Wright, Labor Liaison
Department of General Services

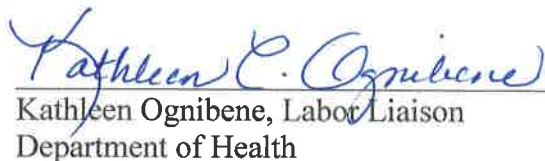


LaVerne Gooding-Jones, President
AFSCME, Local 2087



LaQuandra S. Nesbitt, MD, MPH, Director
Department of Health


Larry Doggett, Business Manager
Public Service Employees, Local 572



Kathleen Ognibene, Labor Liaison
Department of Health

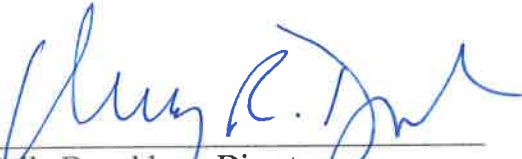
Perlisha Gales, President
Alliance of Independent Workers Union

Christopher Rodriguez, Director
Homeland Security and Emergency
Management Agency



George Barksdale, President
AFGE, Local 3444

Anthony Crispino, Labor Liaison
Homeland Security and Emergency
Management Agency



Pelly Donaldson, Director
Department of Housing and
Community Development

Drew Hubbard, Labor Liaison
Department of Housing and
Community Development



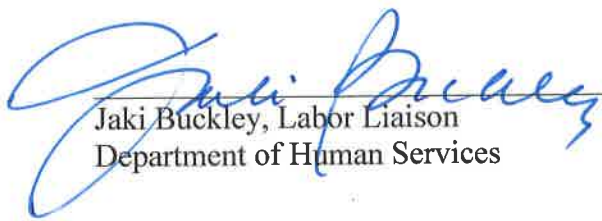
Monica Palacio, Director
D.C. Office of Human Rights

Ayanna Lee, Labor Liaison
D.C. Office of Human Rights



Laura Zeilinger, Director
Department of Human Services




Jaki Buckley, Labor Liaison
Department of Human Services

Stephen C. Taylor, Commissioner
Department of Insurance, Securities
And Banking

Katrice Purdie, Labor Liaison
Department of Insurance, Securities
And Banking

Lucinda Babers, Director
Department of Motor Vehicles

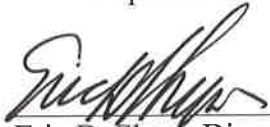
Odessa Nance, Labor Liaison
Department of Motor Vehicles

Peter Newsham, Chief
D.C. Metropolitan Police Department

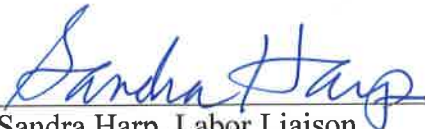
Mark Viehmeyer, Labor Liaison
D.C. Metropolitan Police Department

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



For Christopher Shorter, Director
Department of Public Works



Gail Heath, Labor Liaison
Department of Public Works

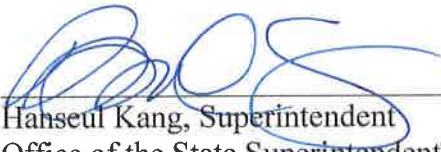


Jed Ross, Chief Risk Officer
Office of Risk Management



~~Eric Glover, Esq.~~, Labor Liaison
Office of Risk Management

MAHAR
CARLOS



Hanseul Kang, Superintendent
Office of the State Superintendent
Of Education



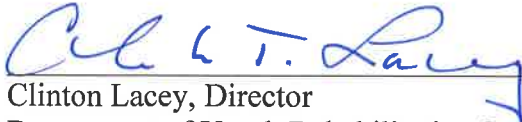
Quiyana Hall, Labor Liaison
Office of the State Superintendent
Of Education

Jeff Marootian, Director
District Department of Transportation

Nana Bailey, Labor Liaison
District Department of Transportation

Karima Holmes, Director
Office of Unified Communications

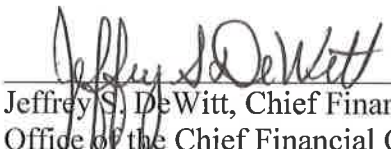
Yvonne McManus, Labor Liaison
Office of Unified Communications




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

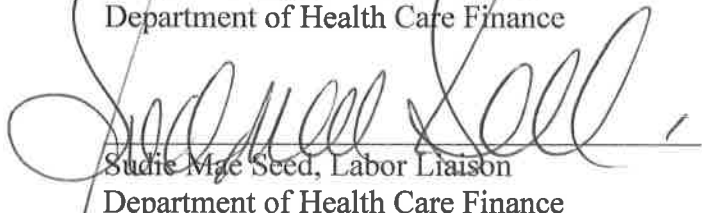
Veronica Ahern, Executive Director
D.C. Public Service Commission

Richard Beverly, General Counsel
D.C. Public Service Commission

Ronald Mason, Jr., J.D., President
University of the District of Columbia

Patricia Cornwell Johnson, Vice President
Human Resources
University of the District of Columbia


Wayne Turnage, M.P.A., Director
Department of Health Care Finance


Stodie Mae Seed, Labor Liaison
Department of Health Care Finance

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 24th 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 \$	1,234
6 \$	39,271 \$	40,640 \$	42,009 \$	43,378 \$	44,747 \$	46,116 \$	47,485 \$	48,854 \$	50,223 \$	51,592 \$	1,369
7 \$	43,518 \$	45,030 \$	46,542 \$	48,054 \$	49,566 \$	51,078 \$	52,590 \$	54,102 \$	55,614 \$	57,126 \$	1,512
8 \$	47,792 \$	49,314 \$	50,836 \$	52,358 \$	53,880 \$	55,402 \$	56,924 \$	58,446 \$	59,968 \$	61,490 \$	1,522
9 \$	52,570 \$	54,249 \$	55,928 \$	57,607 \$	59,286 \$	60,965 \$	62,644 \$	64,323 \$	66,002 \$	67,681 \$	1,679
10 \$	57,670 \$	59,519 \$	61,368 \$	63,217 \$	65,066 \$	66,915 \$	68,764 \$	70,613 \$	72,462 \$	74,311 \$	1,849
11 \$	63,337 \$	65,372 \$	67,407 \$	69,442 \$	71,477 \$	73,512 \$	75,547 \$	77,582 \$	79,617 \$	81,652 \$	2,035

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2018 Service Code Definition: Clerical and Administrative Support

Effective Date: October 1, 2017 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
X03

% Increase: 3.0%

Resolution Number:

Date of Resolution:

		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



Fiscal Year:		2018	Service Code Definition:											Corrections and Other Occupation Groups						
Effective Date:		October 1, 2017																		
Union/Nonunion:		Union	Job Series:		0006 Correctional Program Specialist 0081 Fire Protection Specialist 0101 Correctional Treatment Specialist 0390 Telecommunications Equipment Operator 1802 Cellblock Technician (Cellblock Only) 1811 Criminal Investigator 2151 Dispatcher (OUC Only)															
Pay Plan/Schedule:		CS																		
Peoplesoft Schedule:		DS0067 X04																		
% 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						

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:

		Steps										Between Steps
Grade		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

District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2018 **Service Code Definition:** Health Care Occupations

Effective Date: October 1, 2017

Service Codes: A15, A39

Union/Nonunion: Union

Job Series:

0603 Physicians Assistant
0620 Licensed Practical Nurse
0625 Autopsy Assistant Mortuary
0638 Recreation Therapist
0644 Medical Technologist
0645 Medical Technician
0647 Diagnostic Radiologic Technician
0649 Medical Instrument Technician
0681 Dental Assistant
0682 Dental Hygienist
0688 Sanitarian

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0069
X06

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step												Between Steps
	1	2	3	4	5	6	7	8	9	10			
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

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	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	
	1	2	3	4	5	6	7	8	9	10	Steps	
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

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

2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
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

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Clerical and Administrative Support

Effective Date: October 14, 2018 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
X03

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
2 \$	29,250 \$	30,273 \$	31,296 \$	32,319 \$	33,342 \$	34,365 \$	35,388 \$	36,411 \$	37,434 \$	38,457 \$	1,023
3 \$	31,875 \$	32,981 \$	34,087 \$	35,193 \$	36,299 \$	37,405 \$	38,511 \$	39,617 \$	40,723 \$	41,829 \$	1,106
4 \$	33,429 \$	34,565 \$	35,701 \$	36,837 \$	37,973 \$	39,109 \$	40,245 \$	41,381 \$	42,517 \$	43,653 \$	1,136
5 \$	36,153 \$	37,412 \$	38,671 \$	39,930 \$	41,189 \$	42,448 \$	43,707 \$	44,966 \$	46,225 \$	47,484 \$	1,259
6 \$	40,058 \$	41,454 \$	42,850 \$	44,246 \$	45,642 \$	47,038 \$	48,434 \$	49,830 \$	51,226 \$	52,622 \$	1,396
7 \$	44,389 \$	45,931 \$	47,473 \$	49,015 \$	50,557 \$	52,099 \$	53,641 \$	55,183 \$	56,725 \$	58,267 \$	1,542
8 \$	48,746 \$	50,299 \$	51,852 \$	53,405 \$	54,958 \$	56,511 \$	58,064 \$	59,617 \$	61,170 \$	62,723 \$	1,553
9 \$	53,620 \$	55,333 \$	57,046 \$	58,759 \$	60,472 \$	62,185 \$	63,898 \$	65,611 \$	67,324 \$	69,037 \$	1,713

District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2019 **Service Code Definition:** Corrections and Other Occupation Groups

Effective Date: October 14, 2018

Union/Nonunion: Union

Job Series:

- 0006 Correctional Program Specialist
- 0081 Fire Protection Specialist
- 0101 Correctional Treatment Specialist
- 0390 Telecommunications Equipment Operator
- 1802 Cellblock Technician (Cellblock Only)
- 1811 Criminal Investigator
- 2151 Dispatcher (OUC Only)

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0067
X04

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
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

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



Fiscal Year: 2019 Service Code Definition: Health Care Occupations

Effective Date: October 14, 2018 Service Codes: A15, A39

Union/Nonunion: Union Job Series: 0603 Physicians Assistant
0620 Licensed Practical Nurse
0625 Autopsy Assistant Mortuary
0638 Recreation Therapist
0644 Medical Technologist
0645 Medical Technician
0647 Diagnostic Radiologic Technician
0649 Medical Instrument Technician
0681 Dental Assistant
0682 Dental Hygienist
0688 Sanitarian

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0069
X06

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 41,797	\$ 42,933	\$ 44,069	\$ 45,205	\$ 46,341	\$ 47,477	\$ 48,613	\$ 49,749	\$ 50,885	\$ 52,021	\$ 1,136
6	\$ 46,329	\$ 47,587	\$ 48,845	\$ 50,103	\$ 51,361	\$ 52,619	\$ 53,877	\$ 55,135	\$ 56,393	\$ 57,651	\$ 1,258
7	\$ 49,821	\$ 51,229	\$ 52,637	\$ 54,045	\$ 55,453	\$ 56,861	\$ 58,269	\$ 59,677	\$ 61,085	\$ 62,493	\$ 1,408
8	\$ 54,957	\$ 56,508	\$ 58,059	\$ 59,610	\$ 61,161	\$ 62,712	\$ 64,263	\$ 65,814	\$ 67,365	\$ 68,916	\$ 1,551
9	\$ 60,471	\$ 62,187	\$ 63,903	\$ 65,619	\$ 67,335	\$ 69,051	\$ 70,767	\$ 72,483	\$ 74,199	\$ 75,915	\$ 1,716
10	\$ 66,377	\$ 68,258	\$ 70,139	\$ 72,020	\$ 73,901	\$ 75,782	\$ 77,663	\$ 79,544	\$ 81,425	\$ 83,306	\$ 1,881
11	\$ 72,915	\$ 74,987	\$ 77,059	\$ 79,131	\$ 81,203	\$ 83,275	\$ 85,347	\$ 87,419	\$ 89,491	\$ 91,563	\$ 2,072
12	\$ 87,373	\$ 89,856	\$ 92,339	\$ 94,822	\$ 97,305	\$ 99,788	\$ 102,271	\$ 104,754	\$ 107,237	\$ 109,720	\$ 2,483

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year:	2019	Service Code Definition:	Maintenance, Trades, & Labor
Effective Date:	October 14, 2018	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:			

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
02 \$	16.43	\$ 17.00	\$ 17.57	\$ 18.14	\$ 18.71	\$ 19.28	\$ 19.85	\$ 20.42	\$ 20.99	\$ 21.56	\$ 0.57
02L \$	17.92	\$ 18.54	\$ 19.16	\$ 19.78	\$ 20.40	\$ 21.02	\$ 21.64	\$ 22.26	\$ 22.88	\$ 23.50	\$ 0.62
03 \$	17.72	\$ 18.32	\$ 18.92	\$ 19.52	\$ 20.12	\$ 20.72	\$ 21.32	\$ 21.92	\$ 22.52	\$ 23.12	\$ 0.60
03L \$	19.37	\$ 20.04	\$ 20.71	\$ 21.38	\$ 22.05	\$ 22.72	\$ 23.39	\$ 24.06	\$ 24.73	\$ 25.40	\$ 0.67
04 \$	18.98	\$ 19.63	\$ 20.28	\$ 20.93	\$ 21.58	\$ 22.23	\$ 22.88	\$ 23.53	\$ 24.18	\$ 24.83	\$ 0.65
04L \$	20.76	\$ 21.48	\$ 22.20	\$ 22.92	\$ 23.64	\$ 24.36	\$ 25.08	\$ 25.80	\$ 26.52	\$ 27.24	\$ 0.72
05 \$	20.26	\$ 20.95	\$ 21.64	\$ 22.33	\$ 23.02	\$ 23.71	\$ 24.40	\$ 25.09	\$ 25.78	\$ 26.47	\$ 0.69
05L \$	22.04	\$ 22.82	\$ 23.60	\$ 24.38	\$ 25.15	\$ 25.93	\$ 26.71	\$ 27.49	\$ 28.27	\$ 29.05	\$ 0.78
06 \$	21.43	\$ 22.18	\$ 22.93	\$ 23.68	\$ 24.43	\$ 25.18	\$ 25.93	\$ 26.68	\$ 27.43	\$ 28.18	\$ 0.75
06L \$	23.54	\$ 24.35	\$ 25.16	\$ 25.97	\$ 26.78	\$ 27.59	\$ 28.40	\$ 29.21	\$ 30.02	\$ 30.83	\$ 0.81
07 \$	22.85	\$ 23.64	\$ 24.43	\$ 25.22	\$ 26.01	\$ 26.80	\$ 27.59	\$ 28.38	\$ 29.17	\$ 29.96	\$ 0.79
07L \$	24.97	\$ 25.84	\$ 26.71	\$ 27.58	\$ 28.45	\$ 29.32	\$ 30.19	\$ 31.06	\$ 31.93	\$ 32.80	\$ 0.87
08 \$	24.15	\$ 24.98	\$ 25.81	\$ 26.64	\$ 27.47	\$ 28.30	\$ 29.13	\$ 29.96	\$ 30.79	\$ 31.62	\$ 0.83
08L \$	26.40	\$ 27.34	\$ 28.28	\$ 29.22	\$ 30.16	\$ 31.10	\$ 32.04	\$ 32.98	\$ 33.92	\$ 34.86	\$ 0.94
09 \$	25.34	\$ 26.22	\$ 27.10	\$ 27.98	\$ 28.86	\$ 29.74	\$ 30.62	\$ 31.50	\$ 32.38	\$ 33.26	\$ 0.88
09L \$	27.80	\$ 28.76	\$ 29.72	\$ 30.68	\$ 31.64	\$ 32.60	\$ 33.56	\$ 34.52	\$ 35.48	\$ 36.44	\$ 0.96
10 \$	26.63	\$ 27.56	\$ 28.49	\$ 29.42	\$ 30.35	\$ 31.28	\$ 32.21	\$ 33.14	\$ 34.07	\$ 35.00	\$ 0.93
10L \$	29.23	\$ 30.24	\$ 31.25	\$ 32.26	\$ 33.27	\$ 34.28	\$ 35.29	\$ 36.30	\$ 37.31	\$ 38.32	\$ 1.01
11 \$	27.96	\$ 28.93	\$ 29.90	\$ 30.87	\$ 31.84	\$ 32.81	\$ 33.78	\$ 34.75	\$ 35.72	\$ 36.69	\$ 0.97
11L \$	30.65	\$ 31.71	\$ 32.77	\$ 33.83	\$ 34.89	\$ 35.95	\$ 37.01	\$ 38.07	\$ 39.13	\$ 40.19	\$ 1.06
12 \$	29.23	\$ 30.24	\$ 31.25	\$ 32.26	\$ 33.27	\$ 34.28	\$ 35.29	\$ 36.30	\$ 37.31	\$ 38.32	\$ 1.01
12L \$	32.03	\$ 33.13	\$ 34.23	\$ 35.33	\$ 36.43	\$ 37.53	\$ 38.63	\$ 39.73	\$ 40.83	\$ 41.93	\$ 1.10
13 \$	30.46	\$ 31.52	\$ 32.58	\$ 33.64	\$ 34.70	\$ 35.76	\$ 36.82	\$ 37.88	\$ 38.94	\$ 40.00	\$ 1.06
13L \$	33.27	\$ 34.48	\$ 35.69	\$ 36.90	\$ 38.11	\$ 39.32	\$ 40.53	\$ 41.74	\$ 42.95	\$ 44.16	\$ 1.21

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2019 Service Code Definition: Correctional Officers & EMS

Effective Date: October 14, 2018

Union/Nonunion: Union Affected CBU/Service Code(s): A01, A03, A20, A21

Pay Plan/Schedule: CS 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	5	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	\$ 1,132
6	\$ 47,575	\$ 48,837	\$ 50,099	\$ 51,361	\$ 52,623	\$ 53,885	\$ 55,147	\$ 56,409	\$ 57,671	\$ 58,933	\$ 1,262
7	\$ 50,689	\$ 52,118	\$ 53,547	\$ 54,976	\$ 56,405	\$ 57,834	\$ 59,263	\$ 60,692	\$ 62,121	\$ 63,550	\$ 1,429
8	\$ 55,886	\$ 57,468	\$ 59,050	\$ 60,632	\$ 62,214	\$ 63,796	\$ 65,378	\$ 66,960	\$ 68,542	\$ 70,124	\$ 1,582
9	\$ 61,517	\$ 63,263	\$ 65,009	\$ 66,755	\$ 68,501	\$ 70,247	\$ 71,993	\$ 73,739	\$ 75,485	\$ 77,231	\$ 1,746
10	\$ 67,505	\$ 69,424	\$ 71,343	\$ 73,262	\$ 75,181	\$ 77,100	\$ 79,019	\$ 80,938	\$ 82,857	\$ 84,776	\$ 1,919

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2020 Service Code Definition: Professional and Scientific

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
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	1	2	3	4	5	6	7	8	9	10	Between Steps
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

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



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

Pay Plan/Schedule: CS

0101 Correctional Treatment Specialist

Peoplesoft Schedule: DS0067

0390 Telecommunications Equipment Operator

X04

1802 Cellblock Technician (Cellblock Only)

% Increase:

3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	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

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



Fiscal Year:	2020	Service Code Definition:	Health Care Occupations	
Effective Date:	October 13, 2019	Service Codes:	A15, A39	
Union/Nonunion:	Union	Job Series:	0603 Physicians Assistant 0620 Licensed Practical Nurse 0625 Autopsy Assistant Mortuary 0638 Recreation Therapist 0644 Medical Technologist 0645 Medical Technician 0647 Diagnostic Radiologic Technician 0649 Medical Instrument Technician 0681 Dental Assistant 0682 Dental Hygienist 0688 Sanitarian	
Pay Plan/Schedule:	CS			
Peoplesoft Schedule:	DS0069 X06			
% Increase:	3.0%			
Resolution Number:				
Date of Resolution:				

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
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

District of Columbia Government Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2020
Effective Date: October 13, 2019
Union/Nonunion: Union
Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0029
 WS0034- Leaders
 X07 (Leaders previously X08)
% Increase: 3.0%
Resolution Number:
Date of Resolution:

Service Code Definition: Maintenance, Trades, & Labor

L- Leader

B01 Regular
B02 Leader

Affected CBU/Service Code(s):

Grade	1	2	3	4	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	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
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

3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
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	
	1	2	3	4	5	6	7	8	9	10	Steps	
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	

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



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
1802 Cellblock Technician (Cellblock Only)
1811 Criminal Investigator
2151 Dispatcher (OUC Only)

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0067
X04

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	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

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 0185 Social Worker
 Peoplesoft Schedule: DS0080 0186 Social Worker (Associate)
 X05

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade		1	2	3	4	5	6	7	8	9	10	Between Steps
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

District of Columbia Government Salary Schedule: Comp Unit 1 & 2



Fiscal Year: 2021 **Service Code Definition:** Health Care Occupations

Effective Date: October 11, 2020 **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: 3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	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



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- X07 (Leaders previously X08)																					
% Increase:		3.5%																					
Resolution Number:																							
Date of Resolution:																							
			Step					Between Steps															
			Grade	1	2	3	4	5	6	7	8	9	10										
	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		1	2	3	4	5	6	7	8	9	10	Between Steps
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

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**1199 METROPOLITAN DISTRICT DC NATIONAL UNION OF HOSPITAL AND HEALTH
CARE EMPLOYEES (NUHHCE), AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES, AFL-CIO**

AND

**DISTRICT OF COLUMBIA
OFFICE OF THE CHIEF MEDICAL EXAMINER**

EFFECTIVE THROUGH

MAY 30, 2007

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PREAMBLE

- A. This Agreement is entered into on March 29, 2004 between the District of Columbia Government and its Office of the Chief Medical Examiner (hereinafter referred to as the "Employer") and 1199 Metropolitan District DC National Union of Hospital and Health Care Employees, (NUHHCE), AFSCME, AFL-CIO (hereinafter referred to as the "Union"). The term "Employer" as used herein shall apply interchangeably to those officials or their authorized designees as the individual provisions of the Agreement may be applicable or as the authority is established by law.
- B. All citations to the District of Columbia Official Code shall be to the 2001 Edition, as it is amended or subsequently recodified.

ARTICLE 1
PARTIES TO THE AGREEMENT

Pursuant to authority contained in the D.C. Official Code §1-617.15, this Agreement is made between the District of Columbia Government and its Office of the Chief Medical Examiner, hereinafter called the Employer, and 1199 Metropolitan District DC National Union of Hospital and Health Care Employees (NUHHCE), AFSCME, AFL-CIO, hereinafter referred to as the Union.

ARTICLE 2
COVERAGE OF AGREEMENT, ACCORD OF RECOGNITION
AND UNIT DEFINITION

The Public Employee Relations Board has certified the Union as the exclusive representative for the purposes of bargaining over terms and conditions of employment in a bargaining unit described as:

All physician assistants (medicolegal investigators) employed in the Office of the Chief Medical Examiner of the District of Columbia, excluding management officials, supervisors, confidential employees, employees engaged in personnel work in other than a purely clerical capacity and any employee engaged in the administering the provisions of Title XVII of the District of Columbia Comprehensive Merit Personnel Act of 1978, D.C. Law 2-139.

PERB Case No. 02-RC-05, Certification No. 122 (2002).

Section 2:

The Union is the exclusive representative of all employees in the above-referenced unit and, as such, is entitled to act for all employees in the unit and is responsible for representing the interests of all such employees without discrimination and without regard to union membership.

Section 3:

Issues involving unit definition and its scope may be referred by either party to the Public Employee Relations Board for resolution under appropriate procedures.

ARTICLE 3

MANAGEMENT RIGHTS

D.C. Official Code § 1-617.08 provides:

"(a) The respective personnel authorities (management) shall retain the sole right in accordance with applicable laws and rules and regulations:

(1) To direct employees of the agencies;

(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.

(b.) All matters shall be deemed negotiable except those that are proscribed by this subchapter...."

Section 2:

Management rights are not subject to negotiations, however in the Employer's exercise of such rights, should there be a potentially adverse impact upon employees regarding terms and conditions of employment, the Employer shall provide notice and an opportunity to bargain to the Union of the planned exercise of the management right.

ARTICLE 4

EQUAL EMPLOYMENT OPPORTUNITY

Section 1:

The Employer and Union agree to cooperate in providing a workplace free of illegal discrimination. The Employer pledges to ensure compliance with the D.C. Human Rights Law, D.C. Code Section 2-1401.01, *et seq.*

Section 2:

Allegations of discrimination based on statutorily protected individual employment rights including but not limited to the D.C. Human Rights Act may not be grieved under this Agreement and shall be filed with the appropriate agency or court as provided by the relevant statute.

ARTICLE 5**RIGHTS OF EMPLOYEES****Section A - General:**

1. All employees shall be treated fairly, equitably and with respect, in accordance with District of Columbia laws, rules, regulations and the provisions of this Agreement.
2. The Employer and Union agree that 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 presentation of grievances.

Section B - Classification:

1. An employee in the bargaining unit may discuss/review his/her job classification in terms of title, series, grade or description with the appropriate supervisor, who will meet promptly with the employee and his/her representative to discuss the matter. Such request may be presented orally to the appropriate supervisor. If the matter is not satisfactorily settled at this level, the employee may initiate a classification appeal in accordance with the classification appeal procedures in the CMPA.

2. An employee may appeal the classification of his/her position as provided in Chapter 11A of the District Personnel Manual. Appeals of classification are nonnegotiable and not grievable under the terms of this Agreement.

3. Upon request, employees will be provided with a copy of Chapter 11A of the District Personnel Manual.

Section C - Position Descriptions:

1. Every employee within the unit will be supplied with a copy of his or her official position description. Upon request, the Union will be supplied with a copy of each position description when needed for a grievance or classification appeal.

2. Employees will be informed of any changes in their position description.

3. The clause found in position descriptions "performs other duties as assigned" shall be generally construed to mean the employee may be regularly assigned to other duties that are nominally related to the employee's position description. The Employer recognizes that job assignments should be commensurate with position descriptions. The Union recognizes that the Employer may need to deviate from this general policy in cases of emergency and the Union recognizes the Employer's right to assign work.

Section D - Bond and Charity Drives:

Employee participation in bond and charity drives will be strictly voluntary.

Section E - Performance Evaluation

Employees shall be evaluated pursuant to the applicable section of Chapter 14 of the District Personnel Manual by the Chief Medical Examiner or his/her designee. The name of the reviewer

will appear on the employee's evaluation form or on a paper attached thereto. Appeals of performance ratings are limited to those provided by D.C. Official Code §1-606.03 and are otherwise not grievable.

ARTICLE 6

UNION REPRESENTATION

Section 1:

The Union shall be given the opportunity to be represented at formal meetings between the Employer and employees or employee representative concerning the implementation of this contract.

Section 2:

The Union may designate one (1) steward.

Section 3:

The Union will supply, in writing, and maintain on a current basis: (a) a complete list of Union officers and its steward and (b) a copy of the Union's constitution, by-laws, and statement of objectives to the Employer and the Office of Labor Relations and Collective Bargaining.

Section 4:

The Employer will deal with officers and the steward, designated in accordance with Section 3 above, as Union representatives, as provided for in this Agreement.

Section 5:

The Union will notify the Employer, in writing, of non-employee officials of the Union who are authorized to represent the Union in dealings with the Employer. Such dealings will be through

the designated representative, who shall make appropriate arrangements for visits to the Employer's facilities by the Union representatives on official business. Visits from non-employee Union representatives to work related areas must receive advance approval from the Chief Medical Examiner or his/her designee. The Union must notify in advance the Employer of visits from non-employee Union representatives to non-work related areas (e.g., lunch rooms or public lobbies or waiting rooms). Internal union business shall be conducted during non-work time.

Section 6:

The provisions of this Article do not preclude the Union from designating other bargaining unit individuals as Union representatives. The intent of the parties, however, is that the steward system, augmented where appropriate by Union officers and officials, will be used, except on rare occasions. Other bargaining unit individuals must have written authorization from the Union President or Vice President to act for the Union on a particular matter. The Employer reserves the right to deny recognition to such individuals, pending consultation with the Union concerning their status. The Employer's right to deny recognition may only be exercised upon reasonable doubt as to the legitimate Union designation of an individual. When exercising this right, the Employer shall immediately contact the Union for confirmation.

Section 7:

A Union representative who desires to leave his or her place of work for a duty arising from this Agreement must contact his or her immediate supervisor to request permission as far in advance as practical, stating the nature of the matter, the place(s) to be visited, and a reasonable estimate

of the time of return. The Employee must submit the attached Official Time Form each pay period to memorialize the use of approved official time for time and attendance accounting. If the duty involves contacting an employee, when the employee has designated the officer or steward as his/her representative in accordance with the Agreement, the Union representative will contact the immediate supervisor of such employee and obtain that supervisor's permission to contact or meet with the employee. If the immediate supervisor is not available, permission may be given by the next level supervisor. In matters related to discipline or in matters where discipline may be a potential outcome, such permission will be given unless the work situation or emergency dictates otherwise; and a confidential place for discussing the matter will be made available upon request, subject to availability. The Union representative will report back to his or her supervisor upon completion of duties arising from this Agreement and return to his or her place of work and performance of his/her job, and will lose no pay or other benefits as a result of such absences, provided the total time thus spent is kept to a minimum, the representative has received prior authorization and the representative has submitted the appropriate Official Time Form, as attached.

Section 8:

The Employer will provide notice to the Union prior to effecting reassignments of Union representatives if such changes are expected to exceed fifteen (15) calendar days.

Section 9:

Supervisors will provide the names of new bargaining unit employees to stewards assigned by the Union to represent their work areas. When formal division-level orientations are held for new bargaining unit employees, the Union shall have an opportunity to explain Union representation and responsibilities.

Section 10:

Solicitation of membership, dues, or other internal business of the Union shall not be conducted during the duty hours of any employees concerned or in working areas at any time.

ARTICLE 7

CONSULTATION

Section 1:

It is agreed that matters appropriate for consultation between the parties are policies, regulations, and practices related to working conditions. The Employer and the Union, through appropriate representatives, shall meet at reasonable times and consult in good faith with respect to such matters within the purview of the Employer. It is understood that appeals or grievances of employees shall not be the subject of discussion at these meetings, nor shall the meeting be for any other purposes, which modify, add to, or detract from the provisions of this Agreement.

Section 2:

The parties agree to establish a Labor-Management Consultation Committee (LMCC) to discuss different points of view and exchange information 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.

Section 3:

The LMCC will meet quarterly or more frequently, as needed, provided either party furnishes the other with a written agenda of the topics to be discussed at least seven (7) calendar days prior to the meeting. In the absence of such an agenda, no meeting shall be held, except by mutual agreement. If the parties deem it necessary to have an emergency meeting, such a meeting may be scheduled prior to the quarterly meeting.

Section 4:

The LMCC will consist of two (2) members representing the Union and up to two (2) members representing the Employer. Each party shall designate a representative who has authority to represent its position. If issues are not resolved at the LMCC meeting, the parties agree to furnish a response to the status of the unresolved agenda items within fifteen (15) calendar days. The fifteen (15) day time limit may be waived upon request by the Employer or the Union. The Union may designate up to three (3) alternates. Each party may have other officials who are not employees of the OCME attend the meeting as needed.

Section 5:

Both the Employer and the Union recognize the importance of shop stewards and supervisors as key people in maintaining a constructive labor-management relationship. The parties agree to encourage constructive dealings between supervisors and stewards, to resolve problems and facilitate labor-management communication at the work level, on personnel policies and practices and working conditions. Meetings between individual supervisors and stewards on matters appropriate for discussion at that level may be arranged at the request of either party.

The party requesting the meeting will specify the matter(s) proposed for discussion. Individual grievances will not be discussed at such meetings. In the absence of a designated shop steward, the President shall identify an appropriate labor representative for these meetings.

Section 6:

The Employer will attempt to give the Union prior notice of at least thirty (30) calendar days when there will be changes having an impact on terms and conditions of employment of the bargaining unit. When prior notice cannot be given, the Employer will notify the Union within 24 hours of the occurrence.

Section 7:

When the Employer provides the Union with a document for review and comment, the Union may submit its comments, if any, within the response time indicated by the Employer's notice or 15 calendar days, if no response time is indicated. The Union may request an extension in response to documents presented by the Employer if additional time is needed.

ARTICLE 8

UNAUTHORIZED ACTIVITIES

Section 1:

It shall be unlawful for any OCME employee to participate in, authorize or ratify a strike against the Employer.

Section 2:

The term "strike," as used herein, means a concerted refusal to perform duties or any concerted work stoppage or slowdown not authorized by the Employer. The Union agrees that it has an affirmative duty to disavow any strike, and to publicly encourage employees to return to work, in accordance with the Comprehensive Merit Personnel Act, D.C. Official Code Sections 1-617.04 and 1-617.05.

Section 3:

No lockout of employees shall be instituted by the Employer except in situations where employees strike illegally or in cases where the Employer deems it necessary to protect employees, the public, government property or national security.

ARTICLE 9

ATTENDANCE AND LEAVE

Leave shall be provided in accordance with D.C. Official Code §1-612.03, the District Personnel Manual Chapter 12 and as described within the Compensation Agreement. Additionally, leave shall be provided in accordance with the terms of this Article, to the extent that the terms do not conflict with law, rule or regulation.

A. Annual Leave:

1. Generally

Employees shall be granted annual leave subject to the provisions of District Personnel Manual Chapter 12. The Employer and the Union agree that conflicts between the needs of the Employer and needs of the employees may be minimized if employees meet their obligation to request annual leave in a timely manner in accordance with the District Personnel Manual and supervisors meet their responsibility to plan and effectively schedule annual leave for use by employees throughout the leave year.

2. Advance Annual Leave:

Subject to the District Personnel Manual Chapter 12, advance annual leave may be granted to the extent that such leave will accrue to the employee during the remainder of the current leave year or in the time remaining on his or her appointment, whichever occurs sooner.

B. Sick Leave:

1. Generally:

The Union and the Employer recognize the insurance value of sick leave and agree to encourage employees to conserve sick leave so that it will be available to them when incapacitated for the performance of duty.

2. Requesting Sick Leave:

Sick leave shall be requested in accordance with Chapter 12 of the District Personnel Manual.

3. Granting Sick Leave

Sick leave shall be granted in accordance with Chapter 12 of the District Personnel Manual.

4. Advance Sick Leave

The Chief Medical Examiner will consider requests for advance sick leave in accordance with the applicable District policies and regulations and act on the request in a timely manner.

C. Leave Without Pay (LWOP):

The retention and accumulation of rights, benefits and privileges by employees who are on leave without pay shall be subject to the applicable District law and personnel regulations.

D. Absence Without Leave (AWOL)

Subject to the District Personnel Manual Chapter 12, employees may be charged absent without leave (AWOL). An AWOL charge may be changed later to an appropriate type of leave if the leave-approving official determines that the employee has satisfactorily explained the absence or presented documentation acceptable to the leave-approving official.

E. Maternity and Paternity Leave

Maternity and paternity leave shall be requested and approved in accordance with existing regulations, inclusive of the provisions of the Federal Family and Medical Leave Act and the District of Columbia Family and Medical Leave Act.

F. Managing Attendance and Leave:

1. Employees with chronic health problems or with personal circumstances which necessitate frequent or unpredictable use of leave are encouraged to discuss such situations with their supervisor and are expected to comply with reasonable documentation requirements. To avoid unnecessary misunderstandings and difficulties concerning leave usage, an employee should bring such health problems or personal circumstances to the attention of his or her supervisor as soon as possible.
2. Sick leave restrictions shall be imposed pursuant to Chapter 12 of the District Personnel Manual.

G. Union Business

Attendance at Union-sponsored programs or for internal union meetings will be on approved annual leave or leave without pay.

ARTICLE 10

CIVIC RESPONSIBILITIES

Leave or excused absence for participation in an official proceeding of a state or federal court or to vote shall be subject to the Chapter 12 of the District Personnel Manual.

ARTICLE 11

HOURS OF WORK

The establishment of workweeks and work schedules shall be in accordance with the provisions of the District of Columbia Official Code. The Union will be given advance notice when alternative work schedules are proposed and shall be given the opportunity to consult.

Employees will report to work, ready to perform the duties of their positions, at the scheduled starting time of their tours of duty.

ARTICLE 12

SAFETY AND HEALTH

Section 1 - Working Conditions:

A. The OCME shall make every effort to provide and maintain safe and healthful working conditions for all employees as required by applicable laws and regulations. It is understood that the OCME 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. The OCME will provide proper equipment for employees as is determined necessary by the Employer.

Section 2 - Reporting Unsafe Conditions:

A. If an employee observes a condition, which he or she believes to be unsafe, the employee should report the condition to the immediate supervisor.

B. If the supervisor and employee agree 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.

C. If the supervisor and employee do not agree that a condition constitutes an immediate hazard to the health and safety of the employee, the matter may be immediately referred by the employee to the next level supervisor or designee. The supervisor or designee shall meet as soon

as possible with the employee and, if requested, his or her Union representative, and shall make a determination.

D. Employees shall not be required to operate equipment that has been determined by the Employer or the appropriate OCME Risk Management Officer to be unsafe to use, when by doing so they might injure themselves or others.

Section 3 - Medical Service: On-the-Job Injury:

A. The OCME shall make first-aid kits reasonably available for use in case of on-the-job injuries. If additional treatment appears to be necessary, the OCME shall arrange immediately for transportation to an appropriate medical facility.

B. The need for additional first-aid kits is an appropriate issue for the Risk Assessment and Control Committee (RACC). Recommendations of the RACC are referred to the Chief Medical Examiner.

Section 4 - Safety Devices and Equipment:

Protective devices and protective equipment which are provided by the OCME shall be used by the designated employees.

Section 5 - Safety Training:

The OCME shall provide safety training to employees which the Employer deems necessary for performance of their job. Issues involving safety training may be presented to the RACC or an established subcommittee of the RACC. Issues concerning safety training may also be raised at LMPC meetings.

Section 6 - Examinations and Tests:

- A. The Employer shall, where it deems appropriate, provide training regarding appropriate health guidelines governing communicable diseases.
- B. Physical examinations and tests may be required by the Employer in order to comply with infection control criteria and requirements as set forth by regulating agencies. Except in circumstances deemed exigent by the Chief Medical Examiner or his/her designee, prior to requiring any new or additional examination or test under this paragraph, the Employer will notify the Union of the basis for the examination or test and give the Union an opportunity to consult.

Section 7 - Risk Assessment Control Committee:

A member of the bargaining unit designated by the Employer shall have the right to serve on the RACC.

Section 8 - Medical Qualification Requirements:

The OCME agrees to abide by the provisions of the appropriate regulations as dictated by District of Columbia law and regulation.

Section 9 - Employee Health Services:

Employees covered by this Agreement shall have access to employee health services if provided by the Employer consistent with the D.C. Code §1-620.07.

ARTICLE 13

FACILITIES AND SERVICES

Section 1:

The Employer will provide a bulletin board in the medicolegal investigators' office for Union use only, for the posting and distribution of notices of Union meetings, agenda and elections. Posting and distribution of Union material will be limited to the space provided and to the non-duty hours of the employees distributing and receiving the material. The material will be identified as Union material and will contain a removal date. Material containing propaganda against or attacks upon an Agency, individual, or activity of the District government shall not be posted or distributed and are subject to immediate removal.

Section 2:

The Union and the Employer shall share equally the cost for printing and distribution of the contract.

Section 3:

The Union will ensure that each employee covered by the provisions of this Agreement receives a copy. This includes employees hired subsequent to this Agreement going into effect.

Section 4:

Union requests for use of facilities for meetings during non-work time shall be addressed to the Employer's designated representative, shall contain the information prescribed by the Employer and shall be submitted as far in advance as practical.

ARTICLE 14**IDENTIFICATION DEVICES**

The Employer agrees that employees may wear, on their uniform or other work clothing, while on duty, an unobtrusive membership pin indicating membership in any labor organization, provided that such pin is not larger than one and one-quarter inches in diameter, bears no campaign propaganda and the wearing of such pin will present no hazard or potential hazard to the employee or to the public.

ARTICLE 15**PROMOTIONAL BULLETINS**

Promotion bulletins announcing positions within the units which are vacant and are scheduled to be filled under competitive promotion procedures will be posted on bulletin boards for at least ten (10) calendar days. Promotion bulletins for positions within the unit will indicate, at a minimum, the area of considerations, duties of the position, qualifications required, method of application and statement of equal opportunity. The Union President shall be furnished with copies of all vacancy announcements, cancellations, corrections or amendments for positions within the bargaining unit.

ARTICLE 16

DISCIPLINE

The Employer may suspend, demote, discharge, or take other disciplinary action against employees for cause, as is provided by law and by Chapter 16 of the District Personnel Manual or as follows:

Section 1:

Discipline will be appropriate to the circumstances, and shall be primarily corrective, rather than punitive in nature. After discovery of the incident, the investigations shall be conducted in a timely manner and discipline shall be imposed upon the conclusion of any investigation or the gathering of any required documents, consistent with District of Columbia Official Code and the principle of progressive discipline, where applicable.

Section 2:

If a supervisor has reason to discipline an employee, the action shall be attempted to be done in a manner that will not embarrass the employee before other employees or the public.

Section 3:

Notices of proposed adverse action shall be effected pursuant to the terms of the District Personnel Manual Chapter 16.

Section 4:

Unless there is a reasonable cause to believe that an employee's conduct (a) threatens the integrity of government operations or (b) constitute an immediate hazard to the agency, the employee or other employees, or is detrimental to public health, safety or welfare, an employee

against whom adverse action is proposed shall be entitled to at least thirty (30) days advance written notice of proposed adverse action (or fifteen (15) days if corrective action is proposed).

The notice will identify at a minimum the causes and reasons for the proposed action.

Section 5:

The Employer agrees to permit an employee with his or her right to union representation in corrective or adverse actions, pursuant to that employee's request. The material upon which the proposed discipline is based shall be made available to the employee and his/her authorized representatives for review. The employee or his/her authorized representative will be entitled to receive a copy of the material upon written request.

Section 6:

An employee shall be entitled to answer the notice of proposed corrective or adverse action, as is provided for by District of Columbia Personnel Manual, Chapter 16.

Section 7:

Except in cases of summary discipline, which shall be administered pursuant to the applicable Sections of the DPM, the deciding official shall issue a written decision at the earliest practicable date from the date of receipt of the notice of proposed action which shall withdraw the notice of proposed action or sustain the proposed action in whole or in part. If the proposed action is sustained in whole or in part, the written decision shall identify which causes have been sustained and which causes have been dismissed, describe whether the proposed penalty has been sustained or reduced and inform the employee of his or her right to appeal or grieve the decision, and the right to be represented. The final decision shall also specify the effective date of this action.

Section 8:

Employees may grieve actions through the negotiated grievance procedure, or appeal to the Office of Employee Appeals (OEA) in accordance with OEA regulations but not both. Once the employee has selected the review procedure, that choice shall be the exclusive method of review.

Section 9:

The removal of an employee during his or her probationary period is neither grievable nor appealable and shall be done in accordance with District law and regulation.

Section 10:

In cases deemed appropriate by the Employer, consideration shall be given to attempting to resolve underlying issues through the Employee Assistance Program.

Section 11:

Whenever an employee is questioned by a supervisor with respect to a matter for which a disciplinary action is intended against the employee, the employee may, upon request, consult with a Union official, his or her attorney or other member of the bargaining unit. Upon such request, the supervisor will stop the questioning until the employee can consult with such representative, but in no event will such questioning be delayed beyond the end of the employee's following tour. When and if questioning is resumed, an employee may have a Union official or other representative present.

ARTICLE 17

GRIEVANCE PROCEDURE

Section 1 - Definitions:

- A. Any grievance or dispute which may arise between the parties involving the application, meaning or interpretation of this Agreement including adverse actions against an employee, as defined by District Personnel Manual Chapter 16, shall be settled as described in this Article unless otherwise agreed to by the parties.
- B. Corrective actions of an employee, as defined by the District Personnel Manual Chapter 16, may only be grieved pursuant to the grievance system set forth in the District Personnel Manual, Chapter 16.
- C. At any step of the grievance procedure, a grievance meeting may be held at the mutual agreement of the parties.
- D. All time within this Article shall be measured in workdays. Workdays shall be defined as Monday through Friday (excluding statutory holidays and days when the District of Columbia Government is closed by official act of the Mayor).

Section 2 - Procedure:

This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level. Therefore, grievances shall be filed at the lowest level where resolution is possible. Accordingly, a grievance may be filed at the step in the grievance procedure where the alleged action which precipitated the grievance occurred.

Step 1. The employee and/or the Union shall take up the grievance or dispute with the Director of Investigations, or, if that position is vacant, the Deputy Chief Medical Examiner, within ten (10) working days from the date of the occurrence or when the employee or the Union first had knowledge of or should have known of the occurrence. The Director of Investigation or the Deputy Chief Medical Examiner shall attempt to adjust the matter and may respond to the employee or Union representative within ten (10) working days after the receipt of the grievance.

Step 2. If the grievance has not been settled, it shall be presented in writing by the employee and/or the Union to the Deputy Chief Medical Examiner, or, if that position is vacant, to the Chief Medical Examiner, within ten (10) working days after the Step 1 response is due or received, whichever is sooner. The written grievance shall be clearly identified as a grievance submitted under the provisions of this Article, and shall list the contract provision(s) violated, a general description of the incident giving rise to the grievance, the date or approximate date and location of the violation and the remedy sought and shall be signed by the grievant. The Deputy Chief or Chief Medical Examiner may respond in writing within ten (10) working days after receipt of the written grievance.

Step 3. If the grievance is still unresolved, it shall be presented by the employee and/or the Union to the Chief Medical Examiner or his/her designee (with a copy to the Office of Labor Relations and Collective Bargaining), in writing within fifteen (15) working days after the Step 2 response is due or received, whichever is sooner. The Chief Medical Examiner or his/her designee may respond in writing (with a copy to the Local President and to the staff

representative of District 1199 NUHHCE) within fifteen (15) working days after the receipt of the written grievance.

Step 4. If the grievance is still unresolved, the Union may, by written notice to the Chief Medical Examiner and to the Office of Labor Relations and Collective Bargaining, request arbitration within twenty (20) days after the reply at Step 4 is due or received, whichever is sooner.

Section 3 - Union Participation:

A. Employees shall notify the Union in writing of all second step grievances filed individually by an employee. The Union shall upon request have the right to have a representative present at any grievance meeting and shall be given at least forty-eight (48) hours notice of all grievance meetings.

B. Any grievance of a general nature affecting a large group of employees and which concerns the misinterpretation, misapplication, violation or failure to comply with the provisions of the Agreement shall be filed at the option of the Union at the Step or level of supervision where the grievance originates without resorting to previous steps.

Section 4 - Who May Grieve:

Either an employee or the Union may raise a grievance, and if raised by the employee, the Union may associate itself therewith at any time if the employee so elects. Whenever the Union shall raise or is associated with a grievance under this procedure, such a grievance shall become the Union's grievance with the Employer. If raised by the Union, the employee may not thereafter

B. Briefs shall be filed by postmark date thirty (30) calendar days after the receipt of transcripts, or, in the case where transcripts have not been ordered, within thirty calendar days of the close of the hearing. The decision of the arbitrator shall be final and binding on the parties and shall not be inconsistent with the terms of this Agreement. The arbitrator shall be requested to render his/her decision in writing within thirty (30) days after the conclusion of the arbitration hearing.

Section 7 - Expenses of the Arbitrator

Expenses for the arbitrator's services and the proceeding shall be equally divided between the parties. 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 arbitrator, unless an agreement has been reached prior to the hearing to share the costs of the transcription service.

Section 8 - Time Off for Grievance Hearings:

The Grievant, Union Steward and/or Union Representative shall, upon request and approval of the Employer, be permitted to meet and discuss grievances with designated management officials at each step of the grievance procedure within the time specified consistent with Article 6.

raise the grievance him/herself, and if raised by the employee, he/she may not thereafter cause the Union to raise the same grievance independently.

Section 5 - Selection of the Arbitrator:

The arbitration proceeding shall be conducted by an arbitrator to be selected by the Office of Labor Relations and Collective Bargaining and the Union within a reasonable period after notice of intent to arbitrate is received. Except in cases of mutual agreement as to the appointment of an arbitrator, the Federal Mediation and Conciliation Service (FMCS) shall be requested by the party demanding arbitration to provide a list of seven (7) arbitrators from the sub-regional area from which an arbitrator shall be selected after receipt of the list by both parties. When either party requests a panel, the FMCS shall be provided with the name and address of the Office of Labor Relations and Collective Bargaining as the representative of the Employer. The Party requesting arbitration shall be required to bear the fees associated with the panel request and any initial administrative fees. 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 American Arbitration Association guidelines unless modified by this Agreement.

Section 6 - Decision of the Arbitrator:

A. Should the issue of arbitrability of a particular grievance arise, the Arbitrator shall not have the authority to decide the issue on the merits until the jurisdictional issues related to arbitrability of the grievance are finally resolved. A party may raise the issue of arbitrability at any time prior to and including the first day of any hearing conducted by an arbitrator.

Section 9 - 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 grievant fails to advance his/her grievance to the next step within the time limit, then he/she shall have no further right to continue the grievance and the final answer of record from the Employer shall be the final answer to the matter. If the Employer fails to respond to a grievance step within the allotted time, the Union may advance the grievance to the next step.

Section 10 - Outside Issues:

Matters not within the jurisdiction of the OCME 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.

Section 11 – General Matters

- A. The Employer may file grievances and demand arbitration from the Union on matters related to misinterpretation, misapplication, violation or failure to comply with the provisions of the Agreement. Grievances filed by the Employer shall be filed at Step 3 with the Union President, under the same time parameters provided for within this Article. All subsequent steps and procedures shall be the same as provided for within this Article.

- B. The Parties may jointly request that particular issues be presented for mediation prior to the arbitration of the disputes. The parameters of such an agreement to mediate will be subject to the consensus of the parties.
- C. Witnesses to arbitration hearings shall only be released from duty during the time they are actually required to provide evidence and for reasonable travel time to and from the location of the arbitration hearing.
- D. No recording devices may be used in an arbitration hearing, except as provided for in Section 7, above or as directed by the Arbitrator. No person shall be present at any step for the purpose of recording the discussion, except as provided for in Section 7, above, or directed by the Arbitrator.
- E. A settlement conference shall be held at least one-month prior to the arbitration hearing so as to attempt to resolve any or all issues related to the grievance. The settlement of a grievance prior to arbitration shall not constitute a precedent in the settlement of grievances.
- F. If the Parties fail to agree on a joint stipulation of the issue(s), the issue shall be framed by the Arbitrator.
- G. The Arbitration hearing shall not be open to the public or to individuals who are not directly related to the proceeding, unless otherwise agreed by the parties. In no event may members of other unions observe or participate in an arbitration proceeding under this Article, unless that individual is present to provide evidence as a witness in the proceeding.

- H. The arbitrator shall not have the power to add to, subtract from or to modify the Agreement in arriving at a decision on the issue presented and shall confine his/her decision solely to the issue submitted for arbitration.
- I. Appeals of the Arbitrator's award shall be made consistent with D.C. law and regulations.

ARTICLE 18

PERSONNEL FILES

Section 1 – Official Files:

The District of Columbia Office of Personnel shall maintain the official files of all personnel in the unit covered by this Agreement. The employee's Official Personnel File shall be maintained in conformance with the D.C. Official Code §1-631.01 and Chapter 31 of the DPM.

Section 2 – Right to Examine:

Each employee shall have the right to examine the contents of his /her personnel files pursuant to D.C. Official Code §1-631.05.

Section 3 – Right to Respond:

Each employee shall have the right to answer any material filed in his/her Agency personnel file that may have an adverse affect on the employee and his/her answer shall be attached to the material to which it relates.

Section 4 – Access by Union:

Upon presentation of written authorization by an employee, the Union representative may examine the employee's personnel file and make copies of material needed for representation of the employee.

ARTICLE 19

PROFESSIONAL DEVELOPMENT

Section 1 - Continuing Education:

- A. The Employer encourages bargaining unit members to participate in Continuing Professional Education Programs, which are relevant to the scope of the employee's responsibilities.
- B. Requests for administrative leave may be granted upon approval of the Chief Medical Examiner or designee. Employees shall be provided, pursuant to advance approval by the Chief Medical Examiner or his/her designee, up to five business days of administrative leave annually to attend Category I CME training or equivalent requirements for nurses. The purpose of this administrative leave is to satisfy the requisite professional licensure or certification requirements.
- C. The Employer may, within determination of its budgetary needs and limitations pay for tuition, travel, lodging and meals in order to permit attendance at the continuing education activity.
- D. Requests for approval of leave or funds under this Section shall be made as far in advance as practicable through supervisory channels.

Section 2 – Publication and Presentations:

When a Medicolegal Investigator publishes an article in a professional journal or presents a paper at a professional meeting, where the individual's affiliation with the District Government is indicated in the publication and the subject of the article relates to work performed during the employee's tenure with the Employer, the Employer shall pay/reimburse the costs of photocopying a reasonable number of photocopies, slides, transparencies and other preparation costs reasonably incurred in conjunction with the publication/presentation, provided that advance approval is first obtained from the Chief Medical Examiner or his/her designee for the payment or reimbursement of such costs.

Section 3 - New Skills, Techniques and Procedures

If the Employer requires that a bargaining unit member obtain new skills, the Employer will provide notice to the employee and to the Union and provide an opportunity to bargain over the impact and effects of that decision.

Section 4 – Indemnification

Bargaining unit employees are indemnified as provided under D.C. Official Code §2-401 et seq.

ARTICLE 20

RETIREMENT

Section 1:

The District of Columbia Office of Personnel will provide or arrange for counseling for interested employees who are of retirement age.

Section 2:

The counseling may include information on voluntary deductions, benefits, insurance, and assistance in preparing the necessary retirement papers.

ARTICLE 21

EMPLOYEE ASSISTANCE PROGRAM

Section 1:

The Employer will continue to counsel and make appropriate referrals to the Employee Assistance Program which includes counseling and referral services to employees to deal with a variety of needs and problems such as job performance, emotional, family, drug, alcohol and marital problems.

Section 2:

The Employer recognizes the value of Union cooperation and support for the Employee Assistance Programs and the need to maintain open lines of communication on the program with the Union. The Union agrees to support the program actively. Meetings between designated representatives of the Employer and the Union may be held at the request of either party as the need arises.

Section 3:

Employer-Union communications will be consistent with applicable confidentiality requirements of the program.

Section 4:

The employer and the Union will cooperate in increasing the awareness of employees, supervisors and stewards of the services available through the Employee Assistance Program.

ARTICLE 22

REDUCTION IN FORCE

Reductions in force will be made in accordance with law and regulation.

ARTICLE 23

ACTING PAY

Acting pay shall be paid pursuant to the District Personnel Manual Chapter 11B.

ARTICLE 24

CONTRACTING OUT

It is recognized that contracting out of work that is normally performed by employees covered by this Agreement is of mutual concern to the OCME and the Union. Decisions regarding contracting out are areas of discretion of the OCME or a higher authority. The Employer shall comply with the provisions of all applicable laws and regulations.

ARTICLE 25

SAVINGS CLAUSE

Should any provision of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by decree of a court or administrative agency of competent jurisdiction, such invalidation shall not affect any other part or provision hereof. In that event, either party shall have the right to demand negotiations for a substitute provision.

ARTICLE 26

Union Security

Section 1:

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

Section 2 – Dues Checkoff:

Pursuant to D.C. Official Code §1-617.07, the Employer shall deduct dues from the bi-weekly salaries of those members who execute an appropriate membership/union dues deduction authorization form. The Union shall transmit any dues deduction authorization forms to the Employer together with an appropriate D.C. government transmittal form when such form becomes available. The Employer shall afford the Union with an opportunity to meet with any new bargaining unit members within two weeks of the employee's hiring orientation and, upon written request of any official of the Union, the Employer shall notify the Union in writing of the name and home address of any new bargaining unit member. Upon receipt of such notification, the Union shall bear the responsibility of providing any applicable legal notices to new members who authorize withholding. The amount to be deducted shall be certified to the Office of Labor Relations and Collective Bargaining in writing by the appropriate official of 1199 NUHHCE. It is the responsibility of the employees and the Union to bring errors or changes in status to the attention of the Employer. Corrections or changes will be made at the earliest opportunity after notification is received, but in no case will changes be made retroactively.

Section 3 – Service Fees:

In keeping with the principle that employees who benefit by the Agreement should share in the cost of its administration, and as provided by D.C. Official Code §1-617.07 and §1-617.11(a), upon the Union's request that employees who do not pay Union dues shall pay a service fee amount (not to exceed Union dues) consistent with law, the Employer shall withhold the requested service fee. The Union retains the sole responsibility to develop and maintain procedural safeguards required by existing applicable law with regard to the administration of the payments of service fees as long as the Employer has provided to the Union in writing, upon the Union's written request, the name and current home address of each bargaining unit member who is listed as a service fee payer.

Section 4 – Cost of Processing:

The Employer shall deduct \$0.18 per deduction (dues or service fee) per pay period from each employee who has dues or service fees deducted.

Section 5 – Hold Harmless:

The Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands and other forms of liability, which 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, service fees or other assessments, 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 6:

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

ARTICLE 27

EFFECTIVE DATE, DURATION, AND AMENDMENT

Section 1:

This Agreement shall be in full force and effect from the date of approval through May 30, 2007.

If either party wishes to terminate or modify this Agreement, that party shall notify the other party in writing of its intent to modify or terminate said Agreement during the period commencing ninety (90) days prior to but no later than sixty days prior to the expiration of the Agreement. If neither party gives notice to terminate or modify prior to sixty (60) days before the expiration of the contract, the Agreement shall be automatically renewed for additional one-year periods unless changed by the parties by mutual consent.

Section 2:

This Agreement constitutes the sole and entire Agreement between the parties, who do mutually waive the right to negotiate on these subjects during the life of this Agreement, except by mutual consent.

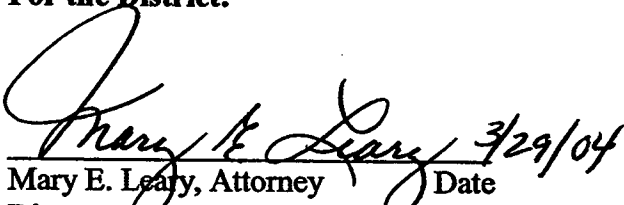
Section 3:


It is understood that any amendments to this Agreement, as stipulated in Section 2, require the same approval as the Agreement. These amendments will terminate at the same time as the Agreement.


Section 4:


The Agreement shall remain in full force and effect during the period of negotiations.

For the District:



Mary E. Leary, Attorney Date
Director
OLRCB



Marie-Lydie Pierre-Louis, M.D. Date
Interim Chief Medical Examiner
OCME

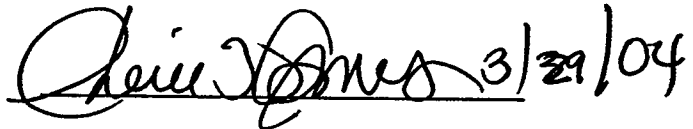

Walter W. Wojcik, Esq. Date
Supervisory Labor Relations Specialist
OLRCB


Natasha Campbell Date
Labor Relations Specialist
OLRCB

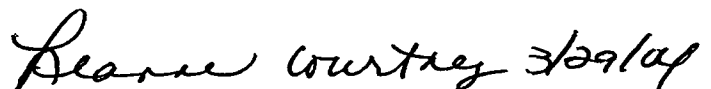
For the Union:


Theresa Reiner-Massey Date
1199 NUHCE


Cynthia Perry Date
Staff Representative
1199 NUHCE

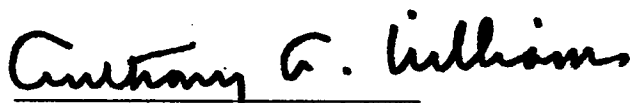

Julie Jones 3/29/04


Dennis Lyles 3/29/04


Beanne Courtney 3/29/04

APPROVAL

This collective bargaining agreement between the District of Columbia Office of the Chief Medical Examiner and 1199 Metropolitan District DC National Union of Hospital and Health Care Employees, (NUHHCE), AFSCME, AFL-CIO, dated March 29, 2004, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this 28th day of April, 2004.



Anthony Williams, Mayor



GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE CHIEF MEDICAL EXAMINER

401 E Street, SW – 6th Floor
Washington, DC 20024



Opioid-related Fatal Overdoses: January 1, 2016 to December 31, 2020

Report Date: March 15, 2021

The DC Office of the Chief Medical Examiner (OCME) investigated a total of **1416¹** deaths due to the use of opioids from January 1, 2016 through December 31, 2020. This report examines the presence of opioids (*heroin, fentanyl, fentanyl analogs, morphine, prescription opioids and the general category of opiates*) in deaths observed at the OCME.

Trends in Deaths due to Opioid Use

Similarly to the rest of the country, the number of fatal opioid overdoses in the District increased between 2014 and 2017 (Fig.1(a)). Despite observing a decrease in fatal opioid overdoses in 2018, the number of opioid overdoses increased by 32% (n=281) in 2019. On average, there were 17 opioid overdoses per month in 2018. However, the average number of opioid overdoses in 2019 has returned to the average level in 2017 (n=23).

There has been a total of 408 opioid overdoses in 2020 year to date.

Fig. 1(a) Number and Rate of OCME Cases by Year, 2014-2019

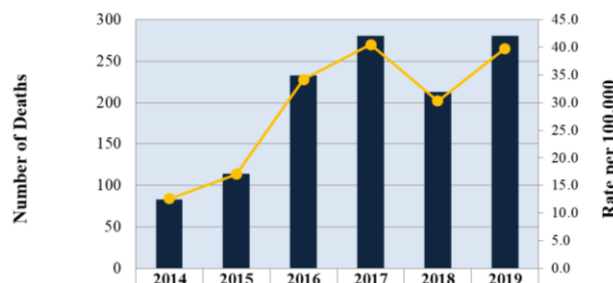
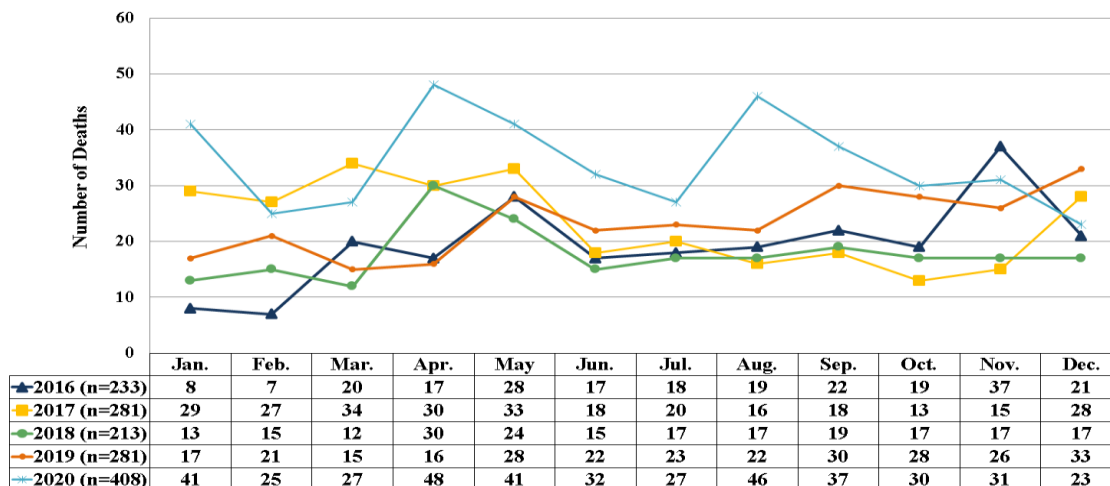


Fig. 1(b): Number of Drug Overdoses due to Opioid Use by Month and Year (N=1416)



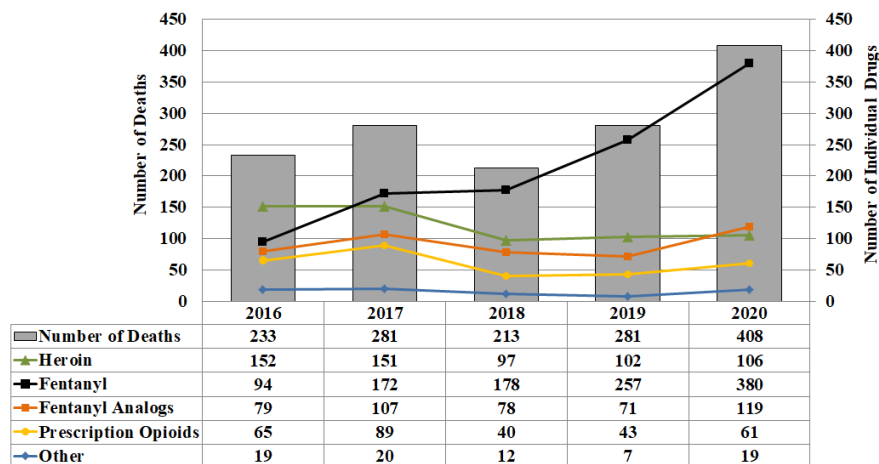
¹ The data presented in this report includes 19 cases with deaths due to opioid drug use where the Manner of Death was not "Accident": 5 cases in 2014, 2 cases in 2015, 4 cases in 2016, 5 cases in 2017, 2 cases in 2018 and 3 cases in 2019.



Incidence of Opioids by Year

Figure 2 displays the illicit and prescription opioids identified through toxicology testing of the decedents from 2016 to December 31, 2020. In 2016, the most prevalent drug identified was heroin. However, beginning in 2017, the most prevalent drug identified is fentanyl. The most prevalent fentanyl analogs identified are furanyl fentanyl, p-fluoroisbutyryl fentanyl, acetyl fentanyl and despropionyl fentanyl.

Fig. 2: Total Number of Opioid Drugs Contributing to Drug Overdoses by Year (All Opioids)



Increase in Fentanyl/Fentanyl Analogs in Opioid Overdoses

Figure 3 highlights the increasing percentage of cases containing fentanyl or fentanyl analogs. The percentage of cases containing fentanyl or a fentanyl analog has gradually increased since 2015. In 2016, **62%** of cases involved fentanyl or a fentanyl analog. The noticeable increase in the presence of fentanyl and fentanyl analogs began in March 2016, with over half of the cases containing fentanyl. In 2019, **91%** of the cases contained fentanyl or a fentanyl analog.

Figure 3: Percent of Overdose Deaths Involving Fentanyl 2015-2020

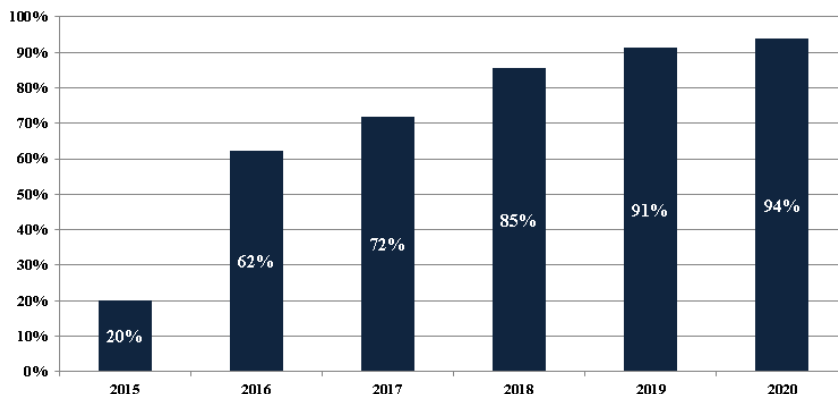
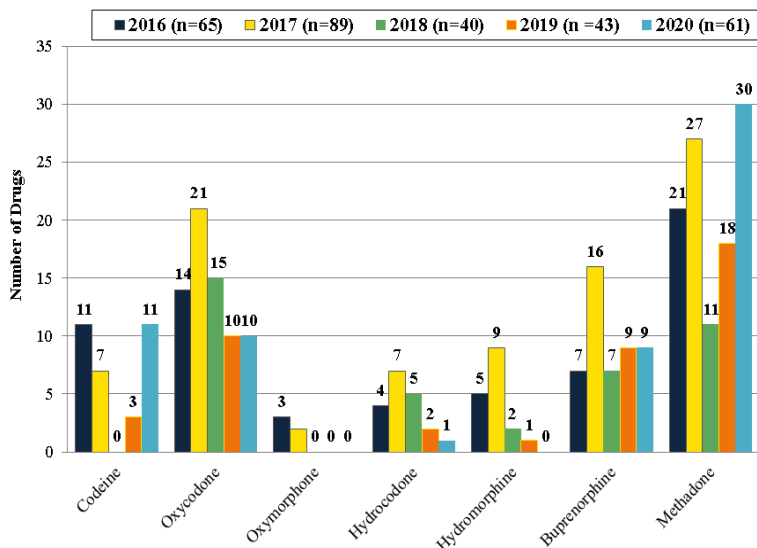


Fig. 4: Number of Prescription Opioids Contributing to Drug Overdoses by Year (n=298)



Prescription Opioids

There were **298** prescription opioids found in the opioid overdoses between January 2016 and December 31, 2020 (Fig. 4). The number of prescription opioids identified in fatal opioid overdoses had increased steadily between 2016 (n=65) and 2017 (n=89). However, the number of prescription opioids identified in fatal opioid deaths decreased to 43 in 2019. Figure 4 illustrates that methadone and oxycodone are currently the most prevalent prescription opioids identified.

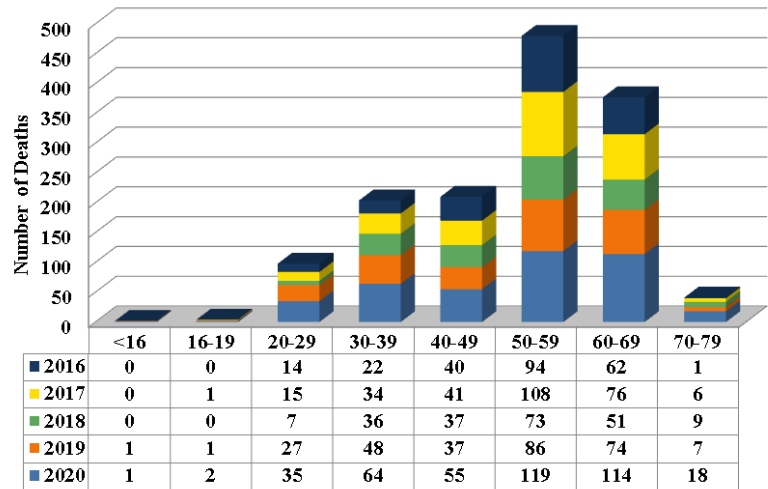


Demographics

Age

Approximately **76%** of all fatal opioid overdoses occur among adults between the ages of 40-69 years old (Fig. 5). Deaths due to opioid use were most prevalent among people ages 50 to 59 (n=35%).

Fig. 5: Drug Overdoses due to Opioid Use by Age



Race/Ethnicity

Overall, **1193** or **84%** of all deaths due to opioid use were among Blacks (Fig. 6). This trend remains consistent across years.

Fig. 6: Number of Drug Overdoses due to Opioid Use by Race/Ethnicity and Year

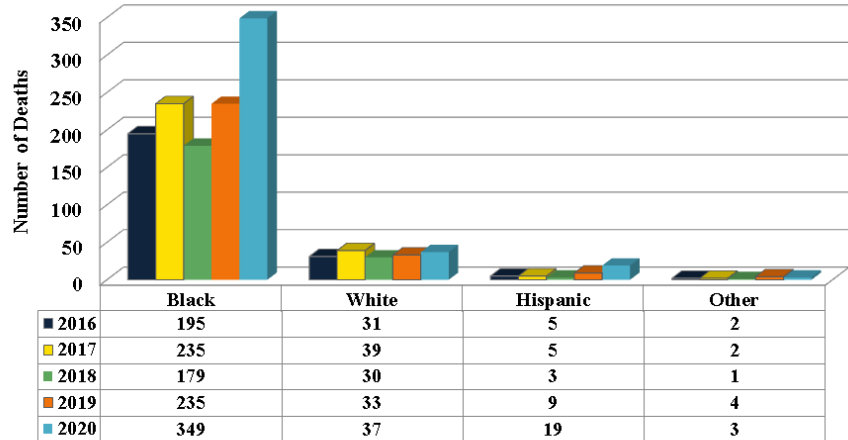
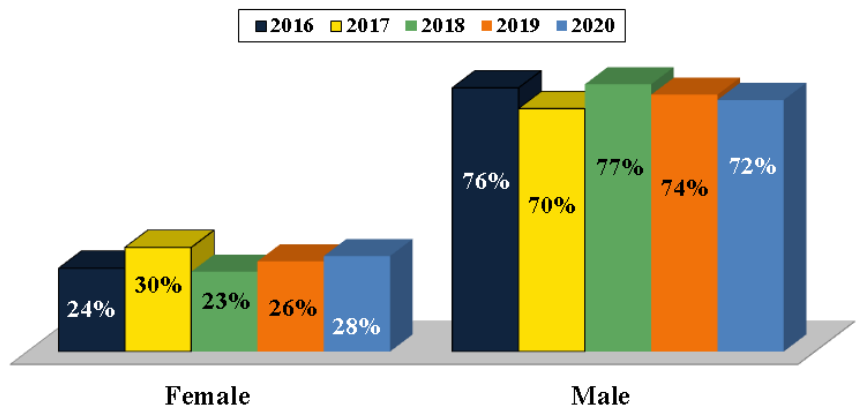


Figure 7: Percentage of Drug Overdoses due to Opioid Use by Gender and Year



Gender

Fatal overdoses due to opioid drug use were more common among **males** (Fig. 7).



Jurisdiction of Residence

The majority of the decedents were residents of DC (Fig.8). From 2016 to December 31, 2020, opioid-related fatal overdoses were most prevalent in **Wards 5, 7 & 8** (n=659) (Fig.9). However, there are variations across years.

Fig. 8: Number of Drug Overdoses due to Opioid Use by Jurisdiction of Residence and Year

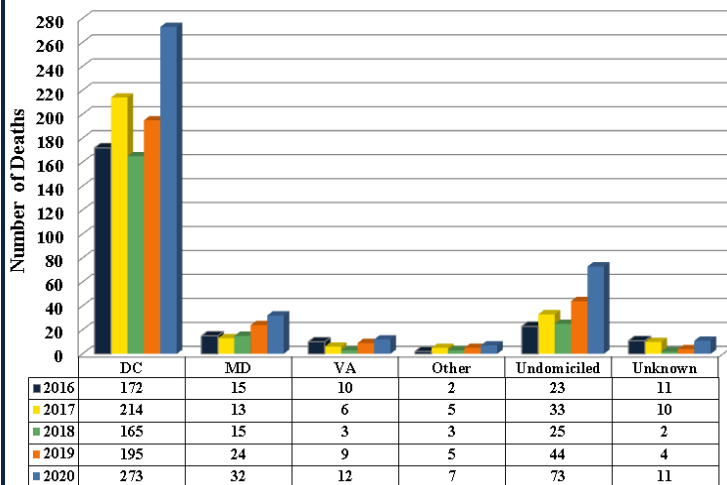


Fig. 9: Number of Drug Overdoses due to Opioid Use by Ward of Residence and Year

