GOVERNMENT OF THE DISTRICT OF COLUMBIA
METROPOLITAN POLICE DEPARTMENT

April 26, 2021

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

Dear Councilmember Allen:

This letter is in response to the Committee questions received on March 8, 2021, in advance of the Fiscal Year 2020 Performance Oversight Hearing of the Metropolitan Police Department (MPD).

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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 the information was collected on the chart.

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

As of 3/27/2021	Title	Name	Sworn FTEs	Civilian FTEs	Civilian Vacancies
	Chief	Robert J. Contee III	1	0	
Executive Office of the Chief of Police	COO	Leeann Turner	3	10	3

As of 3/27/2021	Title	Name	Sworn FTEs	Civilian FTEs	Civilian Vacancies
Executive Protection Unit	Lieutenant	Reginald Powell	14	0	
Grants	Program Mgr.	Marvin Johnson	0	3	
Office of Communications	Director	Dustin Sternbeck	3	21	2
Office of the General Counsel / Labor Relations / FOIA	General Counsel	Mark Viehmeyer	4	19	4
Strategic Change Division	Exec. Director	Kelly O'Meara	17	11	1
Subtotal			***42***	***64***	***10***
Corporate Support Bureau	Exec. Director	William Sarvis	4	4	
Fleet Services Division	Manager	George Hester	0	5	
Medical Services Division	Director	Matthew Miranda	3	5	
Property Division	Director	Vacant	3	52	1
Records Division	Director	Bernadine Greene	13	25	3
Subtotal			***23***	***91***	***4***
Homeland Security Bureau	Assistant Chief	Jeffery Carroll	9	1	
Intelligence Division	Commander	Guillermo Rivera	32	3	
JSTACC*	Director	Carolyn Montagna	92	43	9
Special Operations Division	Commander	Robert Glover	180	34	1
Subtotal			***313***	***81***	***10***
Internal Affairs Bureau	Assistant Chief	Wilfredo Manlapaz	5	3	
Court Liaison Division	Director	Kathleen Crenshaw	12	11	3
Internal Affairs Division	Inspector	John Knutsen	31	5	1
Risk Management Division	Inspector	Kimberly Dickerson	10	11	2
Subtotal			***58***	***30***	***6***
Investigative Services Bureau	Assistant Chief	Leslie Parsons	3	0	1
Criminal Investigations Division	Commander	Ramey Kyle	350	27	4
Crime Scene Investigations Division		DFS	8	0	
Narcotics & Special Investigations Div.	Commander	John Haines	140	5	1
School Security Division	Commander	Michael Coligan	87	6	1
Youth and Family Services Division	Commander	Pamela Wheeler-Taylor	100	11	3
Subtotal			***688***	***49***	***10***
Information Technology Bureau	Exec. Director	David Clow (acting)	0	9	
Business Application Division	Director	Rohit Johri	2	35	3
Data Quality Division	Director	William Johns	3	14	
Engineering Division	Director	Ashis Dasgupta	2	34	1
Subtotal			***7***	***92***	***4***
Patrol Services North	Patrol Chief	Lamar Greene	13	2	
Second District	Commander	Duncan Bedlion	307	6	2
Third District	Commander	Stuart Emerman	319	9	
Fourth District	Commander	Randy Griffin	316	10	

As of 3/27/2021	Title	Name	Sworn FTEs	Civilian FTEs	Civilian Vacancies
Fifth District	Commander	William Fitzgerald	331	8	1
Subtotal			***1286***	***35***	***3***
Patrol Services South	Patrol Chief	Chanel Dickerson	9	0	1
First District	Commander	Morgan Kane	331	8	
Sixth District	Commander	Habeebullah Durriyyah	370	8	
Seventh District	Commander	Andre Wright	367	6	1
Subtotal			***1077***	***22***	***2***
Professional Development Bureau	Exec. Director	Marvin Haiman	5	9	2
Disciplinary Review Division	Director	Hobie Hong	3	5	
EEO Division	Director	Alphonso Lee	0	***4***	2
HR Management Division	Director	Angela Simpson	27	27	
Metropolitan Police Academy	Commander	Ralph Ennis	55	29	4
Recruits in MPA			67	0	
Cadets in MPA			0	100	
Recruiting Division	Program Mgr.	Stacy Small	3	16	5
Subtotal			***160***	***190***	***13***
Agency Chief Financial Officer	**AFO**	**Shavonne Smith**	**0**	**29**	**3**
Total			**3654**	**683**	**65**

* Joint Strategic & Tactical Analysis Command Center

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

The Metropolitan Police Department operates through the following nine bureaus:

Executive Office of the Chief of Police (EOCOP) – provides management, oversight, and direction for the agency.

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

Corporate Support Bureau – oversees the major administrative, technical, and business functions of the department that are critical to keeping the complex and large

agency running effectively and efficiently, including fleet management, equipment and supplies, and evidence and property control.

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

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

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

Internal Affairs Bureau – acts as the guardian of MPD's reputation and ensures MPD's accountability through comprehensive investigations of alleged misconduct and uses of force.

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

Investigative Services Bureau – works with the community to solve crimes, helps bring offenders to justice, supports the recovery of victims, and protects witnesses.

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

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

Professional Development Bureau – helps the department strategically manage its human capital through recruiting, hiring, training, and personnel services.

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

Agency Financial Operations – provides comprehensive and efficient financial management services to, and on behalf of, District agencies so that the financial integrity

of the District of Columbia is maintained. This division is standard for all agencies using performance-based budgeting.

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

The Intelligence Branch was elevated to a division, managed by a commander. The EEO Division was moved from the Internal Affairs Bureau to the Professional Development Bureau, and the Language Access Branch was moved from the EEO Division to the Strategic Change Division, EOCOP.

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.

The requested information is attached.

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.

First Name	Last Name	Rank	To/Reason	Date of Assignment	Return Date
Fred	Brown	Officer	DFS / crime scene	8/3/2015	TBD
Michael	Deprince	Officer	DFS / crime scene	8/3/2015	TBD
Norman	Frost	Sergeant	DFS / crime scene	8/3/2015	TBD
Eric	Hampton	Officer	DFS / crime scene	8/3/2015	TBD
Jason	Korczynski	Sergeant	DFS / crime scene	8/3/2015	TBD
Dan	Kornfield	Civilian	OCA / Special Project	12/14/2021	TBD
Ralph	Mclean	Captain	DGS / PSD leadership support	11/12/2019	TBD
Robert	McCollum	Officer	DFS / crime scene	8/3/2015	TBD
Tina	Ramadhan	Officer	DFS / crime scene	8/3/2015	TBD
Mocte'Ma	Robinson	Officer	DFS / crime scene	8/3/2015	TBD
Mark	Timberlake	Civilian	EOM/OVSJG / Gun Violence EOC	2/18/2021	TBD
Janice	Sullivan	Civilian	DCPS/school safety contract	10/01/2020	TBD
Joanne	Beasley	Civilian	DCPS/school safety contract	10/01/2020	TBD
Jumaane	Corley	Civilian	DCPS/school safety contract	10/01/2020	TBD
Vicenta	Freeman	Civilian	DCPS/school safety contract	10/01/2020	TBD
Uma	Ebi	Civilian	DCPS/school safety contract	10/01/2020	TBD

4. Please provide the Committee with:

a. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned, as well as a description of all vehicle collisions involving the agency's vehicles in FY20 and FY21, to date; and

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

Damage to Vehicles

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

Department	2020	2021 YTD (as of 03/16/21)
1st District	25	10
2nd District	21	8
3rd District	34	14
4th District	28	15
5th District	38	10
6th District	37	14
7th District	44	14
CSB	1	4
EOCOP	6	0
HSB	18	9
IAB	4	2
ISB	41	26
ITB	0	1
PDB	8	3
Total	305	130

The tables below represent all collisions investigated by MPD's Crash Review Board (CRB) between MPD's vehicles of all types (including bicycles, motorcycles, Segways, and so forth) and any object, based on the collision date. This does not mean that there was any substantial damage.

CY 2020 Collisions

Unit	Crash Review Board Ruling		Awaiting CRB Ruling	Total
	Preventable	Non-Preventable		
1D	15	16	9	40
2D	20	21	14	55
3D	31	25	16	72
4D	29	30	10	69
5D	26	25	15	66
6D	33	45	19	97
7D	51	33	22	106
CSB	0	2	3	5
EOCOP	3	4	0	7

Unit	Crash Review Board Ruling		Awaiting CRB Ruling	Total
	Preventable	Non-Preventable		
HSB	18	31	7	56
IAB	4	3	1	8
ISB	29	40	19	88
PDB	5	2	2	9
PSN	0	0	0	0
PSS	0	2	1	3
TOTAL	264	279	138	681

CY 2021 Collisions

Unit	Crash Review Board Ruling		Awaiting CRB Ruling	Total
	Preventable	Non-Preventable		
1D	1	2	2	5
2D	3	1	2	6
3D	1	0	5	6
4D	3	5	6	14
5D	1	3	9	13
6D	3	4	7	14
7D	3	3	12	18
CSB	0	0	0	0
EOCOP	1	1	0	2
HSB	1	3	1	5
IAB	0	1	1	2
ISB	1	7	6	14
PDB	0	0	0	0
PSN	0	0	0	0
PSS	0	0	0	0
TOTAL	18	30	51	100

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

The requested information was provided by the Office of Chief Financial Officer and is attached.

5. Please list all memoranda of understanding ("MOU") entered into by the agency in FY20 and FY21, to date, as well as any MOU currently in force. For each, indicate the date into which the MOU was entered and the termination date.

This information is provided under question 7.

6. Please list the ways, other than MOU, in which the agency collaborated with analogous agencies in other jurisdictions, with federal agencies, or with non-governmental organizations in FY20 and FY21, to date.

The Department coordinates with hundreds of different entities so this list is representative but not exhaustive.

Collaborations
Training with US Attorney's Office (USAO) on DC Code and testifying in court.
Training with the FBI regarding Federal Civil Rights.
Domestic violence training with Sexual Assault Victims' Rights Act (SAVRAA) coordinator.
Training at the National Museum of African American History and Culture
Facilitated tour of the National Holocaust Museum.
Partnership with local universities for the academy's Academic Advisory Feedback Group.
FLETC for range and vehicle skills training.
Training from the Humane Rescue Alliance on how to handle canines.
IAB liaison between MPD and the FBI Public Corruption Task Force.
The Court Liaison Division works with US Marshals service, DC Superior Court of the District of Columbia, the USAO, and the United States District Court for the District of Columbia regarding matters related to court scheduling, prisoner transfers, and the transfer of MPD documents needed in criminal prosecutions.
The Equal Employment Opportunity Commission (EEOC) regarding cases involving discrimination.
The Federal Motor Carrier Safety Administration for Title VI monitoring/standards.
Gallaudet University to certify members in the use of American Sign Language (ASL) for communication and interpretation.
United States Department of Veteran Affairs for best practices in EEO program
Boys and Greater Washington Boys and Girls Club Centers.
Regular information sharing sessions with members of the FBI's Washington Field Office, the Bureau of Alcohol, Tobacco, Firearms, and Explosives, and Prince Georges County Police Department to combat violent crime.
Regular working groups with United States Park Police to jointly implement strategies to address violence and quality of life issues in parks.
Regularly scheduled accountability tours with CSOSA for their clients on high intensity supervision.
Georgetown University Law Center – consultation on stop data follow-on research and analysis with Christy Lopez. Active Bystandership for law Enforcement (ABLE) training for recruit officers and 2021 Professional Development Training. Police for Tomorrow program.
Anti-Defamation League (ADL) – exploring training opportunities, including piloting a new law enforcement training on inclusive policing/police leadership with MPA instructors. ADL is teaching a 4-hour course on "Hate Crimes and Violent Extremism" as part of 2021 Professional Development Training to all sworn members.
Anti-Defamation League and the Southern Poverty Law Center – consultations on possible hate groups, crimes, symbols, etc.
Blue Courage provides training to sergeants, lieutenants, and captains as part of the *Sergeant Leadership and Peer Support Pilot Program.*
MPD's Cadet Corps regularly interacts with outside organizations to volunteer. Examples of planned community outreach activities include 3 Kings food and toy giveaway, holiday toy drive at Young's Memorial Church, read-a-thons at elementary schools, career days at middle schools, and camps at DC parks and Recreations.
DDOT and the National Highway Traffic Safety Administration (NHTSA) to ensure MMUCC (Model Minimum Uniform Crash Criteria -- 5th Edition) compliance in collecting Traffic Crash Data.
HSEMA – Statewide Interoperability Coordinator (SWIC) • Cellular Carrier / Wi-Fi Provider Working Group • DC PIC Interoperability Communications Committee (ICC) • Inauguration EOC + DOC
United States Secret Service • 2021 Inauguration Critical Infrastructure Protection Subcommittee • 2021 Presidential Inauguration Geospatial Subcommittee • State of the Union Address
OCTO • CIO Coordinating Council • IT Investment Review Board • DMPSJ IT Cluster Meetings

Collaborations

- COVID19 CIO Task Force
- Industry Partners + OCTO COVID19 Weekly Update
- DCPIC – IT Operational Coordination/Communication Development

Registration of Cameras and Request flows for CCTV video evidence:

- US Capital Police
- USSS
- HSEMA
- Gallaudet University
- United States Park Police
- DC Housing Authority Police
- Howard University Police
- Amtrak
- DC Courts
- AARP
- The Catholic University of America
- Kastle Systems/CapShield
- Brookfield Property
- Brookland Manor
- Jewish Public Day School
- US Court of Appeals for Veterans
- CBS
- US Park Police

Warner Media (CNN)

CJCC

- The Information Security Workgroup (ISW) is responsible for identifying industry-wide best practices and policies regarding information security and information exchange among JUSTIS agencies, and having reviewed them, making recommendations to ITAC
- The Information Technology Advisory Committee (ITAC) is responsible for setting the technology direction of JUSTIS, making policy decisions, establishing long-range goals, and promoting the participation of appropriate agencies in emerging JUSTIS projects.
- The Information Security Workgroup (ISW) is responsible for identifying industry-wide best practices and policies regarding information security and information exchange among JUSTIS agencies, and having reviewed them, making recommendations to ITAC.
- The Inter-Agency Data Quality Workgroup (IDQ) aims to identify systemic issues associated with information quality within the criminal justice system and to recommend solutions for addressing them.

MPD's Criminal Intelligence Unit:

- Regularly collaborates with Hyattsville PD, Montgomery County PD, Prince George's County PD, Fairfax County PD, Federal Bureau of Investigation, U.S. Park Police, and the Maryland National Capital Park Police as part of a NCR Gang Working Group.
- Collaborates with D.C. Public Schools and D.C. Public Charter Schools to investigate threats of violence to DCPS and DCPCS as well as to conduct Gang/Crew Awareness Presentations to school faculty and staff
- Collaborates with the D.C. Child and Adolescent Mobile Psychiatric Services to arrange services for juveniles experiencing mental health crises
- The Intelligence Branch collaborates with over 60 different law enforcement agencies within the NCR as a member of the Metropolitan Washington Council of Governments Police Intelligence and Gang Intelligence Subcommittees.
- The Intelligence Branch is a principle of the NYPD Operation Sentry program, which connects over 600 law enforcement agencies throughout the United States as well as globally to share intelligence on current threats and major incidents occurring around the world.

Collaborations

Collaboration on arrest flow, case management, and collaboration via the MPD Records Management System (RMS):

- Metro Transit Police
- U.S. Capitol Police
- U.S. Park Police
- U.S. Secret Service
- DC Housing Authority Police
- Federal Protective Service
- Federal Reserve System Police
- DC Protective Services Police
- Amtrak Police
- U.S. Marshals Superior Court
- DC Fire Department (DCFEMS)
- DC Library Police
- Department of Corrections
- U.S. Government Publishing Office
- George Washington University Police
- Bureau of Engraving Police
- Federal Bureau of Investigation (FBI) Field Office
- DC Government Special Police
- American University Police
- Supreme Court Police
- Federal Bureau of Investigation (FBI)
- Georgetown University Police
- Naval Police - Joint Base Anacostia-Bolling (JBAB)
- National Zoological Police
- Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)
- United State Attorney's Office DC Criminal Investigation Unit - USAO-DC-CIU
- U.S. Marshals District Court
- Catholic University of America Police
- Department of Forensic Sciences
- Department of Veterans Affairs
- Defense Intelligence Agency (DIA) PD
- Drug Enforcement Agency (DEA)
- Howard University Police
- National Gallery of Art Security
- Office of Attorney General OAG
- Pretrial Services Agency
- Pretrial Services Agency - Court Services and Offender Supervision Agency (CSOSA)
- Smithsonian Police
- U.S. Department of Homeland Security
- U.S. Mint Police
- U.S Postal Police
- University Departments of Public Safety
- University of the District of Columbia
- Washington Regional Threat Analysis Center

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

Collaborations
• Rolling Thunder First Amendment Activity • Bike DC Special Event • United States Army 10 Miler • United States Marine Corps Marathon • Women's March • State Funerals • July 4th Events • State of Union Address
The Joint Strategic and Tactical Analysis Command Center's (JSTACC) Command Information Center (CIC) collaborates on a daily basis with many of the 40 different law enforcement agencies in the District of Columbia. During large-scale events, JSTACC members also coordinate with other law enforcement agencies in the Joint Operation Command Center (JOCC).
The Special Operations Division works collaboratively with several federal and local law enforcement partners to include: • The Bureau of Alcohol, Tobacco, and Firearms • United States Park Police • United States Secret Service Uniformed Division • Federal Protective Service • United States Capitol Police • United States Supreme Court Police • Metro Transit Police • Federal Bureau of Investigation - Washington Field Office • Virginia State Police • Arlington County Police Department • Prince Georges' County Police Department • Montgomery County Police Department
The Intelligence Division collaborates with a number of different agencies on a daily basis: • Collaborates with U.S. Secret Service, U.S. Capitol Police, U.S. Park Police, and the Federal Bureau of Investigation to identify, locate, and mitigate any potential threats to law enforcement, U.S. and D.C. Government officials, and critical infrastructure/places of interest located in Washington, D.C. • Collaborates with these agencies on a regular basis to track both planned and unplanned First Amendment demonstrations occurring within the District of Columbia. • Collaborates with law enforcement agencies in neighboring jurisdictions on an as-needed basis to identify, locate, and mitigate any potential threats in the NCR. • Collaborates with D.C. Department of Behavioral Health to arrange services for mental health consumers who experience mental healthcare • Collaborates with law enforcement agencies in different jurisdictions on an as-needed basis to recover stolen items that are sold to pawnshops located in other jurisdictions and to identify the subjects who pawned those items.
The National Special Security Event (NSSE) planning cycle for the 59th Presidential Inauguration. As part of this process, MPD coordinated with multiple federal and local agencies, as well as police departments across the country that assisted MPD with motorcade routes and venue security.
The Federal Motor Carrier Safety Administration and the Commercial Vehicle Safety Alliance (Non-Profit) focusing on motor carrier safety programs.
Bicycle Advisory Council, Pedestrian Advisory Council, and the Washington Regional Alcohol Program (WRAP) meetings.
The National Association of State Boating Law Administrators (NASBLA) and in the National Bomb Squad Commanders Association.
The National Tactical Officers Association (NTOA)

Collaborations
The Investigative Services Bureau Regularly communicate with federal law enforcement agencies and law enforcement agencies in neighboring jurisdictions regarding crimes as victims and suspects often have ties to other jurisdictions
The Fugitive Unit works daily with the United States Marshals Service, DC Superior Court of the District of Columbia, multiple law enforcement agencies and various correctional facilities to ensure the proper charging, booking, transportation and identity of individuals entering and within the penal system.
Regular information sharing sessions with members of the FBI's Washington Field Office, the Bureau of Alcohol, Tobacco, Firearms, and Explosives, and Prince George's County Police Department to combat violence
The Financial Crimes Unit collaborates with the following agencies to assist with investigations and to provide services to victims: • US Secret Service National Capital Region Cyber Fraud Task Force • US Secret Service, Washington Field Office • DC Adult Protective Services • DC Office of Attorney General, Domestic Violence & Special Victims Section • DC Office of the Inspector General
The Fugitive Unit works daily with the US Marshals service, DC Superior Court of the District of Columbia, multiple law enforcement agencies and various correctional facilities to ensure the proper charging, booking, transportation and identity of individuals entering and within the penal system.
The Missing Persons Unit regularly collaborates with various non-government organizations—NCMEC, DC's Missing Voices, Not a Runaway, and Black and Missing—to assist with missing persons cases. In addition, the Unit regularly works alongside our Strengthening Teens Enriching Parents (STEP) Program partners to ensure youth with frequent missing persons reports are receiving the services they need. Partners in the program include Sasha Bruce Youth Network, the Department of Human Services, Child and Family Services, Department of Behavioral Health, the OAG, Court Social Services (CSS), and the Department of Youth and Rehabilitation Services (DYRS). Finally, the Missing Persons Unit works in conjunction with the U.S. Marshals Service which offers assistance to MPD in locating Missing Youth or suspected victims of trafficking. They are a great resource when conducting investigations which span outside of the DC area.
Regular information sharing sessions with members of the FBI's Washington Field Office, the Bureau of Alcohol, Tobacco, Firearms, and Explosives, and Prince Georges County Police Department to combat violent crime.
The Auto Theft Unit collaborates daily with the following agencies to assist with investigations from stolen autos, the theft and misuse of auto-related documents and the illegal sale of both: • DC DMV • Carfax • Interpol • FBI WFO • DC OIG
The Youth Intervention and Prevention Unit collaborates with the following agencies and non-government entities to provide outreach, mentoring, and intervention services on an ongoing basis: • Department of Parks and Recreation • Metro Transit • Howard University • Georgetown University • Catholic University • University of District of Columbia • D.C. National Guard: Capital Guardian Youth Challenge Academy • U.S. Capitol Police • Alternative to the Court Experience (ACE) • DC Health & Human Services • D.C. Police Foundation

Collaborations
• CODE 3 • Earth Conservation Corporation (ECC) • Old Soldier's Home • DYRS • CSOSA • New Bethel Baptist Church • YMCA (Young Men's Christian Association) • University of the District of Columbia • C.L.A.Y.S Changing Lives Adult & Youth Services
United States Attorney's Office to assist in the procurement of Arrest warrants and search warrants. The detectives work closely with the attorney' to ensure strong cases are built and presented to the courts for the prosecution of criminal offenders. The USAO works in tandem with detectives in relaying pertinent case information to the victims.
Regular information sharing sessions with members of the FBI's Washington Field Office and the Bureau of Alcohol, Tobacco, Firearms, and Explosives. Information sharing with Prince George's County, Montgomery County and Fairfax County Police Departments.
The Sexual Assault Unit (SAU) collaborates with the Sexual Assault Advocate from the DC National Guard regarding cases involving Guard members. SAU also collaborates with Network for Victim Recovery of DC (NVRDC) and routinely with DCFNE, assisting with training new or potential SANE nurses. Domestic Violence Unit train with the Sexual Assault Victims Right Amendment Act coordinator and works with the OAG and DCSAFE to offer support and services to victims of domestic violence
The Internal Affairs Division collaborates with analogous agencies in other jurisdictions, at all governmental levels when investigating MPD members that: are alleged to have engaged in criminal misconduct or have been arrested; are respondents in protection orders; discharges an MPD firearm using a use of force incident or negligently uses force in the performance of their police duties

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.

The requested information, which was provided by the OCFO, is attached.

8. For FY20 and FY21, to date, please identify any special purpose revenue funds maintained by, used by, or available for use by the agency. For each fund identified, provide:

a. The revenue source name and code;

b. The source of funding;

c. A description of the program that generates the funds;

d. The amount of funds generated by each source or program;

e. Expenditures of funds, including the purpose of each expenditure;

f. Whether expenditures from the fund are regulated by statute or policy, and if so, how; and

g. The current fund balance.

The following information was provided by the OCFO.

FY20 and FY21 Special Purpose Revenue Funds

Agency Fund: 1555 **Reimbursement from other Government Agencies**

Authority to Charge Fee: Administrative Authority

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

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

DESCRIPTION OF REVENUE SOURCE: The fund receives revenue from reimbursements paid by other law enforcement agencies.

Fiscal Year	Fund Detail	Revenues	Expenditures
2020	1555 – Reimbursable from Other Governments	$760,176	$760,075
2021*	1555 – Reimbursable from Other Governments	$84,965	$84,428

* *As of 12/31/2020*

Agency Fund: 1614 **Miscellaneous**

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

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

DESCRIPTION AND PURPOSE OF FUND: The purpose of this lapsing fund is to reimburse the Metropolitan Police Department (MPD) for the cost of overtime needed for the MPD to staff certain bars and clubs in DC, and special events such as parades, carnivals, and movie productions.

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

Fiscal Year	Fund Detail	Revenue	Expenditures
2020	1614 – Miscellaneous, Overtime	$1,687,339	$1,352,984
2021*	1614 – Miscellaneous, Overtime	$288,600	$0

** As of 12/31/2020*

Agency Fund: 1650 **Monetary Evidence**

Authority to Deposit Seized Currency: D.C. Official Code § 23-352

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

DESCRIPTION AND PURPOSE OF FUND: This is a non-lapsing fund administered by the Metropolitan Police Department to deposit seized currency used as evidence in investigations, pending final disposition of forfeiture proceedings.

DESCRIPTION OF REVENUE SOURCE: The revenue for the fund comes from currency seized by the Metropolitan Police Department used as evidence in investigations. Deposited seized currency, with any accrued interest, is divided and deposited per § 48-907.02, or returned to the owners if directed by the Court, after the dispositions of forfeiture proceedings.

Fiscal Year	Fund Detail	Revenue	Expenditures
2020	1650 – Monetary Evidence	$37,988	$0
2021*	1650 – Monetary Evidence	$0	$0

** As of 12/31/2020*

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.

The requested information is attached.

10. Please list all capital projects in the financial plan for the agency or under the agency's purview in 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. 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, any remaining balances, and the work undertaken;

b. An update on all capital projects planned for the four-year financial plan;

c. A description of whether the capital projects begun, in progress, or concluded in 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.

Project: WAM40 (Data Warehouse & Analytics Modernization)	
Description:	*Modernizing data warehouse architecture includes but is not limited to curating more data in real-time or near real-time. We plan on doing this by building a data lake of*

	almost all structured data as well as metadata for the unstructured data as BWC, LPR, etc. Once this data is readily available, it can be easily and quickly integrated into our dimensional models and data marts for analysis and reporting.			
Amount:	**375**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	
FY2019			FY2019	
FY2020	375		FY2020	75
FY2021			FY2021	-
			Encumbered/Pre-encumbered	300
			Currently Available	(0)
			Future Appropriations	-
Update:	Project in progress - AWS Cloud SOW complete, going to OCP in April. Phase 2 - Finalize Datasets Ingestion and Operationalize Enterprise Data Warehouse and Phase 3 - Next Generation Cloud Native BI capabilities.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: HRB30 (MPD/CCTV Hardware Replacement)				
Description:	*The capital fund will be used to replace the aging CCTV network (both fixed & mobile) as well as the aging physical infrastructure (servers & storage).*			
Amount:	**850**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	
FY2019			FY2019	
FY2020	650		FY2020	629
FY2021	200		FY2021	212
			Encumbered/Pre-encumbered	
			Currently Available	9
			Future Appropriations	1,000
Update:	Project nearly complete - CCTV Camera PODSS delivered. Fifty-two (52) new CCTV surveillance cameras deployed to replace aging equipment and upgrade to the best possible available technology.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: PDB23C - CCTV integration				
Description:	*An automated system to increase the utility of CCTV and Shotspotter systems by allowing coordination of existing technologies.*			
Amount:	**1,957**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	613
FY2019			FY2019	394
FY2020			FY2020	-
FY2021			FY2021	63

			Encumbered/Pre-encumbered	508
			Currently Available	379
			Future Appropriations	-
Update:	With the current available balance, MPD plans to upgrade Situational Awareness tools to combines multiple data sources, including CCTV and ShotSpotter, into an easy to use analyst tool and five next generation mobile CCTV trailers as well as additional equipment refresh/upgrades.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: PLT10C - Crime Fighting Technology				
Description:	*Real-time crime dashboard and investigative console.*			
Amount:	**5,270**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	4,140
FY2019			FY2019	24
FY2020			FY2020	267
FY2021			FY2021	-
			Encumbered/Pre-encumbered	-
			Currently Available	839
			Future Appropriations	-
Update:	With the current available balance, in collaboration with OCTO, MPD plans to procure a multiplatform application that provides critical information on the MPD Intranet webpage, officers handheld devices, and on digital signage located at MPD Districts and other locations to promote situational awareness and other critical information.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: EPI20C - MPD--Disaster Recovery				
Description:	*Build, configure, and deploy backup data center in the event of an outage at the primary data center.*			
Amount:	**1,850**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019			FY2019	-
FY2020			FY2020	65
FY2021			FY2021	564
			Encumbered/Pre-encumbered	497
			Currently Available	724
			Future Appropriations	-
Update:	With the current available balance, MPD plans to continue moving critical crime fighting applications and equipment from aging MPD datacenter to AWS with high availability (HA) /disaster recovery (DR) capabilities.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: NWI01C Network & WiFi Upgrade for Improved Public Safety				
Description:	*Upgrading outdated network and WIFI infrastructure at MPD locations.*			
Amount:	**1,650**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019			FY2019	-
FY2020			FY2020	
FY2021	1,650		FY2021	62
			Encumbered/Pre-encumbered	138
			Currently Available	1,450
			Future Appropriations	850
Update:	MPD and OCTO have completed the site surveys of all the MPD locations to be upgraded. The sites for FY21 have been selected and OCTO has begun the hardware procurement process.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: BAR01C - Bidirectional amplifiers for radio coverage				
Description:	*This project will ensure all first responders have full radio coverage for all MPD locations.*			
Amount:	**1,256**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019			FY2019	-
FY2020			FY2020	
FY2021	1,256		FY2021	-
			Encumbered/Pre-encumbered	1,256
			Currently Available	-
			Future Appropriations	-
Update:	OUC has completed the site survey activity for this effort and has moved the project to procurement.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: FDA01C - Firstnet Distributed Antenna System				
Description:	*This project will provide full FirstNet coverage for first responder phones at MPD locations not covered under the AT&T funded project.*			
Amount:	**735**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019			FY2019	-
FY2020			FY2020	
FY2021	735		FY2021	-
			Encumbered/Pre-encumbered	735
			Currently Available	-
			Future Appropriations	-

Update:	OUC has completed the site survey activity for this effort and has moved the project to procurement.
Impact to operating budget:	Will not negatively impact the operating budget.

Project: FAV01C - Motorcycles, scooters and trailers				
Description:	*Project replaces vehicles in this category that have reached their useful life based on the Capital Asset Replacement Scheduling System (CARSS) assessment.*			
Amount:	**591**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019	290		FY2019	128
FY2020	-		FY2020	117
FY2021	302		FY2021	302
			Encumbered/Pre-encumbered	
			Currently Available	45
			Future Appropriations	639
Update:	MPD replaced 33 motorcycles during this past funding cycle.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: FAV02C - Wreckers & Trailers				
Description:	*Project replaces vehicles in this category that have reached their useful life based on the Capital Asset Replacement Scheduling System (CARSS) assessment.*			
Amount:	**897**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019	497		FY2019	454
FY2020	-		FY2020	43
FY2021	400		FY2021	-
			Encumbered/Pre-encumbered	110
			Currently Available	291
			Future Appropriations	1,179
Update:	There is a purchase order in place for a wrecker replacement. Additional procurements are being developed.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: FAV03C - Unmarked Vehicles				
Description:	*Project replaces vehicles in this category that have reached their useful life based on the Capital Asset Replacement Scheduling System (CARSS) assessment.*			
Amount:	**2,137**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019	719		FY2019	718

FY2020	-		FY2020	1
FY2021	1,418		FY2021	-
			Encumbered/Pre-encumbered	995
			Currently Available	423
			Future Appropriations	4,826
Update:	Purchase orders and requisitions are in place to replace 44 unmarked vehicles.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: FAV04C - Marked Cruisers				
Description:	*Project replaces vehicles in this category that have reached their useful life based on the Capital Asset Replacement Scheduling System (CARSS) assessment.*			
Amount:	6,360			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019	676		FY2019	676
FY2020	-		FY2020	-
FY2021	5,684		FY2021	5
			Encumbered/Pre-encumbered	5,520
			Currently Available	159
			Future Appropriations	22,236
Update:	Between FAV04C and FAV05C, purchase orders and requisitions are in place to replace 145 marked vehicles.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: FAV05C - Other Marked Vehicles				
Description:	*Project replaces vehicles in this category that have reached their useful life based on the Capital Asset Replacement Scheduling System (CARSS) assessment.*			
Amount:	**3,739**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	
FY2019	2,504		FY2019	2,504
FY2020			FY2020	-
FY2021	1,235		FY2021	-
			Encumbered/Pre-encumbered	1,221
			Currently Available	14
			Future Appropriations	3,636
Update:	Between FAV04C and FAV05C, purchase orders and requisitions are in place to replace 145 marked vehicles.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: PEQ22C - Specialized Vehicles	
Description:	*Project supports the annual replacement of vehicles for MPD.*

Amount:	**26,568**			
Allotments			***Spending***	
Pre FY2019	19,834		Pre FY2019	17,491
FY2019	-		FY2019	2,307
FY2020	6,735		FY2020	5,778
FY2021	-		FY2021	921
			Encumbered/Pre-encumbered	81
			Currently Available	(10)
			Future Appropriations	-
Update:	Project is closing out. Future allotments are made under the 5 FAV projects using the CARSS assessment tool.			
Impact to operating budget:		Will not negatively impact the operating budget.		

Project: BRM09C - Evidence Impound Lot Renovation				
Description:	*Project will modernize the dirt lot that stores vehicles held for evidence or safekeeping.*			
Amount:	**3,850**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019	3,850		FY2019	-
FY2020			FY2020	13
FY2021			FY2021	-
			Encumbered/Pre-encumbered	3,657
			Currently Available	181
			Future Appropriations	3,000
Update:	This project is currently on hold. FY20 solicitation yielded bid proposals significantly greater than the project budget. Project is being rescoped.			
Impact to operating budget:		Will not negatively impact the operating budget.		

Project: BRM10C ADA Upgrades at MPD Substations				
Description:	*Project will enhance access to the 3 MPD substations to ensure ADA compliance.*			
Amount:	**1,750**			
Allotments			***Spending***	
Pre FY2019	1,750		Pre FY2019	39
FY2019			FY2019	10
FY2020			FY2020	413
FY2021			FY2021	430
			Encumbered/Pre-encumbered	687
			Currently Available	172
			Future Appropriations	-
Update:	Work is in various stages (procurement, construction or closeout) at the three MPD substations (1D, 4D and 6D). Work includes push button access, ramps and improved lighting.			

Impact to operating budget:	Will not negatively impact the operating budget.

Project: BRM11C POR and Test Fit of MPD Patrol Districts				
Description:	*Project will produce a Program of Requirements (POR) study and test fit for the 2nd, 3rd, 4th and 5th District stations.*			
Amount:	**500**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019			FY2019	-
FY2020			FY2020	
FY2021	500		FY2021	-
			Encumbered/Pre-encumbered	-
			Currently Available	500
			Future Appropriations	-
Update:	Effort is still in the planning stages. DGS is developing solicitation for bids.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: BRM20C Detention Area Renovations				
Description:	*Project will improve detention areas (booking/holding) in the various district stations.*			
Amount:	**2,500**			
Allotments			***Spending***	
Pre FY2019			Pre FY2019	-
FY2019			FY2019	-
FY2020	1,250		FY2020	
FY2021	1,250		FY2021	-
			Encumbered/Pre-encumbered	1,250
			Currently Available	1,250
			Future Appropriations	1,250
Update:	Effort is still in the planning stages. DGS is developing solicitations for bids.			
Impact to operating budget:	Will not negatively impact the operating budget.			

Project: PL110C - MPD Building Renovations/Construction				
Description:	*Project funds various design, renovation, relocation, project management and other related costs for MPD facilities.*			
Amount:	**19,819**			
Allotments			***Spending***	
Pre FY2019	12,471		Pre FY2019	10,217
FY2019	2,000		FY2019	2,658
FY2020	3,348		FY2020	443
FY2021	2,000		FY2021	625
			Encumbered/Pre-encumbered	4,152
			Currently Available	1,724

			Future Appropriations	-
Update:	Various projects are underway to include: 1D and 3D boiler replacement, 4D sub roof replacement, 5D security improvements, 6D sally port doors replacement, 7D roof replacement as well as HVAC improvements at other MPD facilities.			
Impact to operating budget:	Will not negatively impact the operating budget.			

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.

MPD 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.

The requested information was provided by the OCFO and is attached.

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

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

The requested information is attached.

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

Sub-Award	Period of Performance	Award Amount	Expended as of 04/07/21	Sub-Award Description
Department of Forensic Sciences (DFS) Award #2019-AK-BX-0024 Sexual Assault Kit Initiative (SAKI)	10/01/2019-09/30/2022	$100,000	0	Overtime for technical case reviews and CODIS evaluation and potential upload.

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:

- ***a. The name of the party;***
- ***b. The nature of the contract, procurement, or lease, including the end product or service;***

c. The dollar amount of the contract, procurement, or lease, including amount budgeted and amount actually spent;

d. The term of the contract, procurement, or lease;

e. Whether it was competitively bid;

f. The name of the agency's contract monitor(s) and the results of any monitoring activity; and

g. The funding source.

The requested information is attached.

16. Please list 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 could result in a change to agency practices, and describe the current status of the litigation.

Case Name	Civil Action No.	Claim(s)
Abram, Alvin v. DC	18-CA-5946 B	Whistleblower and Wrongful Termination
Agee, Patricia v. DC Metropolitan Police Department	19-CA-1460 V	Motor Vehicle Accident
Ajayi, Oluwashola v. DC, et al.	20-cv-1019-TJK	False Arrest, Fourth and Fifth Amendment Violations and Illegal Search of Residence (on appeal)
Ajokubi, Victor v. DC, et al.	21-CA-0204 B	False Arrest, Assault, Battery, Fourth Amendment Violations, and First Amendment Violations
Alexander, Joseph v. DC, et al.	17-cv-1885-ABJ	Class Action alleging false arrest and unlawful prosecution under the Incommoding Statute.
Alford, Sophia (T.B. Minor), et al., v. DC, et al.	20-CA-4136 B 20-cv-3046-ABJ	False Arrest, Fourth Amendment Violations, Eighth Amendment Violation and Negligence
Allen, Linwood v. DC, et al.	20-cv-2453-TSC	Second and Fifth Amendment Violations
Allen, Linwood v. District of Columbia, et al.	20-cv-2453-TSC	Challenge to MPD's revocation of concealed pistol license
Alston, Kenithia (Estate of Marqueese Alston) v. DC, et al.	20-cv-1515-KBJ	Fourth Amendment Violations, Wrongful Death, Assault and Battery and Negligence
American Civil Liberties Union v. DC	21-CA-0452 B	FOIA lawsuit regarding Neighborhood Engagement Achieves Results (NEAR) Act
Arogundade, Quam B. v. DC, et al.	20-CA-4630 V	Motor Vehicle Accident
Barnes, Marc v. DC, et al.	16-cv-1027-KBJ-RMM	False Arrest and Civil Rights Violations, Civil Fraud, Defamation, Negligence
Bell, William C., v. DC, et al.	17-CA-3060 B	Disability Discrimination (on appeal)
Best, Trent v. DC, et al.	19-CA-4205 B	Motor Vehicle Accident
Bethel, Larry v. Rodrigues, Officer Jose, et al.	20-cv-1940-RC	Fourth Amendment Violations, False Arrest, Assault and Negligence
Bivens, Tajuana v. DC	19-CA-6741 V	Motor Vehicle Accident
Black Lives Matter, DC, et al. v. Trump, Donald, et al.	20-cv-1469-DLF	First and Fourth Amendment Violations
Blair-Scott, Schekera v. DC, et al.	20-CA-2634 B 20-cv-2258-DLF	False Arrest and Civil Rights Violations, Illegal Search, Excessive Force and Civil Rights Violations, Assault and Battery, Negligence, and Fourth Amendment Violations
Boone, Ricky R. v. Hunsucker, Leandia et al.	CAL19-39821	Motor Vehicle Accident
Bradley, Lorelle v. DC, et al.	20-CA-5128 B	Motor Vehicle Accident
Brown, Elbert L. v. DC, et al.	15-cv-1380-KBJ	Class Action Lawsuit challenging the Panhandling Act under the First Amendment
Brown, Michael N. v. DC, et al.	20-cv-2941-CRC	Excessive Force and Civil Rights Violations, Fourth Amendment Violations and Battery
Buchanan, Radiya, et al., v. Trump, Donald, et al.	20-cv-1542-DLF	First, Fourth and Fifth Amendment Violations

Case Name	Civil Action No.	Claim(s)
Buie, Jaquia v. DC, et al.	16-cv-1920-CKK	Fifth and Fourth Amendment Violations, Negligence
Campbell-Robinson, Karen, et al., v. DC, et al.	19-CA-2090 V	Motor Vehicle Accident
Cantu, Aaron, et al. v. DC, et al.	20-cv-0130-KBJ	First, Fourth and Fifth Amendment Violations, False, Excessive Force
Canty, Tracy v. DC, et al.	20-CA-4973	False Arrest, Fourth Amendment Violation
Carter, Jennifer v. DC, et al.	19-CA-7276 V	Motor Vehicle Accident
Cima, Matthew v. DC, et al.	20-cv-3486-EGS	Excessive Force; Fourth, Fifth, and First Amendment Violations; § 1985(3) Conspiracy; § 1986; Assault; Battery; Intentional Infliction of Emotional Distress; Negligent Infliction of Emotional Distress
Coles-Green, T'Anita (Estate of DeAngelo Green) v. DC	19-CA-2633 B	Motor Vehicle Accident, Negligence and Wrongful Death, Title VI Discrimination, Battery, Negligent Infliction of Emotion Distress, and Negligent Supervision
Coley, Dionte v. Bowser, Mayor Muriel, et al.	20-cv-2182-CKK	Fourth, Fifth and Fourteenth Amendment Violations
Cooper, Samuel v. DC, et al.	19-cv-1449-JEB	Excessive Force and Civil Rights Violations, Assault and Battery, False Arrest and Civil Rights Violations, Fourth, Fifth and Fourteenth Amendment Violations
Creech, Christopher v. Metropolitan Police Department	19-CA-5489 B	Racial Discrimination
Crudup, Dalonta et al., v. DC	20-cv-1135 TSC	Second, Fourth and Fifth Amendment Violations
Cunningham, Linda D. v. DC Metropolitan Police Department	19-SC3-1438	Illegal Search
Djossou, Charlotte, v. DC	20-CA-4292 B	Whistleblower
Donato, Nicholas v. DC Metropolitan Police Department	18-CA-7941 P(MPA)	Wrongful Termination (OEA) (Non-POD Case) (on appeal)
Elkalibe, Imad (W.E. a minor) et al., v. DC, et al.	10-CA-8561 B	False Arrest, Assault and Battery, and Civil Rights Violations (reopened)
Fields, Tajh v. DC	20-CA-3489 V	Motor Vehicle Accident
Fraternal Order of Police Metropolitan Police Department v. DC, et al.	20-CA-3492 B	Challenge to Subtitle B of the Comprehensive Police and Justice Reform Second Emergency Amendment Act of 2020 regarding release of names and BWC recordings of officers involved in serious use of force
Frederick Douglass Foundation, Inc., et al. v. DC	20-cv-3346-JEB	First and Fifth Amendment Violations
Gaither, Lakisha v. Metropolitan Police Department, et al.	18-CA-5210 V	Motor Vehicle Accident
Gilmore, Darrell, et al., v. DC, et al.	17-cv-01046-TSC	False Arrest, Illegal Search, Negligence and Fourth Amendment Violations
Goggans, April v. MPD, et al.	17-CA- 007926 B	FOIA lawsuit (on appeal)
Gordon, Quenton v. DC	20-CA-4528 V	Motor Vehicle Accident
Gray, Remond v. DC, et al.	19-CA-0719 V	Motor Vehicle Accident
Gray, Tanika v. DC, et al.	20-cv-2118-RBW	Fourth Amendment Violations, Assault and Battery, False Arrest and Civil Rights Violations
Hall, Teika (Estate of Gerald J. Hall) v. Newsham, Peter, et al.	19-CA-8348 B	Excessive Force and Civil Rights Violations, Wrongful Death and Negligence
Harris, James v. Bowser, Muriel, et al.	19-cv-0886-TNM	False Arrest and Civil Rights Violations, Excessive Force (on appeal)
Haymon, Guy v. DC, et al.	21-CA-0560 B	Fifth Amendment Violations
Hoban, III, Stewart v. DC, et al.	17-CA-3641 B	Negligence
Holmes, Keviette, et al., v. DC, et al.	17-CA-7609 B	False Arrest and Civil Rights Violations and Negligence (on appeal)
Hoodbhoy, Nafisa (Estate of Jawaid Bhutto), et al., v. DC	19-CA-7484 B	Wrongful Death and Negligence (on appeal)
Horse, Shay, et al., v. DC, et al.	17-cv-1216-ABJ	First, Fourth and Fifth Amendment Violations, False Arrest and Civil Rights Violations, Negligence, Excessive Force and Civil Rights Violations, Assault and Battery

Case Name	Civil Action No.	Claim(s)
Hoyte, Nikoya, et al., v. DC	13-cv-0569-CRC	Class Action Lawsuit claiming notice procedures for seized property violated Fifth Amendment Due Process Clause.
Hugginsel, Khadijah v. DC and Jane Doe	20-SC3-2260	Unlawful Seizure, Fourth and Fifth Amendment Violations, Conversion
Hutchinson, David v. DC, et al.	19-CA-3104 B	Negligence
Jackson, Elijah v. DC, et al.	15-cv-2247-GK	Excessive Force, Assault and Battery, Fourth and Fifth Amendment Violations
Jalloh, Usman v. Underwood, Officer Robert C., et al.	16-cv-1613-JEB	Assault and Battery, Excessive Force, and Civil Rights Violations
Jenkins, Dominic v. DC, et al.	19-CA-2091 B	False Arrest, Negligence and Fourth Amendment Violations
Jiggetts, Stephen v. DC, et al.	15-cv-1951-RBW	False Arrest and Civil Rights Violations
Jiggetts, Tenisha, et al., v. DC, et al.	17-cv-0380-KBJ	First, Fourth, and Fifth Amendment Violations and Negligence
Johnson, Joseph S. v. DC, et al.	17-CA-1424 B	Excessive Force and Civil Rights Violations
Jones, Douglas v. DC, et al.	20-CA-4857 B	Fourth and Fifth Amendment Violations, Negligence, Excessive Force, and False Arrest
Jones, Joakima, et al., v. DC	20-cv-0128 EKG	Assault and Battery, Disability Discrimination and Negligence
Jones, Prince v. Perkins, Todd, et al.	19-cv-3168 APM	First, Fourth, Fifth, Sixth, Eighth, Tenth and Thirteenth Amendment Violations
Julius, Gloria D. v. Kremenec, Officer T.	20-SC3-0423	False Arrest
Katz, Mitchell A. v. DC, et al.	15-CA-5304 B	False Arrest and Civil Rights Violations, Assault and Battery, Excessive Force and Civil Rights Violations and Negligence (on appeal)
Kelley-Chung, Kian v. DC, et al.	21-cv-0116-TJK	Violations of First and Fourteenth Amendments, Privacy Protection Act Violations, False Arrest, Conversion
Kelly, Latarsha v. DC, et al.	18-CA-8623 B	Excessive Force and Civil Rights Violations and Negligence
Lawrence, Samson v. DC, et al.	18-cv-0595-ABJ	Wrongful Termination based on Race and Retaliation
Leach, Michael v. Metropolitan Police Department, et al.	19-cv-0947-APM	Assault and Battery, Excessive Force and Negligence
Lewis, Daquan v. DC, et al.	20-cv-2441-ABJ	Harassment, Negligence, Second and Fourth Amendment Violations, Assault and Battery, False Arrest and Civil Rights Violations
Lewis, Kayla D., et al., v. DC	15-cv-0352-RBW	Class Action challenging "Gerstein Perfection" under Fourth and Eighth Amendments
Lilly, Christopher v. DC	15-cv-0738-EGS	Sexual Orientation Discrimination, Retaliation and Harassment under Title VII, the Human Rights Act, and Section 1983
Lin, Xing Ru v. DC, et al.	16-CA-1866 B	Excessive Force, False Arrest and Civil Rights Violations and Negligence (on appeal)
Lucas, Jr., Allan Earl v. DC	13-cv-0143-TFH	Breach of Contract and Negligence
Mannina, Victoria (Estate of Paul Mannina) v. DC, et al.	15-cv-0931-KBJ	Negligence and Fifth Amendment Violations
Marinos, Marinos, et al., v. DC, et al.	20-cv-2828-RCL	Fair Labor Standards Act Violations
Martin-Davis, Phyllis v. DC	20-CA-4252 V	Motor Vehicle Accident
McArdle, John v. Metropolitan Police Department	19-cv-3637-RC	National Origin Discrimination and Age Discrimination
McKoy, Eleanor (Estate of Timothy L. Williams) v. DC, et al.	18-cv-0416-RBW	Wrongful Death, Excessive Force and Civil Rights Violations, Assault and Battery and False Arrest
McLeon-Sillah, Kimberly v. DC	19-cv-0134-DLF	Sexual Harassment and Sexual Orientation Discrimination
Merlos, Jamie, et al., v. DC	19-CA-8320 V	Motor Vehicle Accident
Montgomery, Brandon (Personal Estate of Gary Montgomery) v. DC, et al.	18-cv-1928-JDB	False Arrest, Fourth and Fifth Amendments Violations and Negligence
Morgan, Ryan v. DC, et al.	20-SC3-2241	Fourth Amendment Violations, False Arrest and Civil Rights Violations
Mwimanzi, Mbalaminwe v. DC, et al.	20-cv-0079-CRC	Fourth Amendment Violations, Illegal Search and Battery
Odom, Jaunice, et al., v. DC, et al.	16-cv-0864-TSC	Fourth and Fifth Amendment Violations, False Arrest and Civil Rights Violations, Assault and Battery and Negligence
Pappas, Steve, et al., v. DC Metropolitan Police Department, et al.	19-cv-2800-RC	Disability Discrimination and Wrongful Termination

Case Name	Civil Action No.	Claim(s)
Partnership for Civil Justice Fund v. DC	18-CA-1083 B	FOIA Lawsuit
Payton, Sr., Pastel v. DC	20-CA-4071 V	Motor Vehicle Accident
Phillips, Amy v. DC	19-CA-4054 B	FOIA Lawsuit
Pittman, Otelia v. Washington DC Metropolitan Police Fifth District	20-CA-5071 B	Negligence and Negligent Infliction of Emotional Distress
Price, Denise (Estate of Jeffery Price, Jr.), et al., v. DC, et al.	20-cv-0614-RBW	Fourth and Fifth Amendment Violations, Excessive Force and Civil Rights Violations, Assault and Battery, Negligence and Wrongful Death
Proctor, Shanel, et al., v. DC, et al.	18-cv-0701-TNM	Fourth Amendment Violations
Roeung, Bunmin, et al. v. DC	21-CA-0397 V	Motor Vehicle Accident
Rogers, Natia (Parent of J.Q.R.) v. DC, et al.	20-CA-8087 B	False Arrest and Civil Rights Violations, Assault and Battery, Excessive Force and Civil Rights Violations
Royal, Craig v. DC Office of Employee Appeals, et al.	19-CA-004173 P (MPA)	Appeal of OEA Decision
Schultz, III, Jesse, et al., v. DC, et al.	18-cv-0120-ABJ	False Arrest and Civil Rights Violations, First, Fourth and Fifth Amendment Violations and Negligence
Shuster, Forrest W. H. v. DC, et al.	11-cv-1149-RJL	Assault and Battery, False Arrest, Excessive Force and Civil Rights Violations
Simmons, Joseph v. DC, et al.	20-cv-2845-CKK	Fourth Amendment Violations, False Arrest and Civil Rights Violations
Simmons, Kendall v. DC, et al.	18-cv-0895-APM	Excessive Force and Civil Rights Violations, Assault and Battery, Negligence and Fourth Amendment Violations
Simpson, Jr. Marvin, et al., v. DC	CAL 20-12247	Motor Vehicle Accident
Smith, Kelly v. DC, et al.	21-CA-0569 B	False Arrest, Assault, Battery, Fourth Amendment Violations, and First Amendment Violations
Smith, Maggie, et al., v. DC	15-cv-0737-RCL	Class Action Lawsuit challenging gun possession arrests and seizure of ammunition under Second, Fourth, and Fifth Amendment Violations
Spriggs, Toschia v. DC, et al.	20-CA-0274 B	Motor Vehicle Accident
Stevenson, Trey O. v. DC, et al.	19-cv-0972-RBW	Fourth and Fifth Amendment Violations, False Arrest and Civil Rights Violations and Illegal Search
Swarn, Samuel D. v. DC, et al.	18-CA-2005 V	Motor Vehicle Accident
Taylor, Michael v. DC, et al.	17-cv-2081-TSC	Harassment, Retaliation, Disability Discrimination and Wrongful Termination
Tennant, Denise v. DC	19-cv-2949-BAH	Gender Discrimination, Disability Discrimination, and Family Medical Leave Act Violations
Thorne, Rachelle, et al., v. DC, et al.	19-CA-6254 V	Motor Vehicle Accident (on appeal)
Thurman, Jordan Marcus v. DC	17-CA-3993 B	Negligence, Excessive Force and Civil Rights Violations, Assault and Battery (on appeal)
Tinius, Devon v. DC, et al.	21-CA-0201 B	False Arrest, Assault, Battery, Fourth Amendment Violations, and First Amendment Violations
Tuesdale, Ikia v. DC	21-cv-00315-DLF	Race Discrimination, Gender Discrimination, Hostile Work Environment, and Retaliation
Turner, Guye (Estate of Kenneth E. Morris, Jr.) v. DC	18-CA-8132 B	Wrongful Death, Negligence and Motor Vehicle Accident
Vasquez, Jose T. v. DC, et al.	17-cv-2194-APM	Negligence, False Arrest, and Fourth Amendment Violations
Waldo, Delores (Estate of James Anthony) v. DC, et al.	19-cv-0136-TSC	Fifth and Eighth Amendment Violations, False Arrest, Wrongful Death and Negligence
Wells, Benjamin Jordan v. DC	20-CA-4628 V	Motor Vehicle Accident
Wesby, Theodore, et al. v. DC	09-cv-0501-RC	False Arrest, Fourth Amendment D8Violations, Negligent Supervision (on appeal)
West, Atlena v. DC, et al.	20-CA-1535 V	Motor Vehicle Accident
Wheeler, Gianna v. American University	20-cv-2735 CRC	Fourth Amendment Violations, False Arrest, and Assault
Whitfield, Marcellus v. DC, et al.	20-CA-1801 B	False Arrest and Fourth and Fourteenth Amendment Violations

Case Name	Civil Action No.	Claim(s)
Williams, Sylvia v. DC, et al.	16-cv-01931-RJL	False Arrest, Malicious Prosecution, Assault, Fourth and Fifth Amendment Violations, and Intentional Infliction of Emotional Distress
Woods, Jermaine v. DC, et al.	20-CA-0323 B 20-cv-0782-CKK	Negligent Infliction of Emotional Distress, Negligent Training/Supervision, Fourth Amendment Violations
York, Michael v. DC, et al.	20-cv-3669-RC	Fourth Amendment Violation, Assault, Intentional Infliction of Emotional Distress

CLOSED MPD CASES

Case Name	Case No.	Disposition	Date	Claim(s)
Branch, Darrin, et al. v. DC, et al.	18-CA-1797 V	Settled	12/19/19	Negligence and Motor Vehicle Accident
Burton, Jacqueline v. Hunsucker, Leandia	0502-0009672-2019	Settled	12/02/19	Motor Vehicle Accident
Carter-Frost, Pamela v. DC	15-cv-0930-EGS	Settled	01/25/21	Gender Discrimination, Retaliation, Hostile Work Environment
Cole Collins, Priscilla v. Wilson, James, et al.	19-SC1-4907	Settled	01/31/20	Illegal Search of Residence
Cruz-Roldan, Claudia P. v. Nagurka, Greg	16-CA-4029 B	Settled	11/19/20	Negligence, Battery, False Arrest, and Malicious Prosecution
Demshur, Jennifer v. DC, et al.	19-cv-2850-CRC	Settled	07/30/20	Sexual Harassment and Retaliation
Ellis, Keyonia, et al. v. DC	19-CA-0598 V	Settled	04/09/20	Motor Vehicle Accident
Gangaram, Gerald v. DC	17-CA-4517 V	Settled	09/03/20	Motor Vehicle Accident
Green, Angelo v. 6th District Metropolitan Police Department	20-CA-1271	Dismissed	10/06/20	Assault and Battery
Gulley, S. Jason v. DC	18-cv-2607-TNM	Judgment for Defendant	07/15/20	Title VII Racial Discrimination and Retaliation
Ham, Doyle Ray, Jr. v. DC	16-cv-1720-RDM	Judgment for Defendant	01/09/20	Employment Discrimination based on background information
Hart, Thomas W., Jr. v. Diamond Saunders, Matthew Lapitsky	19-CA-7563 B	Dismissed	02/12/20	False Arrest
Hart, Thomas W., Jr. v. MPD, et al	19-CA-7480 B	Dismissed	03/09/20	False Arrest
Hill, Eric Rodney v. Alicia Webber	19-CA-5167 B	Dismissed	03/16/20	False Arrest
Hines, Thursday v. Hakim Bouaichi	19-CA-7530 B	Dismissed	11/25/19	Harassment
Hughes, Raoul Emmanuel v. DC, et al.	17-CA-0495 B	Dismissed	11/01/19	FOIA
Jenkins, William G. v. DC, et al.	18-CA-5481 V	Settled	10/23/19	Motor Vehicle Accident
Jones, Prince v. DC Metropolitan Police Department, et al.	20-CA-1027 B	Dismissed	02/10/21	False Arrest and Fourth Amendment Violations
Jones, Tonia L. v. DC	11-cv-0215-RMC	Settled	12/06/19	Sexual Orientation Discrimination
Jordan, Gerald v. DC	19--CA-0257 B	Dismissed	02/26/21	False Arrest
Mays, Tarra v. DC	19-CA-6323 V	Dismissed	06/26/20	Motor Vehicle Accident
McCain, Angela v. DC, et al.	19-CA-8301 B	Dismissed	10/29/20	Wrongful Death and Fourth Amendment Violations
McMahon, Carole, et al. v. DC	20-CA-3325 B	Dismissed	02/19/21	Negligence and Negligent Supervision
Mehari, Alehegn v. DC, et al.	16-cv-1889-RJL	Settled	01/08/21	Fourth and Fifth Amendment Violations, Negligent Supervision/Negligent Retention, Conspiracy to Deprive Civil Rights, Malicious Prosecution, Abuse of Process
MPD v. OHR	17-CA-4065 P(MPA)	Judgment for OHR	03/20/20	Family Medical Leave Act
Mustille, Judith A., et al. v. DC	19-CA-5058 B	Voluntary Dismissal	04/16/20	FOIA

Case Name	Case No.	Disposition	Date	Claim(s)
Nutt, Fred L., Jr. v. DC, et al.	19-3220	Dismissed	08/11/20	Fourteenth Amendment Violations, Negligence and Harassment
Phu Pham, Anhtuan v. Dyson, Theodore	18-cv-0313-RBW	Settled	02/17/21	Excessive Force, Fourth Amendment Violations
Price, Denise v. DC, et al.	19-cv-1272-RBW	Settled	11/13/20	Excessive Force, Fourth Amendment Violations, Fifth Amendment Violations, Negligence, Negligence Per se, Gross Negligence, Assault, Battery, Negligent Infliction of Emotional Distress, Intentional Infliction of Emotional Distress
Richardson, Peydon, J., et al. v. DC, et al.	17-CA-8139 B	Appeal Dismissed	12/19/19	False Arrest, Assault, Battery
Richardson, Romulo, v. DC, et al.	20-CA-0572 B	Dismissed	11/20/20	Fourth Amendment Violations and Negligence
Robinson, Alex v. DC	14-CA-7383 B	Judgment for Defendant	07/29/20	False Arrest, Assault, Battery
Robinson, Michael Eugene, et al. v. DC, et al.	15-cv-0803-KBJ	Settled	04/02/20	Fourth Amendment Violations; Excessive Force, Unlawful Entry; False Arrest; Assault; Violations of ADA; Rehabilitation Act, and DHRA; Negligence; Intentional Infliction of Emotional Distress; Defamation and Invasion of Privacy
Robinson, Ronald v. DC	17-CA-0789	Judgment for Defendant	04/20/20	FOIA
Rose, Frances v. DC	19-CA-6568	Judgment for Defendant	02/24/21	FOIA
Sacchetti, Terrylene v. DC	15-cv-0455-RBW	Settled	07/01/20	False Arrest, ADA
Sanders, Christopher v. DC	06-cv-1411-PLF	Settled	02/11/20	Constructive Discharge
Smith, Christopher v. DC, et al.	17-CA-3867 V	Judgment for Defendant	02/14/20	Motor Vehicle Accident
Spiller, Perry, et al. v. DC	16-cv-2059-RDM	Settled	11/16/20	Assault, Battery, Excessive Force, False Arrest, False Imprisonment, Malicious Prosecution, Intentional Infliction of Emotion Distress, Negligent Infliction of Emotional Distress, Negligent Hiring and Retention, Negligent Failure to Train, Violations of the First, Fourth, Fifth, Eighth, and Fourteenth Amendment
Stanback, Shaunice v. DC	18-CA-4886 V	Settled	10/14/20	Motor Vehicle Accident
Stegall, Ivory, Jr. v. DC, et al.	18-CA-8547 V	Settled	03/04/20	Negligence, False Arrest and Civil Rights Violations
Striplin, Aaren v. CCNV, CPEP, MPD, United Medical Center	20-CA-0361 B	Dismissed	03/13/20	Kidnapping
Turpin, Charles, et al. v. DC, et al.	19-cv-2394-RC	Settled	02/03/21	Illegal Entry, False Arrest, Malicious Prosecution, Wrongful Eviction, Trespass, Fourth Amendment Violations
Varco, Michael v. Peter Newsham	19-CA-8534 B	Dismissed	09/23/20	Crime Victims Rights Act
Walker, Patricia v. DC	20-CA-2779 V	Dismissed	01/26/21	Motor Vehicle Accident
Whitfield, Marcellus v. DC	19-CA-3729 B	Dismissed	03/11/20	False Arrest and False Imprisonment
Wilkins, Ashton v. DC	17-CA-1426 17-cv-0884-CKK	Judgment for Defendant	09/30/20	False Arrest, Assault, Malicious Prosecution, Fourth and Fifth Amendment Violations

Case Name	Case No.	Disposition	Date	Claim(s)
Williams Legal Group v. Muriel Bowser, et al.	19-CA-4091 B	Voluntary Dismissal	01/13/20	FOIA
Williams, Oscar v. MPD	17-cv-1653-EGS	Dismissed	01/27/20	Title VII and DC Human Rights Act Gender and Sexual Orientation Discrimination and Retaliation
Yudzon, Michael v. DC	19-CA-4112 V	Voluntary Dismissal	06/22/20	Motor Vehicle Accident
Yudzon, Michael v. DC	20-CA-2791 V	Dismissed	11/16/20	Motor Vehicle Accident
Zegeye, Tesfaye v. DC	18-CA-7326 V	Settled	08/27/20	Motor Vehicle Accident

17. 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.

Case Name	Case No.	Amount	Date	Claim(s)
Branch, Darrin, et al. v. DC, et al.	18-CA-1797 V	$43,000	12/19/19	Negligence and Motor Vehicle Accident
Burton, Jacqueline v. Hunsucker, Leandia	0502-0009672-2019	$7,200	12/02/19	Motor Vehicle Accident
Carter-Frost, Pamela v. DC	15-cv-0930-EGS	$85,000	01/25/21	Gender Discrimination, Retaliation, Hostile Work Environment
Cole Collins, Priscilla v. Wilson, James, et al.	19-SC1-4907	$500	01/31/20	Illegal Search of Residence
Cruz-Roldan, Claudia P. v. Nagurka, Greg	16-CA-4029 B	$17,500	11/19/20	Negligence, Battery, False Arrest, and Malicious Prosecution
Demshur, Jennifer v. DC, et al.	19-cv-2850-CRC	$150,000	07/30/20	Sexual Harassment and Retaliation
Ellis, Keyonia, et al. v. DC	19-CA-0598 V	$42,000	04/09/20	Motor Vehicle Accident
Gangaram, Gerald v. DC	17-CA-4517 V	$3,500,000	09/03/20	Motor Vehicle Accident
Jenkins, William G. v. DC, et al.	18-CA-5481 V	$25,000	10/23/19	Motor Vehicle Accident
Jones, Tonia L. v. DC	11-cv-0215-RMC	$430,000	12/06/19	Sexual Orientation Discrimination
Mehari, Alehegn v. DC, et al.	16-cv-1889-RJL	$50,000	01/08/21	Fourth and Fifth Amendment Violations, Negligent Supervision/ Negligent Retention, Conspiracy to Deprive Civil Rights, Malicious Prosecution, Abuse of Process
MPD v. OHR	17-CA-4065 P(MPA)	$417,723.36 (Judgment)	03/20/20	Family Medical Leave Act

Case Name	Case No.	Amount	Date	Claim(s)
Phu Pham, Anhtuan v. Dyson, Theodore	18-cv-0313-RBW	$35,000	02/17/21	Excessive Force, Fourth Amendment Violations
Price, Denise v. DC, et al.	19-cv-1272-RBW	$10,000	11/13/20	Excessive Force, Fourth Amendment Violations, Fifth Amendment Violations, Negligence, Negligence Per se, Gross Negligence, Assault, Battery, Negligent Infliction of Emotional Distress, Intentional Infliction of Emotional Distress
Robinson, Michael Eugene, et al. v. DC, et al.	15-cv-0803-KBJ	$25,000	04/02/20	Fourth Amendment Violations; Excessive Force, Unlawful Entry; False Arrest; Assault; Violations of ADA; Rehabilitation Act, and DHRA; Negligence; Intentional Infliction of Emotional Distress; Defamation and Invasion of Privacy
Sacchetti, Terrylene v. DC	15-cv-0455-RBW	$200,000	07/01/20	False Arrest, ADA
Sanders, Christopher v. DC	06-cv-1411-PLF	$502,828	02/11/20	Constructive Discharge
Spiller, Perry, et al. v. DC	16-cv-2059-RDM	$54,000	11/16/20	Assault, Battery, Excessive Force, False Arrest, False Imprisonment, Malicious Prosecution, Intentional Infliction of Emotion Distress, Negligent Infliction of Emotional Distress, Negligent Hiring and Retention, Negligent Failure to Train, Violations of the First, Fourth, Fifth, Eighth, and Fourteenth Amendment
Stanback, Shaunice v. DC	18-CA-4886 V	$65,000	10/14/20	Motor Vehicle Accident
Stegall, Ivory, Jr. v. DC, et al.	18-CA-8547 V	$12,500	03/04/20	Negligence, False Arrest and Civil Rights Violations
Turpin, Charles, et al. v. DC, et al.	19-cv-2394-RC	$138,000	02/03/21	Illegal Entry, False Arrest, Malicious Prosecution, Wrongful Eviction, Trespass, Fourth Amendment Violations
Zegeye, Tesfaye v. DC	18-CA-7326 V	$50,000	08/27/20	Motor Vehicle Accident

SETTLEMENT OF TORT CLAIMS FY20 TO PRESENT

Claimant	Claim Number	Total Paid	Coverage
Nationwide a/s/o Akhtar, Robina	AL-20-002610	$5,909.46	Motor Vehicle Accident
State Farm a/s/o McLaughlin, Alfreda	AL-20-002219	$2,849.56	Motor Vehicle Accident
State Farm a/s/o Hemus, Chris	AL-20-002135	$1,533.80	Motor Vehicle Accident
USAA a/s/o Hylton, Janice	AL-20-002155	$1,155.91	Motor Vehicle Accident
Russell, Bladen	AL-20-001845	$8,500	Motor Vehicle Accident
CSM o/b/o USAA a/s/o Penn, Joshua	AL-20-001782	$1,700.40	Motor Vehicle Accident
Glinski, Sean	GL-20-001753	$251.57	Negligence-Failure to Report Recovered Stolen Car
Fuller, Davon	GL-20-001523	$6,153.13	Property Damage to Impounded Vehicle
Progressive a/s/o Morris, Michael	AL-20-001457	$7,691.05	Motor Vehicle Accident
Truck Ins. Exchange a/s/o Raiser, LLC	AL-20-001286	$6,601	Motor Vehicle Accident
State Farm a/s/o Coates, Eric V	AL-20-001061	$1,055.97	Motor Vehicle Accident
USAA a/s/o Simmons, Kevin	AL-20-000940	$1,334.07	Motor Vehicle Accident
Progressive a/s/o Russell, Bladen	AL-20-000846	$5,148.21	Motor Vehicle Accident
Rittenhouse, Lukas	AL-20-000691	$2,324.01	Motor Vehicle Accident
Akinwunmi, Oluwafunmilayo	AL-20-000650	$480.11	Motor Vehicle Accident
Farmers Insurance a/s/o Michael Holcepl	AL-20-000527	$2,847.69	Motor Vehicle Accident

Claimant	Claim Number	Total Paid	Coverage
CSM o/b/o USAA a/s/o Atkinson, Cedric	AL-20-000226	$8,345.11	Motor Vehicle Accident
Armstrong, Willie	AL-20-000252	$2,436	Motor Vehicle Accident
Shepherd, Pamela	AL-20-000133	$2,592.29	Motor Vehicle Accident
GEICO a/s/o Goldfield, James	AL-20-000042	$1,168.21	Motor Vehicle Accident
Ameriprise a/s/o Miller, Pamela	AL-19-006287	$1,681.85	Motor Vehicle Accident
Ebb, James	AL-19-006233	$1,771.95	Motor Vehicle Accident
Wilber & Assoc o/b/o USAA a/s/o Walker, Donald	AL-19-006148	$799.99	Motor Vehicle Accident
Allstate, s/o Evans, Lorraine	AL-19-006015	$3,216.72	Motor Vehicle Accident
Roberts-Fountain, Aujinae	AL-19-005981	$6,500	Motor Vehicle Accident
Psederski, Mihai	AL-19-005226	$334.84	Motor Vehicle Accident
Woolfolk, Trevor D.	AL-19-005119	$1,221.73	Motor Vehicle Accident
Moon, Esther	AL-19-005046	$2,937.47	Motor Vehicle Accident
Arnold Turley, Margaretha	AL-19-005052	$421.02	Motor Vehicle Accident
Acquah, Samuel	GL-19-005053	$1,604	Motor Vehicle Accident
Travelers a/s/o Amos, Dominic	AL-19-005495	$14,284.53	Motor Vehicle Accident
Rojas-Velasquez, Edgar	AL-19-004834	$1,049.53	Motor Vehicle Accident
Zhou, Jimmy	AL-19-004733	$1,175.90	Motor Vehicle Accident
Bashadi, Sarah	AL-19-004699	$155.15	Motor Vehicle Accident
Flowers, Raymond	AL-19-004572	$1,997.67	Motor Vehicle Accident
Harris, George	AL-19-004469	$721.65	Motor Vehicle Accident
State Farm a/s/o Yeshaw, Ahmedin	AL-19-004433	$1,618.57	Motor Vehicle Accident
State Farm a/s/o Mills, Chrystal	AL-19-004434	$2,786.06	Motor Vehicle Accident
State Farm a/s/o Moss, Paul	AL-20-000075	$5,488.66	Motor Vehicle Accident
Vaughan, Tamia	AL-19-004123	$1,238.63	Motor Vehicle Accident
Amalgamated Casual Ins a/s/o Fenta, Getnet	AL-19-004108	$12,309.64	Motor Vehicle Accident
Progressive a/s/o Sanchez Suarez, Daniel	AL-19-03762	$10,468.99	Motor Vehicle Accident
Robinson, Michael	AL-19-03777	$2,208.81	Motor Vehicle Accident
Harrell, Gavin	AL-19-03627	$2,234.19	Motor Vehicle Accident
Woodard, Dixie	GL-19-03170	$2,050	Motor Vehicle Accident
Hackett, Colleen R	AL-19-03053	$4,500	Motor Vehicle Accident
Progressive Insurance a/s/o Brandon Zeman	AL-19-02892	$14,016.49	Motor Vehicle Accident
Zeman, Brandon	AL-20-000091	$1,000	Motor Vehicle Accident
Barton, Jeffrey	AL-19-02815	$294.58	Motor Vehicle Accident
State Farm a/s/o Hackett, Colleen R	AL-19-02630	$4,237.30	Motor Vehicle Accident
Nicholas, Amanda	AL-19-02429	$9,500	Motor Vehicle Accident
Garrison Property & Casualty Ins. a/s/o Hazzard, William	GL-19-02437	$617.86	Motor Vehicle Accident
Duncan, Latasha	AL-19-02373	$3,212.50	Motor Vehicle Accident
Patton, Lavonne	AL-19-02362	$1,094.46	Motor Vehicle Accident
Eleanya, Declan	AL-19-02290	$4,000	Motor Vehicle Accident
State Farm a/s/o Best, Robbin	AL-19-02256	$6,353.95	Motor Vehicle Accident
GEICO a/s/o Brown, Rena Frances	AL-19-01741	$3,195.63	Motor Vehicle Accident
Wilber & Assoc. o/b/o USAA a/s/o Echazabal, Esteban	AL-19-00908	$2,162.29	Motor Vehicle Accident
Liberty Mutual a/s/o Washington, Alonzo	AL-19-00589	$924.53	Motor Vehicle Accident
Fenta, Getnet	AL-19-00067	$21,000	Motor Vehicle Accident
State Farm Ins a/s/o Roeung, Sokhun	AL-19-01755	$25,527.15	Motor Vehicle Accident
TGA o/b/o Liberty Mutual a/s/o Merlos, Jaime	AL-18-01420	$13,960.50	Motor Vehicle Accident
Griffin, Myron	GL-18-01390	$5,500	Negligent Removal of Handcuffs

Claimant	Claim Number	Total Paid	Coverage
McKay, Maurice E.	GL-18-01369	$1,575.01	Lost Prisoner Property
CSM o/b/o USAA a/s/o Cabezas, Marlene	AL-18-01368	$1,557.90	Motor Vehicle Accident
Buchanan, Rickey	AL-18-01133	$5,000	Motor Vehicle Accident
Ruffin, Franki	AL-18-01134	$4,000	Motor Vehicle Accident
State Farm a/s/o Brown, Barbara	AL-19-005430	$6,137.70	Motor Vehicle Accident
Ansah, Eric	1800664-000	$12,000	Motor Vehicle Accident
Progressive a/s/o Sanchez, Jose	1800641-000	$2,644.19	Motor Vehicle Accident
State Farm a/s/o Hall, Kenneth Scott	1800542-001	$13,072.81	Motor Vehicle Accident
Scott Hall, Kenneth	1800542-000	$4,000	Motor Vehicle Accident
Wilson, Martine	1700062-000	$40,000	Motor Vehicle Accident
Dawson, Elizabeth (Minor)	1601252-001	$500	Motor Vehicle Accident
Dawson, Alana	1601252-000	$7,000	Motor Vehicle Accident
Fula, Daniel	AL-20-003226	$1,568.65	Motor Vehicle Accident
Candelaria, Alma R.	GL-20-003022	$209.99	Damaged Property
Washington, Paula	AL-20-003029	$2,614.90	Motor Vehicle Accident
Second Look o/b/o Erie Ins. a/s/o Thomas, Bradley	AL-20-002990	$6,133.51	Motor Vehicle Accident
Johnson, Corey	AL-20-002808	$9,000	Motor Vehicle Accident
Johnson, Wesley	AL-20-002818	$12,612.52	Motor Vehicle Accident
Progressive a/s/o Sanders, Lorenzo	AL-20-001998	$935.44	Motor Vehicle Accident
Progressive Specialty Ins a/s/o Graves, Sharon	AL-20-001762	$3,113.23	Motor Vehicle Accident
GEICO a/s/o Miller, Casey	AL-20-001331	$3,223.94	Motor Vehicle Accident
USAA a/s/o Brown, Lawrence	AL-20-001120	$2,793.08	Motor Vehicle Accident
Progressive a/s/o Robinson, Yamani	AL-20-000844	$2,585.62	Motor Vehicle Accident
Sturgis, Jessica	AL-19-005371	$496.25	Motor Vehicle Accident
McCrae, Lynton	GL-19-005209	$5,000	False Arrest, Fourth Amendment Violations, Intentional Infliction of Emotional Distress
Robinson-Johnson, Yolanda	AL-19-004974	$15,000	Motor Vehicle Accident
Amos, Dominic	AL-19-004932	$15,000	Motor Vehicle Accident
Benjamin, Mireya Cardenas	AL-19-03459	$15,000	Motor Vehicle Accident
Suarez, Daniel David Sanchez	AL-19-03461	$15,000	Motor Vehicle Accident
Cardenas, Yaritza Nic Espinoza	AL-19-03462	$15,000	Motor Vehicle Accident
Mayfield, Luana	AL-19-02716	$20,000	Motor Vehicle Accident
State Farm a/s/o Allie, Margaret	1800735-001	$919.97	Motor Vehicle Accident

SETTLEMENTS OF OHR CASES FY20 TO PRESENT

Name	Case No.	Amount	Date	Claim(s)
Jackson, David v. MPD	15-232-DC(N) (OHR)	$12,000	01/17/20	Family Medical Leave Act

SETTLEMENTS OF ADVERSE ACTIONS CY20 TO PRESENT

Date	Issue
2/24/2020	Neglect of duty
3/3/2020	Use of force
3/4/2020	Vehicular pursuit
3/4/2020	Vehicular pursuit
3/5/2020	Search and Seizure
3/11/2020	Off-duty conduct
3/27/2020	Off-duty conduct

Date	Issue
3/31/2020	Loss of equipment
4/13/2020	Neglect of duty
4/13/2020	Use of force
4/14/2020	Orders and Directives
4/14/2020	Neglect of duty
4/14/2020	Neglect of duty
4/15/2020	Use of force
4/21/2020	Off-duty conduct
4/29/2020	Search and Seizure
4/29/2020	Use of force
5/6/2020	Vehicular pursuit
5/11/2020	Insubordination
5/14/2020	Use of force
5/15/2020	Use of force
5/15/2020	Neglect of duty
7/20/2020	Off-duty conduct
7/20/2020	Off-duty conduct
7/24/2020	Off-duty conduct
7/30/2020	Use of force
7/30/2020	Orders and Directives
7/30/2020	Orders and Directives
7/31/2020	Misuse of position
7/31/2020	Use of force
8/6/2020	Off-duty conduct
8/26/2020	Untruthful Statement
9/3/2020	Vehicular pursuit
9/3/2020	Vehicular pursuit
9/3/2020	Vehicular pursuit
9/18/2020	False statement
9/21/2020	Use of force
9/29/2020	Conduct unbecoming
9/29/2020	Off-duty conduct
10/6/2020	Orders and Directives
10/9/2020	Off-duty conduct
10/12/2020	Use of force
10/12/2020	Use of force
10/23/2020	Use of force
10/28/2020	Use of force
10/30/2020	Orders and Directives
11/3/2020	Use of force
11/4/2020	Use of force
11/11/2020	Insubordination
11/11/2020	Use of force
11/12/2020	Insubordination
11/18/2020	Off-duty conduct
11/19/2020	Conduct unbecoming
11/23/2020	Off-duty conduct
11/24/2020	Vehicular pursuit
11/24/2020	Orders and Directives
11/25/2020	Neglect of duty

Date	Issue
11/30/2020	Use of force
11/30/2020	Off-duty conduct
12/4/2020	Loss of equipment
12/4/2020	Off-duty conduct
12/7/2020	Neglect of duty
12/8/2020	Off-duty conduct
12/8/2020	False statement
12/10/2020	Use of force
12/11/2020	Orders and Directives
12/18/2020	Off-duty conduct
12/18/2020	Off-duty conduct
12/22/2020	Use of force
12/22/2020	Use of force
12/28/2020	Use of force
12/30/2020	Loss of equipment
1/5/2021	Untruthful Statement
1/15/2021	Off-duty conduct
1/26/2021	Untruthful Statement
1/27/2021	Failed to complete an assault report
2/3/2021	Insubordination
2/4/2021	Handling EEO Complaint
2/11/2021	Off-duty conduct
2/22/2021	Use of force
2/22/2021	Off-duty conduct
2/22/2021	Use of force-bystander
2/22/2021	Use of force
2/22/2021	Untruthful Statement
2/23/2021	EEO Comment
2/24/2021	Handling EEO Complaint
2/24/2021	Failed to make DV arrest
3/2/2021	Off-duty conduct
3/3/2021	Inefficiency
3/3/2021	Off-duty conduct
3/4/2021	Neglect of duty
3/5/2021	Off-duty conduct
3/8/2021	Use of force
3/9/2021	Off-duty conduct
3/9/2021	Use of force
3/9/2021	Use of force
3/9/2021	Off-duty conduct
3/10/2021	Off-duty conduct
3/10/2021	Off-duty conduct
3/11/2021	EEO Matter

SETTLEMENTS OF GRIEVANCES CY20 TO PRESENT

Date	Issue
1/23/2020	Reassignment
6/17/2020	Retreat right
6/30/2020	Performance evaluation

Date	Issue
11/10/2020	Reassignment
11/24/2020	Union representation
11/24/2020	Overtime compensation
12/9/2020	Reassignment

SETTLEMENTS OF PERB CASES CY20 TO PRESENT

Date	Issue
8/4/2020	Union interference
9/3/2020	Selection process
3/4/2021	Non-union assignments

SETTLEMENTS OF MEDICAL CLAIMS APPEALS CY20 TO PRESENT

Date	Terms
7/28/2020	Restored 50 hours of sick leave
8/5/2020	Restored 124 hours of sick leave
8/12/2020	Restored 56 hours of sick leave
8/19/2020	Restored 10 hours of sick leave
8/20/2020	Restored 56 hours of sick leave
9/30/2020	Restored 8 hours sick leave

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

Yes, MPD retained outside counsel for H1B and Green Card sponsorship legal services for an employee. In FY20, $2,427 was spent, and FY21 to date, $5,400 has been spent.

19. 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.

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

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

CY20 - Step 1 Grievances

Category	Type	Granted	Denied	Total
Corrective Action	Individual	1	1	**2**
Detail	Individual	0	2	**2**
Leave	Individual	0	2	**2**
Leave	Group	0	1	**1**
Management Rights	Individual	1	0	**1**
Management Rights	Group	0	4	**4**
Performance Management	Group	0	1	**1**
Retaliation	Group	0	1	**1**
Scheduling	Group	0	2	**2**
Transfer	Individual	0	3	**3**
Total		**2**	**17**	**19**

CY20 - Step 2 Grievances

Category	Type	Granted	Denied	Total
Corrective Action	Individual	1	8	**9**
Detail	Individual	0	2	**2**
Leave	Individual	0	1	**1**
Leave	Group	0	1	**1**
Leave Restrictions	Group	0	1	**1**
Management Rights	Group	0	4	**4**
Management Rights	Class	0	1	**1**
Performance Management	Individual	0	3	**3**
Performance Ratings	Class	0	1	**1**
Retaliation	Individual	0	1	**1**
Scheduling	Group	0	1	**1**
Scheduling	Class	0	3	**3**
Transfer	Individual	0	3	**3**
Total		1	30	**31**

CY21 - Step 1 Grievances

Category	Type	Granted	Denied	Total
Scheduling	Individual	0	1	**1**
Scheduling	Group	0	3	**3**
Transfer	Individual	0	1	**1**
Total		**0**	**4**	**4**

CY21 - Step 2 Grievances

Category	Type	Granted	Denied	Total
Corrective Action	Individual	0	2	**2**
Management Rights	Class	0	0	**1***
Scheduling	Individual	0	1	**1**
Scheduling	Group	0	3	**3**
Scheduling	Class	0	1	**1**
Transfer	Individual	0	1	**1**
Total		**0**	**9**	**9**

**Pending*

20. Please describe the agency's procedures for investigating allegations of sexual harassment, sexual misconduct, or discrimination committed by or against agency employees. List and

describe any allegations relating to the agency or its employees in 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).

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

Non-EEO Cases

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

Date	Type	Criminal?	External or Internal / How reported	Status/Disposition
01/08/2020	Sexual Abuse	No	External / not by victim	Internal investigation determined that the allegation was unfounded.
03/03/2020	Sexual Abuse	Yes	External / not by victim	Response from prosecutor pending.
03/08/2020	Sexual Abuse	No	External / victim	Prosecution declined. Internal investigation determined that the allegation was unfounded.
04/01/2020	Sexual Abuse	No	External / victim	Prosecution declined. Internal investigation pending.
05/12/2020	Sexual Abuse	No	External / victim	Prosecution declined. Internal investigation pending.
08/27/2020	Sexual Abuse	No	External / victim	Internal investigation determined that the allegation was unfounded.
11/20/2020	Sexual Abuse	No	External / victim	Internal investigation determined there were insufficient facts that the allegation occurred.
01/23/2021	Sexual Abuse	No	Internal / victim	Internal investigation determined that the allegation was unfounded.
02/02/2021	Sexual Abuse	Yes	External / victim	Response from prosecutor pending.

04/17/2021	Sexual Abuse	Yes	External / victim	The complainant did not want to pursue it as a criminal matter. Pending internal investigation.

Unfounded means that investigation indicates the allegation did not occur.

Relevant EEO Cases

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

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

Date	Disposition
11/4/2019	Sustained. Proposed discipline pending.
6/29/2020	Unfounded.
7/21/2020	Unfounded.
8/19/2020	Sustained. Suspension, 10 days suspended without pay.
8/29/2020	Sustained. Suspension, 20 days suspended without pay.
12/14/2020	Under Investigation.
2/13/2021	Insufficient Facts.
3/9/2021	Unfounded.
3/19/2021	Under investigation.
4/1/2021	Under investigation.

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

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

Civilian members that received Workers Compensation pay:

Fiscal Year	Number of Employees	Total Amount
2020	2	$59,040
2021 (as of 3/13/21)	1	$6,792

Sworn members that received Performance of Duty Sick Leave pay:

Fiscal Year	Number of Employees	Total Amount

2020	549	$4,270,894
2021 (as of 3/13/21)	378	$2,805,133

22. Please list and describe any ongoing investigations, audits, or reports on the agency or any employee of the agency, or any investigations, studies, audits, or reports on the agency or any employee of the agency that were completed during FY20 and FY21, to date.

On March 15, 2020, the Office of the D.C. Auditor published The Metropolitan Police Department and the Use of Deadly Force: Four Case Studies 2018-2019. This also includes the shooting death of Deon Kay and the traffic fatality involving Karon Hylton-Brown.

The Office of the D.C. Auditor is also conducting its routine audit on Metropolitan Police Department First Amendment Evaluation.

MPD Audits and Inspections:

AUDIT/INSPECTION#	2020 COMPLETED COMPLIANCE AUDITS AND INPSECTIONS
2020-RMD-001	Holding Facilities
2020-RMD-002	Detention Journal
2020-RMD-003	Missing Person Reports Q2 CY 2018
2020-RMD-004	Confidential Funds (NSID)
2020-RMD-005	Body Worn Camera (Privacy) Q4 CY 2019
2020-RMD-006	Language Access Program
2020-RMD-007	Electronic Control Devices
2020-RMD-008	Body Worn Camera (Privacy) Q1 CY 2020
2020-RMD-011	Limitation on Work Hours
2020-RMD-015	Lactation Accommodation Policy
2020-RMD-017	Use of Force Review Board
2020-RMD-018	Confidential Fund- Witness Protection
2020-RMD-019	Welfare Checks (Juveniles)
2020-RMD-021	Sexual Assault Kits (SAU)
2020-RMD-024	Specialized Mission Unit (Patrol Districts)- Eligibility

AUDIT/INSPECTION#	2020 IN-PROGRESS/PENDING COMPLIANCE INSPECTIONS/AUDITS
2020-RMD-009	Use of Force (K9 Bites)
2020-RMD-012	Injured Persons to the Hospital
2020-RMD-016	Welfare Checks (Contact Information)
2020-RMD-022	Confidential Fund- Homicide Branch
2020-RMD-023	Welfare Checks

23. 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 Department did not have any spending pressure in FY20 and is not currently anticipating in FY21. As noted in CA Donahue's October 28, 2020 letter explaining the same, the EPSF

pressure is due to lack of additional funding from the federal government for expenditures related to the federal presence.

24. 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 Department's FY20 Performance Plan and Performance Accountability Report addressing each individual project are attached.

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

The Department's FY21 Performance Plan is attached.

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

The Department, through the City Administrator, promulgated Emergency Rulemaking on Special Police Officer (SPO) License Renewals effective March 19, 2020**,** to modify renewal requirements to extend all current licenses for SPOs until 90 days after the end of the public health emergency.

27. 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.

	FY 20	FY 21
FOIA Requests Received	1,612	848
FOIA Requests Granted	150	50
FOIA Requests Partially Granted	419	81
FOIA Requests Denied	223	140
FOIA Requests Withdrawn	159	33
FOIA Requests Referred or Forwarded to other public bodies	144	77
FOIA Requests Other Dispositions	389	143
Average Response Time	(FOIA) 22.68 days (BWC) 79.08 days	(FOIA) 9.14 days (BWC) 17.18 days
FOIA Requests Pending	568	324
Estimated number of hours spent responding to requests	19,240	8,320
Cost of Compliance (staff salaries plus cost of BWC redactions)	*$759,478*[1]	*$391,670*
Estimated number of FTEs required to process FOIA requests	*12*	*10*

As of 03/17/2021

[1] The cost of compliance dropped in FY 20 because of the retirement or resignation of staff.

28. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or for which the agency contracted during FY20 and FY21, to date. Please state the status and purpose of each. Please submit a hard copy to the Committee if the study, research paper, report, or analysis is complete.

Title	Purpose	Status
Stop Data Report	Analysis of MPD Stop Data.	Published (March 2020)
Body Worn Camera	Bi-annual report that provides responses to legislative requirements related to the Department's BWC program including, but not limited to: hours of footage collected; internal investigations; deployment per police district; and FOIAs received.	Published (1) July 1, 2019 – December 31, 2019 and (2) January 1 – June 30, 2020 data (March 10, 2020)
First Amendment Activities Report	Documents the number of investigations and preliminary inquiries involving First Amendment activities.	Published April 2021
Overtime Reports	Data every 2 pay periods on the amount spent year-to-date on overtime pay, and a description of the staffing plan and conditions justifying the overtime pay.	Published: Pay period ending 1/2/21 Pay period ending 1/30/21 Pay period ending 2/27/21
An Evaluation of the Crime Gun Intelligence Center Improvements Implemented in Washington, DC, 2016-2019	The CGIC is a multi-agency collaboration of the ATF, USAO, DFS aimed at reducing gun violence in the District by identifying and prosecuting the most active shooters in the city. The Lab@DC and MPD partnered to evaluate the effectiveness of this partnership. It found that the CGIC work is useful in advancing investigations, but found no immediate measurable effect on violent crime rates. The report recommended follow up in 2 years.	Published October 30, 2019

29. 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.

The requested information is attached.

30. For FY20 and FY21, 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.

FY 2020 Bonus		
Name	**Amount**	**Description**
Abbey,Christopher M.	250	Bonus Pay - Recruiting Referral Bonus
Alas,Nelson E.	250	Bonus Pay - Recruiting Referral Bonus
Alvarenga,Kevin	250	Bonus Pay - Recruiting Referral Bonus
Archer II,Gregory H	250	Bonus Pay - Recruiting Referral Bonus
Arnone,Nicole M	250	Bonus Pay - Recruiting Referral Bonus
Baccus,Lennon A.	250	Bonus Pay - Recruiting Referral Bonus

FY 2020 Bonus		
Name	**Amount**	**Description**
Bailey Williams,San Juan a	250	Bonus Pay - Recruiting Referral Bonus
Barner,Tracey T.	250	Bonus Pay - Recruiting Referral Bonus
Bines,Cory L.	250	Bonus Pay - Recruiting Referral Bonus
Brady,Jeremy D.	250	Bonus Pay - Recruiting Referral Bonus
Cano,Matthew	250	Bonus Pay - Recruiting Referral Bonus
Covert Jr.,Samuel C	250	Bonus Pay - Recruiting Referral Bonus
Cox,Thomas B.	250	Bonus Pay - Recruiting Referral Bonus
Cushnie,Shaka L	250	Bonus Pay - Recruiting Referral Bonus
Eagle,Brian	250	Bonus Pay - Recruiting Referral Bonus
Faragalla,Mina S	250	Bonus Pay - Recruiting Referral Bonus
Hamilton,Arnita L	250	Bonus Pay - Recruiting Referral Bonus
Harrison,Randy	250	Bonus Pay - Recruiting Referral Bonus
Hiller,Hidza E.	250	Bonus Pay - Recruiting Referral Bonus
Jones,Meshaun A	250	Bonus Pay - Recruiting Referral Bonus
Jones,Meshaun A	250	Bonus Pay - Recruiting Referral Bonus
Khalid,Aqif	250	Bonus Pay - Recruiting Referral Bonus
Lamar,Elijah S	250	Bonus Pay - Recruiting Referral Bonus
Lane,Renia D	250	Bonus Pay - Recruiting Referral Bonus
Larios Caceres,Ruth C	250	Bonus Pay - Recruiting Referral Bonus
Lee,William	250	Bonus Pay - Recruiting Referral Bonus
Lewis,Ashley E	250	Bonus Pay - Recruiting Referral Bonus
Liriano,Anderson	250	Bonus Pay - Recruiting Referral Bonus
Love,James J.	250	Bonus Pay - Recruiting Referral Bonus
Mekhael,Nesseem M	250	Bonus Pay - Recruiting Referral Bonus
Mendez Jr.,Raul	250	Bonus Pay - Recruiting Referral Bonus
Nelson,Gavin S	250	Bonus Pay - Recruiting Referral Bonus
Nelson,Gavin S	250	Bonus Pay - Recruiting Referral Bonus
Nunez,Apolinar D.	250	Bonus Pay - Recruiting Referral Bonus
Olatunji,Emmanuel	250	Bonus Pay - Recruiting Referral Bonus
Padmore,Demetrius C	250	Bonus Pay - Recruiting Referral Bonus
Pagliuco,Julian L	250	Bonus Pay - Recruiting Referral Bonus
Perez,Jesus M	250	Bonus Pay - Recruiting Referral Bonus
Perez,Ricardo	250	Bonus Pay - Recruiting Referral Bonus
Powell,Darren A	250	Bonus Pay - Recruiting Referral Bonus
Powell,Isaiah J	250	Bonus Pay - Recruiting Referral Bonus
Rahim,Ammar	250	Bonus Pay - Recruiting Referral Bonus
Residovic,Dinko	250	Bonus Pay - Recruiting Referral Bonus
Rice-Moore,Justin L.	250	Bonus Pay - Recruiting Referral Bonus
Robinson,Cody Scott	250	Bonus Pay - Recruiting Referral Bonus
Sanders,Allorie R	250	Bonus Pay - Recruiting Referral Bonus

FY 2020 Bonus		
Name	**Amount**	**Description**
Sankey,Becker V	250	Bonus Pay - Recruiting Referral Bonus
Scharf,Jeffrey M	250	Bonus Pay - Recruiting Referral Bonus
Sfoglia,Dennis	250	Bonus Pay - Recruiting Referral Bonus
Shields,Brittany L	250	Bonus Pay - Recruiting Referral Bonus
Sligh,ShaJuan G	250	Bonus Pay - Recruiting Referral Bonus
Smith,David	250	Bonus Pay - Recruiting Referral Bonus
Stadnik,John T.	250	Bonus Pay - Recruiting Referral Bonus
Stewardson,Gabriel T	250	Bonus Pay - Recruiting Referral Bonus
Stroman,Dimetri M	250	Bonus Pay - Recruiting Referral Bonus
Suku Jr.,Pah K	250	Bonus Pay - Recruiting Referral Bonus
Taher,Mohamed R	250	Bonus Pay - Recruiting Referral Bonus
Tate,Nathan E.	250	Bonus Pay - Recruiting Referral Bonus
Thomas,Jashawn C.	250	Bonus Pay - Recruiting Referral Bonus
Tobe,Christian J	250	Bonus Pay - Recruiting Referral Bonus
Veizaj,Kevin	250	Bonus Pay - Recruiting Referral Bonus
Washington,Melvin R	250	Bonus Pay - Recruiting Referral Bonus
Way,Ethan	250	Bonus Pay - Recruiting Referral Bonus
Webber,Michael D	250	Bonus Pay - Recruiting Referral Bonus
Webster,Medgar A	250	Bonus Pay - Recruiting Referral Bonus
Williams,Irvin Q	250	Bonus Pay - Recruiting Referral Bonus
Williams,Kenneth T	250	Bonus Pay - Recruiting Referral Bonus
Williams,Sherrelle N.	250	Bonus Pay - Recruiting Referral Bonus
Willis,Jessica N.	250	Bonus Pay - Recruiting Referral Bonus
Wilson,Maia	250	Bonus Pay - Recruiting Referral Bonus
Yepes,Oscar D	250	Bonus Pay - Recruiting Referral Bonus
TOTAL FY20	**17,750**	

FY 2021 Bonus		
Name	**Amount**	**Description**
Wong,Annette	250	Bonus Pay - Recruiting Referral Bonus
Squitieri,Alexander P	250	Bonus Pay - Recruiting Referral Bonus
VanDuyse,Michael S	250	Bonus Pay - Recruiting Referral Bonus
Rodriguez,Carmelo I	250	Bonus Pay - Recruiting Referral Bonus
Sutton,Tierra I.	250	Bonus Pay - Recruiting Referral Bonus
Rollines,Jeanine D	250	Bonus Pay - Recruiting Referral Bonus
Thompson,Antioneyca B.	250	Bonus Pay - Recruiting Referral Bonus
Ross,Isaiah J.	250	Bonus Pay - Recruiting Referral Bonus
Watson,Antonio R	250	Bonus Pay - Recruiting Referral Bonus
Ruiz,Roy V	250	Bonus Pay - Recruiting Referral Bonus
Stellabotta,Dorothy H	250	Bonus Pay - Recruiting Referral Bonus

Sanchez,Brayan A.	250	Bonus Pay - Recruiting Referral Bonus
Wissa,Anne A.	250	Bonus Pay - Recruiting Referral Bonus
Sangalan,Britnee L.	250	Bonus Pay - Recruiting Referral Bonus
Thomas,Jashawn C.	250	Bonus Pay - Recruiting Referral Bonus
Sexton,Jordan T	250	Bonus Pay - Recruiting Referral Bonus
Todd,Davon A	250	Bonus Pay - Recruiting Referral Bonus
Slemenda,Brendan M	250	Bonus Pay - Recruiting Referral Bonus
Vidal,Kevin	250	Bonus Pay - Recruiting Referral Bonus
Smith,Pria A	250	Bonus Pay - Recruiting Referral Bonus
Williams-Jones,Robin A.	250	Bonus Pay - Recruiting Referral Bonus
Solem,Joseph T	250	Bonus Pay - Recruiting Referral Bonus
Willis III,Cloyd R	250	Bonus Pay - Recruiting Referral Bonus
Neuhaus,Bernhard A.	250	Bonus Pay - Recruiting Referral Bonus
Peiffer,Zachary J	250	Bonus Pay - Recruiting Referral Bonus
Ottey,Janai S.	250	Bonus Pay - Recruiting Referral Bonus
Koven,Nicholas Bryan	250	Bonus Pay - Recruiting Referral Bonus
Polanco,Gabriel A.	250	Bonus Pay - Recruiting Referral Bonus
Kurz,Alec	250	Bonus Pay - Recruiting Referral Bonus
O'Rourke,Daniel	250	Bonus Pay - Recruiting Referral Bonus
Lasisi Jr.,Babatunde A.	250	Bonus Pay - Recruiting Referral Bonus
Parks,Gage	250	Bonus Pay - Recruiting Referral Bonus
Latif-Zade,Daler	250	Bonus Pay - Recruiting Referral Bonus
Peralta,Madeline I	250	Bonus Pay - Recruiting Referral Bonus
Lepe,Lee	250	Bonus Pay - Recruiting Referral Bonus
Ramirez,Jaime A.	250	Bonus Pay - Recruiting Referral Bonus
Lloyd III,Antonio	250	Bonus Pay - Recruiting Referral Bonus
Olanrewaju,Patrick	250	Bonus Pay - Recruiting Referral Bonus
Lucas,Mark J	250	Bonus Pay - Recruiting Referral Bonus
Osbourne,Jade D	250	Bonus Pay - Recruiting Referral Bonus
Martinez,Dany D.	250	Bonus Pay - Recruiting Referral Bonus
Paige,Christopher R.	250	Bonus Pay - Recruiting Referral Bonus
McClinton,Hanif	250	Bonus Pay - Recruiting Referral Bonus
Paul,Jeff	250	Bonus Pay - Recruiting Referral Bonus
McGee,Patrick D.	250	Bonus Pay - Recruiting Referral Bonus
Pena,Christopher	250	Bonus Pay - Recruiting Referral Bonus
Meehan,Joseph Andrew	250	Bonus Pay - Recruiting Referral Bonus
Pierre,Cedrick	250	Bonus Pay - Recruiting Referral Bonus
Merrick,Roylanda Dee	250	Bonus Pay - Recruiting Referral Bonus
Priebe,Kathryn M.	250	Bonus Pay - Recruiting Referral Bonus
Mohsin,Adnan M.	250	Bonus Pay - Recruiting Referral Bonus
Reid,Jamal D	250	Bonus Pay - Recruiting Referral Bonus
Moore,Carter Quillen	250	Bonus Pay - Recruiting Referral Bonus

Mohsin,Kareem A	250	Bonus Pay - Recruiting Referral Bonus
Higgs Jr.,Eric	250	Bonus Pay - Recruiting Referral Bonus
Joseph,Jean R	250	Bonus Pay - Recruiting Referral Bonus
Jegede,Ayomide A	250	Bonus Pay - Recruiting Referral Bonus
Duran,Juan Francisco	250	Bonus Pay - Recruiting Referral Bonus
Kilinski,Andrew	250	Bonus Pay - Recruiting Referral Bonus
Eckert,Brad P	250	Bonus Pay - Recruiting Referral Bonus
Ishola,Olateju T.	250	Bonus Pay - Recruiting Referral Bonus
Eligado,Oliver I	250	Bonus Pay - Recruiting Referral Bonus
Jimenez,Raymond A.	250	Bonus Pay - Recruiting Referral Bonus
Finn,Matthew J.	250	Bonus Pay - Recruiting Referral Bonus
Gray,Zachary H	250	Bonus Pay - Recruiting Referral Bonus
Fletcher,Christian J	250	Bonus Pay - Recruiting Referral Bonus
Harmon,Marcus	250	Bonus Pay - Recruiting Referral Bonus
Francois,Pierre R	250	Bonus Pay - Recruiting Referral Bonus
Hull,Lamont R.	250	Bonus Pay - Recruiting Referral Bonus
Freytes,Eugenio	250	Bonus Pay - Recruiting Referral Bonus
Jallow,Aminata G.	250	Bonus Pay - Recruiting Referral Bonus
Gage,Daniel	250	Bonus Pay - Recruiting Referral Bonus
Jenifer,Delante D.	250	Bonus Pay - Recruiting Referral Bonus
Gonzalez Polanco,Harolin Mercedes	250	Bonus Pay - Recruiting Referral Bonus
Jones,Jessica Serena	250	Bonus Pay - Recruiting Referral Bonus
Graumann,Benedict	250	Bonus Pay - Recruiting Referral Bonus
Gray,Eric A	250	Bonus Pay - Recruiting Referral Bonus
Hajaistron,Victoria L	250	Bonus Pay - Recruiting Referral Bonus
Carela,Ashley	250	Bonus Pay - Recruiting Referral Bonus
Butler,Ashley C	250	Bonus Pay - Recruiting Referral Bonus
Cruz,Angel M.	250	Bonus Pay - Recruiting Referral Bonus
Allen-Garcia,Matthew N.	250	Bonus Pay - Recruiting Referral Bonus
Canahuate,Emanuel	250	Bonus Pay - Recruiting Referral Bonus
Anderson,Marketta S	250	Bonus Pay - Recruiting Referral Bonus
Chibessa,Oliyad A.	250	Bonus Pay - Recruiting Referral Bonus
Ashfaq,Rana A.	250	Bonus Pay - Recruiting Referral Bonus
Burt,Kyle A	250	Bonus Pay - Recruiting Referral Bonus
Barkley,Justin T	250	Bonus Pay - Recruiting Referral Bonus
Campbell,Jawaun M	250	Bonus Pay - Recruiting Referral Bonus
Barnett,Orson Oneal	250	Bonus Pay - Recruiting Referral Bonus
Cano,Matthew	250	Bonus Pay - Recruiting Referral Bonus
Bennett,Terry L	250	Bonus Pay - Recruiting Referral Bonus
Chapman,Parker B	250	Bonus Pay - Recruiting Referral Bonus
Billies,Sean Richard	250	Bonus Pay - Recruiting Referral Bonus
Choi,Luke K.	250	Bonus Pay - Recruiting Referral Bonus

Brooksbank,Ryan A	250	Bonus Pay - Recruiting Referral Bonus
Brown,Demal M	250	Bonus Pay - Recruiting Referral Bonus
De La Cruz,Christopher	250	Bonus Pay - Recruiting Referral Bonus
TOTAL FY21	**24,500**	

31. 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.

FY	Severance Pay	# of weeks	Reason
FY20	$ 22,466.64	8	MSS separation

32. 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.

Members may be placed on administrative leave after critical incidents, while a return to duty determination is pending, and during an investigation for serious misconduct proceeds where the agency perceives the individual's continued service may be detrimental to the health, safety, or welfare of the public, a threat to integrity of agency operations, or an immediate hazard. Civilian MSS employees may also be placed on Administrative leave pending an investigation, or pending a separation pursuant to District regulations. There were 28 members (27 sworn and 1 civilian) placed on administrative leave for these reasons between October 1, 2019 and March 23, 2021.[1] It does not include administrative leave used during the public health emergency for individuals testing positive for COVID-19.

33. 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.

The FOP CBA is currently in a holdover status. These are handled by the Office of Labor Relations and Collective Bargaining. I met with Director Maxwell earlier this month and we will be sitting down with the Union later this month.

MPD has collective bargaining agreements with the following bargaining units covering agency employees.

- FOP/MPD Labor Committee, effective through FY2020 – Currently in a holdover status
- Compensation Units 1 and 2, effective through FY2021
- NAGE Local R3-05, effective through FY2010 – Compensation covered by Comp Units 1 & 2, but working conditions currently in holdover status

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

- AFGE Local 1975, effective through FY1995 – Compensation covered by Comp Units 1 & 2, but working conditions currently in holdover status
- AFGE Local 1403, (working conditions and compensation), effective through FY2020
- – Currently in a holdover status

The requested information is attached.

34. If there are any boards, commissions, or task forces associated with your agency, please provide a chart listing the names, number of years served, agency affiliation, and attendance of each member. Include any vacancies. Please also attach agendas and minutes of each board, commission, or task force meeting in 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 Department does not convene any public boards, commissions, or task forces. The Department does not have the authority to fill vacancies or convene meetings of the Police Officer Standards and Training Board. The POST has not met in FY20 or FY21.

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

Report	Citation	Agency Compliance
Body-Worn Camera	D.C. Official Code §5-116.33	In compliance through first half of 2020. Second half of 2020 will be released spring 2021.
School Safety Plan	D.C. Official Code §5-132.02(d)	In compliance through 2019-20. The School Security Contract was moved to DCPS in October 2020.
Misconduct Allegations and Grievances	D.C. Official Code §5-1032	MPD expects to be able to provide this report within the next month.
First Amendment Activities	D.C. Official Code §5-333.12	In compliance through 2020.
Littering Enforcement	D.C. Code §8-812	Included in MPD's Annual Report through 2019. 2020 Annual Report expected by summer 2021.
CCTV	DCMR 2508.6	Included in MPD's Annual Report through 2019. 2020 Annual Report expected by summer 2021.
Bias-motivated Crimes	D.C. Official Code §22-3702	Included in MPD's Annual Report through 2019. 2020 Annual Report expected by summer 2021.
Community Policing Working Group	NEAR Act	In compliance. Next report due summer 2021.
Pre-arrest Diversion Report	NEAR Act	In compliance through 2018. Data for this activity is collected by DBH, and reporting should be moved to this agency.
Sex Assault Victims Right Amendment Act	D.C. Official Code §4-561.09	MPD will provide this report this year.

Report	Citation	Agency Compliance
Civil Asset Forfeiture	D.C. Official Code §41-312	In compliance through FY 2018. Projected submission of FY 2019 and FY 2020 report: summer 2021.
Post and Forfeit	D.C. Official Code §5-335.03	The Department had been unable to produce this report because of data limitations. Although we are still exploring options, we cannot at this time provide an estimate for when we can report on this. The Records Management System is currently being revised and updated to bring it into compliance with federal mandates related to crime reporting. Once this project is done by the fall of 2021, MPD will be able to begin again exploring updates to the RMS to meet other objectives.

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

The following training comprises courses as of this date outside the requirements of D.C. Official Code § 5-107.02(b) (see question 76). These trainings included mandatory roll call trainings, online module trainings, professional development training, specialized training for SROs, and elective training. Given the constraints of the COVID-19 pandemic, much of MPD's training had moved to a virtual environment.

Class Name	Trainers	Hours	Students Trained
Video DRCT: Being Prepared for Court	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Off-Duty Safety	Roll Call Sergeants	0.1	All Sworn
Prisoner Searches	Roll Call Sergeants	0.1	All Sworn
Video DRCT: High-Visibility Vest	Roll Call Sergeants	0.1	All Sworn
21st Century Policing: Training and Education, Pt. 1	Roll Call Sergeants	0.1	All Sworn
Vehicle Crash Data	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Bad Driving Behavior	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Directing Traffic Safety	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Wear Your Seatbelt	Roll Call Sergeants	0.1	All Sworn
Searches of Rented Vehicles	Roll Call Sergeants	0.1	All Sworn
Operation of Emergency Vehicles at Intersections	Roll Call Sergeants	0.1	All Sworn
Improve Your Command Presence	Roll Call Sergeants	0.1	All Sworn
Conflicting Commands	Roll Call Sergeants	0.1	All Sworn
Modeling Good Behavior	Roll Call Sergeants	0.1	All Sworn
Rendering Aid	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Own Up to Your Mistakes	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Don't Rush to Clear the Call	Roll Call Sergeants	0.1	All Sworn
Interviewing Techniques	Roll Call Sergeants	0.1	All Sworn
Video DRCT: Policing is a People Business	Roll Call Sergeants	0.1	All Sworn
Why Things Go Right & Why Things Go Wrong I	Roll Call Sergeants	0.1	All Sworn
Why Things Go Right & Why Things Go Wrong II	Roll Call Sergeants	0.1	All Sworn
Risk Management: Decision Making	Roll Call Sergeants	0.1	All Sworn

Class Name	Trainers	Hours	Students Trained
Remember the People Who Pack the Chutes	Roll Call Sergeants	0.1	All Sworn
Spitting	Roll Call Sergeants	0.1	All Sworn
Patience	Roll Call Sergeants	0.1	All Sworn
Tips for Tagging BWC Videos	Roll Call Sergeants	0.1	All Sworn
Lawful Transport of Firearms	Roll Call Sergeants	0.1	All Sworn
2020 Election	Roll Call Sergeants	0.1	All Sworn
WAV Reminders	Roll Call Sergeants	0.1	All Sworn
Mask Reminders	Roll Call Sergeants	0.1	All Sworn
School to Prison Pipeline	Seema Gajwani and Robert Haferd-OAG	1	90
Restorative Justice in Schools	Seema Gajwani and Robert Haferd-OAG	0.5	90
De-escalation and Effective Communication and FD-12s	Melvin Evans	0.5	90
Overview of DBH Children, Youth, and Family Services and DBH School Mental Health Crisis Protocol and DCPS Crisis Protocols	Carrie Grundmayer, Nigel Jackson, Lanada Williams--DBH	0.75	90
Autism FYI	Monique Douglas, Angelica Clark Brown—DBH	0.75	90
Substance Abuse and Its Effect on Youth	Eric Chapman—DBH	0.75	90
Dealing with Parents, Collaboration with DC Public Schools	Nigel Jackson—DBH	0.75	90
Children, Families, and Mental Health and Child Development	Sarah Mancuso	1	90
Child Physical and Sexual Abuse Update	Janine Leftwich	1	90
Trauma and Trauma Informed Care in Youth and School Settings	Sarah Mancuso	1	90
Gang Identification and Intervention	Shane Lamond	1	90
Cultural Awareness of Latinx Communities	Luis Morales—DBH	1	90
4th Amendment Overview: Constitutional Standards for Searches and Seizures Conducted by SROs	Dineen Baker—USAO	1	90
Child Sex Trafficking	JP Johnson and Melia Dickinson	1	90
Vision Zero Training	Online module	0.5	3888
eCitation: Administrative Users	Online module	0.5	571
eCitation: Ticket Writer	Online module	0.5	3454
License Plate Reader (LPR)	Online module	0.5	3685
Wheelchair Accessible Van (WAV) Familiarization	Online module	0.5	3763
How to Use WebEx	Online module	0.25	3626
Detention Journal Tutorial	Online module	0.25	190
Community Response Team (CRT)	Online module	0.5	3599
COVID-19 Awareness	Online module	0.25	4488
COVID Vaccine Program	Online module		4611
Intelligence Branch	Online module	0.25	3875

Class Name	Trainers	Hours	Students Trained
DC 311 Application	Online module	0.25	3875
Extreme Risk Protection Order	Online module		3976
PPE Masks	Online module	0.25	4374
Responding to Incidents at Electric Facilities and Substations	Online module	0.5	3587
Basic Mountain Bike Training	Mohamed Ibrahim	40	16
Handling Property and Court Testimony (PDT)	Bray Jones/Online module	1	3179
CPR & AED Recertification	Mike Mocca, Melvin Evans, Curtis Coleman	4	553
Policing for Tomorrow Workshops	Profs. Christy Lopez and Rosa Brooks-Georgetown University Law	varies	Cohorts of ~19
PDI: Mindful Movement& Meditation	Anna Johns	1	15
PDI: Courtroom Skills & Tips for Testifying	Brittany Keil, Marco Crocetti-USAO	1	10
PDI: PNC: Introduction to Home-buying	Lisa Tyler	1	5
PDI: PNC: To Your Credit	Nicolette Harris-PNC Bank	1.5	6

37. 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.

The attached FY20 and FY21 Performance Plans from Questions 24 and 25 highlight some of MPD's initiatives that address improvement in internal operations and interaction of the agency with outside parties. The FY20 Performance Accountability Report highlights results of these initiatives. One of the Department's additional projects includes the reverse ride-along program.

Reverse ride-alongs with recruit classes: A reverse ride-along is a community-based initiative intended to build networks of trust and collaboration between our recruits and the constituents they serve. This approach uses community tours with community members leading them as an instrument to highlight key resident leaders and institutions within an individual community. The community members will guide a tour of their community while discussing the concerns of each neighborhood. Recruits participate in two to three reverse ride-alongs to learn about the people in the community and their needs—not just the job of traditional policing. This is especially important for recruits from outside of DC and the area to build ad understanding of the unique needs of each community and relationships with the communities they will soon be serving.

38. 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?

Violent Crime

First and foremost, the Department will be laser-focused on violent crime in our communities. People have a right to be safe and secure in the community. There any many families in our

communities that seek justice for loved ones that have been victims of violence, and MPD will be tireless in our pursuit of criminals that hurt our family members and make our communities unsafe. Our city is an ecosystem that must work together to protect the victims, but also to reach individuals who are at risk before they become involved in violence. But make no mistake: in order to stabilize communities that are in crisis, repeat violent offenders must be held accountable for their actions. It is impossible for families and communities to begin the process of healing when perpetrators of violence are ever-present and not held accountable for destroying our communities.

Acting Chief Contee is reviewing and will be revising the agency's strategies related to guns and gun violence. He intends to be more strategic about getting the right guns out of the wrong hands. We have already shifted resources to focus on an intelligence-based policing approach to identify, interdict, and interrupt violent offenders within the District. The goal is to build strong criminal cases on offenders and groups to ensure those repeat offenders cannot continue to endanger our communities. The Department is already seeing some success with this focused approach to combating violent crime in the community.

While removing illegal guns from our neighborhoods is necessary, we know that it is not enough. On the surface, the causes of gun violence include things like petty arguments and insults, retaliation from ongoing disputes, social media disputes that move from the virtual to the real world, violent robberies, and domestic violence. However, the District must continue to try to address the deeper issues related to gun violence, which include untreated trauma, education inequality, unemployment, unstable housing, social influences that normalize violence, and structural racism.

In February 2020, Mayor Bowser introduced a whole-of-government response to violence based on recent experience with the effectiveness of the COVID emergency operations center, as well as research on where violence is committed and who is at risk of being involved with it. The mission of Building Blocks DC is to transform the District government's approach to providing services, supports, and opportunities for those impacted by violence in communities where residents are empowered to co-create public safety. Building Blocks DC will work to support stable people and blocks, focusing on the 151 blocks in the city where more than 40 percent of the gun violence takes place, and on the people at highest risk for being involved in gun violence.

Our focus is on neighborhoods in crisis. We want to be on the front-end to help inform the Building Blocks team of areas and people with challenges. EOC can use the information to provide resources and support. And for people who do not respond to those resources, there must be consequences, not just from law enforcement, but from the criminal justice system.

Use of Force Investigations

The release earlier this week of the District of Columbia Auditor's report, "The Metropolitan Police Department and the Use of Deadly Force: Four Case Studies 2018-2019," is an example of critical partnerships that we will use to improve our service to the community. Although the report confirmed our findings that the uses of force in the cases reviewed were justified, the loss of any life is tragic, and MPD must continue to work to prevent situations where deadly force is necessary from occurring in the first place. Acting Chief Contee is committed to

ensuring our use of force policies, training, and practices remain a model for the nation. A number of the recommendations are current practices at MPD and others are aligned with Chief Contee's vision for the agency. Accordingly, MPD has already begun working on implementation.

We recognize that we are at a critical juncture in law enforcement. With the killing of George Floyd at the hands of police last year and the subsequent protests for police reform and racial justice, it is more important than ever that we examine all aspects of the way we are interacting with our community and ensure that our policies governing the use of force and use of force investigations are comprehensive. Most importantly, we must continue to ensure that our policies, training, and day-to-day operations require our officers to employ de-escalation techniques to avoid the use of force whenever possible. Deadly force should only be used as a last resort: when there is a threat of serious bodily injury or death, and there are no other reasonable options available.

Community Trust

The Department's efforts related to violence and use of force are closely linked to a goal to ensure that our strategies support – and don't undermine – vibrant and safe communities where our residents – our youth, families, and seniors – can thrive and succeed. Acting Chief Contee understands how structural racism pervades so many aspects of our society – housing, education, healthcare, access to financial resources, access to opportunity, and policing. And he understands how the choices of police officers can aggravate or mitigate structural racism. The critical challenge facing our society is how we can work together to dismantle structural racism to establish a more equitable nation. And for law enforcement, our challenge is to continue to support and promote public safety – including by holding violent offenders accountable – while not exacerbating inequity. As a resident of the District and a committed police officer, Acting Chief Contee knows that police officers have a critical role in keeping our residents safe. But we must work together with our communities to ensure that, like doctors, we do no harm in the process.

MPD must work to ensure that members understand the community in which they work. Some members first interaction with Black or brown communities is as a member of MPD. In addition to existing programs embedded to help our members understand the complex relationship between law enforcement and minority communities, this year MPD began "reverse ride alongs" to give recruits a better understanding of our community. Recruit classes are being paired with community members to help deepen understanding of the community and its people. This must be constantly reinforced within the agency. From requirements that every bureau conduct monthly outreach in the community and Acting Chief Contee's direct conversations with members about expectations, the message is clear: everyone is responsible for building trust with the community.

Chief Contee will be listening to and talking with the community more in the coming months about how we can partner together to earn trust and build relationships while safeguarding our residents. In March, Acting Chief Contee launched the first in a series of listening sessions with community members. These listening sessions, which are facilitated by professionals from outside the Department, touch upon critical topics, such as the role of police in society, what should the police be doing, what should the police not be doing, and what other services

does our community need to ensure public safety. If the last year has taught us nothing else, it is that we must guide our actions not by what we can do, but what we should do. We must always be ready and willing to change, adjust, and learn.

Police policies and practices – top to bottom, inside and out – as they relate to equity have not been subject to as much scrutiny as other police practices. But this is a core issue for community trust in their police, as well as for trust within the department. Therefore, Chief Contee commissioned a national organization to conduct an organizational health assessment to review MPD's policies and practices related to diversity, inclusion, and equity in multiple areas, including race, gender, and sexual orientation, in functional domains such as recruiting and training, supervision, promotional processes, EEO processes, and internal investigations. External to the agency, the review will focus on the delivery of police services and ensuring unbiased policing efforts. The review will include a specific focus on extremism, hate speech, and white supremacy – assessing processes and practices to eliminate the impacts of each within the Department.

Meeting the needs of the DC with a shrinking police force

Between the twin challenges of the COVID pandemic and rising civil unrest, the past 12 months have been challenging for everyone at MPD. MPD will undoubtedly meet the challenges of this new security posture, but this workload and stress level are unsustainable with the current staffing levels, which are dropping every day. This presents several risks. The most obvious are related to the rising violent crime we have already discussed, and the need to remain in a posture of heightened alert to be prepared for the unresolved security issues in our country. But we must maintain staffing to be prepared to meet current and emerging challenges as we work with government and community partners to change expectations around service levels from the Department.

For one, District residents have expectations about being able to call for police response. Mayor Bowser has tasked her team with broadening and strengthening alternative responses to many situations that MPD currently handles, including response to some calls around behavioral health issues and traffic. But these transitions take time, and in the meantime, if police are not able to deliver service in the manner and timeliness which residents and businesses have come to expect, trust will be weakened, and our ability to combat violent crime will be eroded. We cannot reduce police staffing in anticipation that down the road systems will be set up to provide service and response to the community. Decades of federal programs have supported a common public expectation of community policing centered around police as the core problem solvers in the community. We cannot undo these expectations and systems in a year or two. Other agencies and community groups must have established staffing, policies, and practices in order to respond to the community.

In the meantime, to continue to make improvements in policies and practices, the Department must have the manpower to develop and implement them. For instance, Acting Chief Contee would like to increase training for officers in several areas, including de-escalation and behavioral health. But additional training beyond our annual 40 hours of professional development training takes officers off the street. We need to maintain staffing in order to ensure our officers continue to get the best training. The Chief also wants our supervisors to spend more time in the field with our officers to improve employee development and

accountability. This includes training all MPD members on Active Bystandership for Law Enforcement (ABLE), to ensure that we are all holding each other accountable for meeting high standards. But enhanced supervision means we need to shift or reduce administrative work that keeps them off the streets. And while overtime may be a short-term solution to fill gaps left by a shrinking workforce, it also contributes to an over-worked and burnt-out workforce and could impair decision-making. We urge the Council to recognize that supporting strong training, supervision, and accountability measures require manpower, and reducing staffing makes it more difficult to make those improvements.

Employee Wellness

Acting Chief Contee is committed to supporting the well-being of the MPD workforce, sworn and professional. This priority became all the more urgent in the aftermath of the insurrection on January 6, 2021, when our officers were engaged in a violent and dangerous confrontation with armed rioters for hours. This event followed a challenging year for our officers of long hours due to frequent First Amendment assemblies, under the added stress – both professional and personal – of the global pandemic.

In the aftermath of January 6th, Acting Chief Contee began laying the groundwork for a stronger focus on employee well-being by undergoing a live debriefing about the impact of January 6th on our officers and on myself. While we hope that our officers will never see another professional situation as challenging as January 6th, repeat exposure to trauma is a fact of police work in our city. In order to fight against compassion fatigue and to have officers who can serve our community with empathy, we must work to support the well-being of the whole person for all of our members. Accordingly, MPD has dedicated a full-time position for a well-being coordinator and two additional clinicians to support MPD's Employee Assistance Program. The new well-being Coordinator will support the development and implementation of a Department-wide holistic approach to mental health. The new staff member will coordinate the complex and critical network of resources for officers and work to expand services and member participation in them. This will include implementation of the Blue Courage program, which will foster critical discussions around resiliency, behavioral health, and leadership for our Sergeants and mid-rank members.

39. 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 attached FY20 and FY21 Performance Plans from Questions 24 and 25 highlight some of MPD's initiatives that address improvement in internal operations and interaction of the agency with outside parties. The FY20 Performance Accountability Report highlights results of these initiatives. Some additional projects are highlighted below.

ELUCD Sentiment Analysis Tool: $200,000/year, funded, in part, by a DOJ grant

ELUCD is a sentiment analysis tool that offers near-real-time measures of community perceptions of safety and trust in the police, as well as top public safety concerns. Elucd uses

mobile-based ads to deliver the survey tool to a representative sample of District residents each month, and aggregates their responses into safety and trust scores available at the citywide, police district, and sector levels, as well as by various demographic groups (by race, education level, income level, gender). MPD deployed Elucd in December 2019, with data collected monthly. We are working with The Lab @ DC to conduct exploratory analyses as well as design a large-scale randomized evaluation anticipated for FY22.

Reimagining Police Stops: The cost to date is limited to extensive staff time/labor; future costs to execute research project to be determined.

Following the initial release of stop data in the fall of 2019, MPD began working with The Lab @ DC and Georgetown University's Innovative Policing Program to develop an evidence-based research and policy agenda on police stops for the District. The original proposal to kick off this work included two events—one focused on identifying best research methods for measuring bias in police stops (originally planned for June 2020) and another event focused on a discussion of the cost/benefit tradeoffs of conducting police stops and identifying shared community values to guide the District forward.

With the onset of the public health emergency in March 2020 and in recognition of widespread protests for meaningful police reform, we worked with our partners to adapt and expand the planned events. Last summer, Howard University joined this effort, and together with The Lab and Georgetown, helped develop and conduct a seven-part workshop series to reimagine the role of police stops in public safety. This series convened over 130 diverse stakeholders, including community members, advocates, academic experts, and executive and frontline law enforcement, and set out to inform three key questions:

- Is there racial bias in stops made by the MPD? If so, at what level(s) is this bias operating — individual, agency, and/or citywide?
- What are the effects of police stops? What are the benefits and what are the harms?
- What research and policy efforts can the District of Columbia and other jurisdictions undertake to better understand police stops and reduce harm while preserving public safety benefits?

MPD participated actively in the workshop series, with both executive and frontline personnel, sworn and civilian, engaged across all seven workshops. For the next steps, MPD's partners at The Lab, Georgetown, and Howard are collaborating on the development of deliverables from the workshop series, translating the insights shared by participants into the following products:

1. A white paper detailing the discussions/findings emerging from the workshop series;
2. A suite of expert and evidence-based recommendations for harm-reducing policy and programmatic interventions related to stops for potential implementation (and evaluation) in DC and other interested jurisdictions; and
3. A literature review and measurement guide for quantifying bias, harms, and benefits from stops, along with a research agenda on the role of stops in public safety for the District, to be translated into a request for proposals, and eventually, DC-specific evidence and recommendations.

The outside partners have told us that these products will be completed in late spring/early summer. We look forward to ongoing engagement with the community and our project partners to reimagine stops and policing, as informed by community input and sound research, policy, and practice.

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

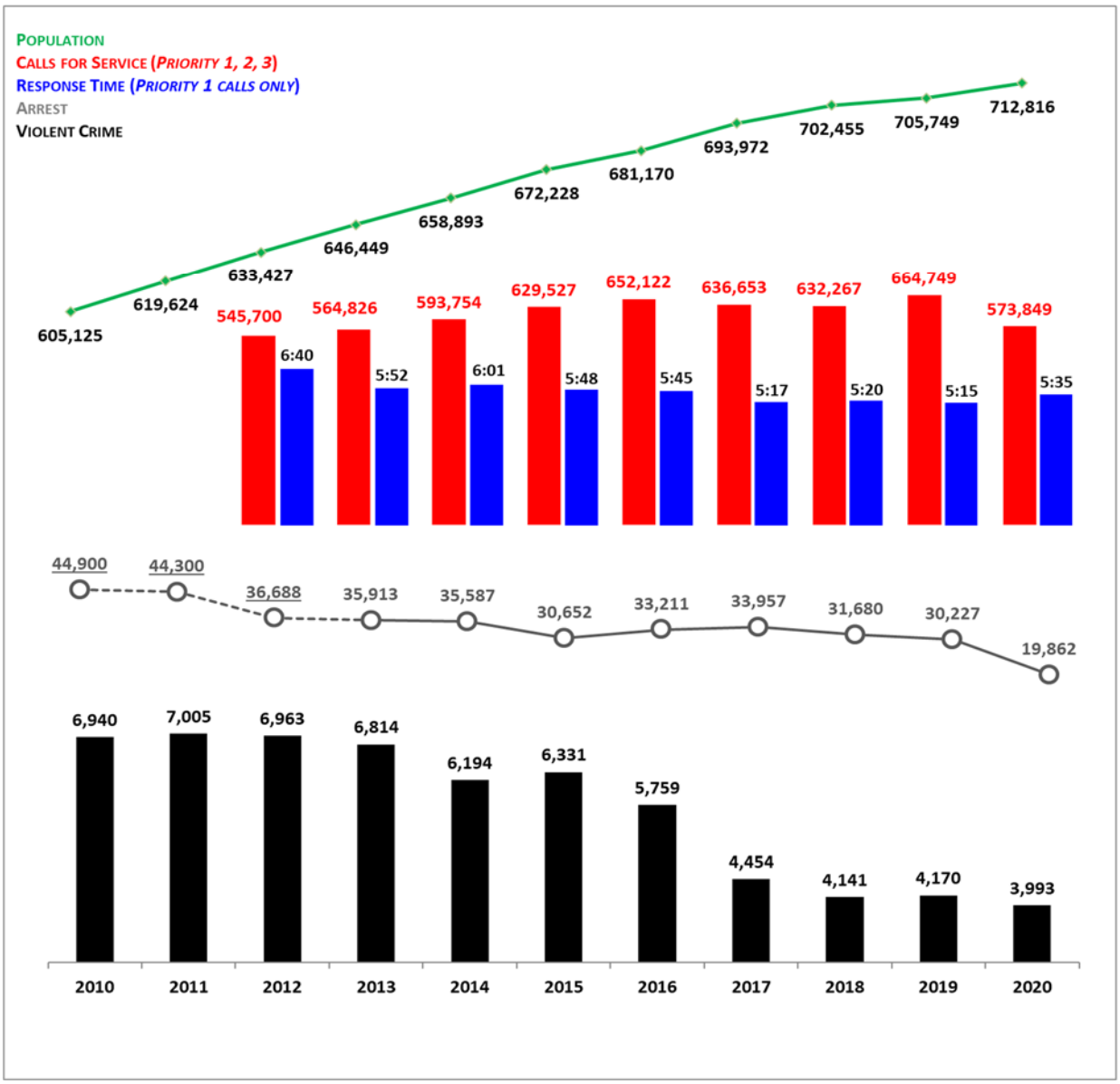
We have invested significantly in developing our program evaluation, research, and analytics capacity, adding a management analyst to our team of data and research scientists in FY20. We are also currently hiring to backfill two data scientist positions that became vacant in FY21. This team allows us to more effectively measure performance and identify best practices and areas for improvement. MPD uses these analyses to inform our daily operations as well as larger strategic decision-making. Leveraging MPD's administrative data on law enforcement actions (e.g., stops, arrests, calls for service), crime (e.g., offenses, ShotSpotter alerts), and officer performance (e.g., uses of force, complaints, other allegations of misconduct, etc.), our analytical staff have designed and implemented various assessments of program success in FY20 and FY21 to date, including a randomized evaluation of MPD's training on policing in historical and cultural context, in which we measure outcomes related to law enforcement activity and officer performance (expected to be completed in FY21). In addition, we have implemented a redesign and update of our tracking and reporting of naloxone deployments to ensure implementation fidelity and are actively exploring new information streams to inform outcome measurement, such as community sentiment analysis, to ensure we have a structured way to understand community perceptions alongside the administrative data we have on hand. More generally, MPD is constantly evaluating crime and law enforcement activity data to assess progress towards reducing crime, especially violent and gun crime. Regular data-driven analyses of gun crime that leverage ShotSpotter, reported crime, and calls for service inform a variety of gun violence prevention initiatives, including supporting the identification of focus areas for Building Blocks DC.

In addition to these structured data collections and analyses, we also actively seek, and are responsive to, community insights. We know our data alone cannot tell the full story of the impact and effects of our programs, and thus have sought input from community members through regular meetings, Chat with the Chief sessions, and specialized events such as the Reimagining Stops Workshop Series planned by our partners at The Lab @ DC, Georgetown Law, and Howard.

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

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

trends related to operations such as uses of force, recruitment, hiring, attrition, training, contract performance, overtime, spending, and rewards.



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

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

- Police officers and residents often have different beliefs and expectations about policing that influence how they interact with one another. MPD is working with The Lab to evaluate whether equipping officers with a deeper, more nuanced understanding of the historical and cultural context of the city in which they work empowers them to engage more effectively with residents. The training was designed and is delivered by history professors from the University of the District of Columbia Community College (UDC-CC) and MPD Academy instructors. It includes a lecture on critical race theory and the history

of the African American experience in DC, a guided tour of the National Museum of African American History and Culture (NMAAHC), and robust facilitated discussion.

- Our findings will inform decisions on how to improve training and help strengthen police-community relations in the District. Progress to date on evaluation:
    - FY2020: Pre-analysis plan for administrative data analysis completed and made available on Open Science Framework. The Lab and MPD also co-hosted two community conversations with District residents on the training, sharing both the purpose and content of the training as well as the evaluation design.
    - FY2020: Study design presented at New York University Center for Experimental Social Science conference in March 2020 and in flash webinar series on policing research in July 2020.
    - FY2021: Pre-analysis plan for survey data analysis under preparation, with full analyses and final report to be submitted in by the end of FY21.

Reimagining Police Stops

- MPD engaged The Lab to plan and execute the Reimagining Stops Workshop Series as the first stage of our efforts to better understand racial bias in police stops in the District. This work is informing the ongoing development of an evidence-based research and policy agenda on police stops for the District
- The second stage of this effort involves a funded request for proposals from independent researchers; MPD anticipates working with The Lab to eventually identify the top proposals for that research once a funding source is established.

ELUCD Sentiment Analysis Project [funded locally + under DOJ Strategies for Policing Innovation FY2019 grant]

- MPD has partnered with The Lab to support both refinement of the Elucd sentiment analysis tool (through human-centered design improvements and qualitative analyses) as well as a rigorous randomized evaluation of the broader deployment of the Elucd tool within MPD. Elucd provides near-real-time measures of community perceptions of safety and trust in police, along with responses to other questions of interest, through a mobile ad-based survey tool. Each month, scores are updated in an internal dashboard. A community feedback feed also provides open-ended responses regarding top public safety concerns. As we look to learn how to best use this new stream of information to improve police service and build trust with the community, The Lab is a critical partner in supporting design improvements, exploratory analyses, and randomized evaluation of this product.

Vision Zero + Traffic Enforcement

- Along with DDOT and DMV, MPD is working with The Lab to support the development of a statistical model to identify drivers at high risk of being involved in a serious traffic crash in the District. The Lab will then design and evaluate whether tailored messages to these drivers can curb red-light and speeding violations with the goal of decreasing their involvement in serious crashes. These findings may inform future policies and programs to reduce serious crashes in the District. Full project description available here.

COVID Response

- MPD agency fellows provided some technical assistance to The Lab in the early response to the COVID public health emergency.

Federal Grant Applications – Evaluation Partner

- MPD anticipates enlisting The Lab @ DC as one of our evaluation partners on several grant applications to be submitted in FY21 (currently under preparation).

Hiring

- The Lab @ DC has assisted MPD in refining our hiring practices for positions similar in capacity/requirements as those at The Lab, namely data scientist and operations analyst.
- Working with The Lab, MPD is currently in the process of backfilling two data scientist positions to maintain the Department's capacity to complete research and evaluation projects.

Agency Fellows

- Several MPD employees (4 in FY20 and 2 at present in FY21) are also more formally affiliated with The Lab as agency fellows, and participate in weekly meetings and other Lab events, including training opportunities, as appropriate.
- Agency fellows contribute to Lab projects (e.g., Front Door) and provide subject matter expertise (e.g., as members of the Building Blocks DC/EOC Planning Section).

Peer Review/Thought Partnership

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

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

The Department coordinates with hundred***s*** of different entities. The following list is a good faith effort to capture all tasks forces and organizations of which the agency is a member, but may not be exhaustive.

Task Force/Organization
ATF Task Force Group
ATF Task Force Washington Group I High Intensity Drug Trafficking Area (HIDTA)
Autonomous Vehicle Working Group
Bicycle Advisory Council (BAC)
Capitol Area Regional Fugitive Task Force (CARFTF)
Carjacking Task Force
Child Exploitation and Human Trafficking Task Force (CEHTTF)
Child Fatality Review Committee
CJCC Combating Violent Crime (CVC)
CJCC Information Security Workgroup (ISW)
CJCC Information Technology Advisory Committee (ITAC)

Task Force/Organization
CJCC Inter-Agency Data Quality Workgroup (IDQ)
CJCC Interagency Research Advisory Committee (IRAC)
Crime Gun Intelligence Center (CGIC)
Criminal Justice Coordinating Council
DC PIC – IT Operational Coordination/Communication Development
DC PIC Interoperability Communications Committee (ICC)
DC SAFE - Lethality Assessment Project
DEA Cross Border Group 31
DEA Heroin/Opioid High Intensity Drug Trafficking Area (HIDTA) Task Force
DEA Task Force – SURGE Program
District of Columbia Opioid Fatality Review Board
District of Columbia Opioid Working Group
DOJ's Office of Community Oriented Policing Services
Electronic Crimes Task Force
FBI Cross Border Task Force
FBI Human Trafficking Task Force (NSID HTU Adult HTTTF)
FBI National Academy
FBI Safe Streets Task Force
Felon in Possession Initiative
Financial Crimes Enforcement Network
Hate Crimes Task Force
High Intensity Drug Trafficking Area (HIDTA) Law Enforcement Committee
Homeland Security Task Force
HSEMA Cellular Carrier / WiFi Provider Working Group
HSEMA Inauguration EOC + DOC
International Association of Chiefs of Police
International Association of Crime Analysts
International Association of Directors of Law Enforcement Standards and Training
International Association of Law Enforcement Intelligence Analysts
Internet Crimes Against Children (ICAC)
Joint Terrorism Task Force – FBI Washington Field Office
Major Cities Chiefs Association – Intelligence Commanders Group
Mayor's Special Event Task Force
Metropolitan Washington Council of Governments (MWCOG)
Middle Atlantic-Great Lakes Organized Crime Law Enforcement Network
MPD and DEA Opioid Response Task Force
National Capitol Region Gang Working Group
OCTO CIO Coordinating Council
OCTO COVID19 CIO Task Force
OCTO DMPSJ IT Cluster Meetings
OCTO IT Investment Review Board
Operation Sentry
Pedestrian Advisory Council (PAC)
Police Executive Research Forum
Police Officer Standards and Training Board
Project Safe Neighborhood
Project Strike Force
Robbery Intervention Task Force
Sexual Assault Response Team
USSS 2021 Inauguration Critical Infrastructure Protection Subcommittee

Task Force/Organization
USSS 2021 Presidential Inauguration Geospatial Subcommittee
USSS State of the Union Address Subcommittee
Violence Prevention and Response Team
Violence Reduction Unit MPD Task Force
Violent Crimes Task Force in conjunction with the FBI.
Violent Fatality Review Committee
Vision Zero Major Crash Review Task Force
Vision Zero Working Group
Washington Council of Governments Homeland Security Executive Council Advisory Council
Washington Field Office Stabilization Task Force
Washington Humane Society

44. Please explain the impact on your agency of any federal legislation passed during FY20 and FY21, to date, which significantly affected agency operations.

We are not aware of any new federal legislation passed this year or last which significantly affected agency operations. The Department, however, continues to monitor legislative efforts regarding policing such as the *George Floyd Justice in Policing Act* passed in the House of Representatives in 2020 and 2021, and pending in the Senate.

45. 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.

MPD is strongly committed to increasing transparency around agency operations, and welcomes being a partner in discussions about balancing transparency, privacy, and cost. We have comprehensive and dedicated efforts to provide data to stakeholders, e.g., the Council, the Criminal Justice Coordinating Council (CJCC), academic partners, agency partners, and others. In our work with the Lab@DC, we develop a pre-analysis plan (PAP) that is publicly available and developed before the analysis is completed so that we as an agency and a government are transparent around our methodology.

The MPD shares comprehensive data sets with the public on our website at mpdc.dc.gov. Links to all open data sets are easily accessible via the "Open Data" link on the MPD home page under the "Statistics & Data" page (https://mpdc.dc.gov/page/statistics-and-data) Open Data sets on the public website include:

- Hate Crimes
- Juvenile Arrests
- MPD Adult Arrests
- Marijuana Arrest Data
- ShotSpotter Data
- Stop Data

Additionally, the MPD continues to share preliminary crime data with the DC Office of the Chief Technology for use in the online DC Crime Cards application. Through DC Crime Cards (https://dcatlas.dcgis.dc.gov/crimecards/), members of the public may get preliminary crime reports on index crimes reported through the previous day. This data can be sorted by crime type, date range, and location. Users can also download the full data set to do their own

analysis. Nationally, we participate in the Police Data Initiative (PDI) and the FBI's Use of Force data collection project.

In FY20 and 21, some notable work includes:

Community Listening Sessions: MPD and Howard University (HU) have launched a joint community engagement effort designed to improve communication and trust between MPD and the community through a series of listening sessions. Recognizing the importance of community engagement and building and maintaining positive police-community relationships, this partnership will expand upon the existing partnership with Howard University's Policing Inside Out (PIO) program. MPD, Howard University and the PIO program will host a robust series of community engagement webinars via listening sessions throughout each of the eight wards.

Community Briefing Videos: In compliance with the *Comprehensive Policing and Justice Reform Emergency Amendment Act of 2020*, MPD began preparing community briefing videos on serious uses of force and posting them online. The videos include clips of BWC footage from the involved officer(s), and additional and longer videos are also posted online.

Stop Data Publication: Although MPD had been publishing stop data online since 2012, in September 2019 the Department published the first four weeks of data under new data collection protocols and systems. In March 2021, MPD published the first full year of data collected under the new protocols.

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

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

A list of MPD databases detailing the purpose and access is available to the public at https://opendata.dc.gov/datasets/76a28737a6f84b3c92a421114acccca2_5/data?orderBy=AGENCY_ACRONYM&where=AGENCY_ACRONYM%20%3D%20%27MPD%27.

47. 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 there been any issues with implementation.

The Department is working on the response to this question and will forward it in a later letter.

Agency-Specific Questions

COVID-19 Pandemic/Public Health Emergency

48. Please discuss how the COVID-19 pandemic and public health emergency have impacted agency operations during FY20 and FY21, to date, including impacts to the agency itself and agency personnel.

a. What does MPD see as the major "lessons learned" from its COVID-19 response, and to what extent have these lessons learned been incorporated into the agency's operations during the public health emergency?

Since Mayor Bowser's March 11, 2020, declaration of a public health emergency MPD has worked to protect the safety of its members and the community. As noted in response to question 49, more than 730 MPD employees have tested positive for COVID, and tragically two members died as a result of the virus. In response to the virus, MPD implemented an employee reporting protocol, contract tracing program, and guidance for members who tested positive or who had to quarantine and the procedures for returning to work. While we have faced unprecedented challenges this year due to the pandemic, we are proud of the resilience and dedication shown by the members of the MPD in continuing to maintain continuity of operations.

The Department successfully reoriented some of its operations to support more virtual work, both for individual employees and in support of the modifications in the criminal justice system. Some employees were moved from desktop solutions to docking laptops for increased mobility and VPN connectivity was expanded. MPD was also able to move to virtual appearances in conjunction with the Department of Motor Vehicles, the Office of Police Complaints, and internal Trial Boards.

b. How will reforms MPD has pursued during the public health emergency, such as the use of citations in lieu of custodial arrests for certain offenses, be incorporated into the agency's operations going forward?

MPD is currently exploring which of the pandemic related reforms can be successfully incorporated into MPD operations going forward. For example, beginning last March, when Superior Court moved to virtual hearings for obtaining protection orders, victims were sent to our Seventh District where MPD, along with DC SAFE, assisted victims with their participation in hearings via WebEx. We believe that the use of remote technology in this way, to benefit the community and to conserve limited resources, has been one of the lessons learned from the pandemic. Going forward, we will continue to identify ways to leverage technology to benefit our community members. We are also looking internally at the expanded criteria for citation release and will engage with our partners, the OAG and USAO, on which of those changes we agree are appropriate to retain. Additionally, being mindful of the desire to limit unnecessary responses by armed police officers when practical, we have expanded the types of calls eligible for telephone reporting, and are carrying these changes forward as well.

49. Please provide, separated by sworn and civilian personnel, the:

The following figures are as of April 19, 2021, except for subsection (f), which is as of April 8, 2021.

a. Total number of personnel who have tested positive;

Sworn members positive – 685

Civilian members positive - 79

b. Total number of personnel recovered and returned to work;

Sworn members recovered – 671

Civilian members recovered - 74

c. Total number of personnel in quarantine;

Sworn members quarantined – 2

Civilian members quarantined - 2

d. Total number of personnel out due to positive tests/quarantine;

Sworn members out due to positive tests/quarantine – 16

Civilian members out due to positive tests/quarantine - 7

e. Total number of personnel returned to work;

Sworn members recovered – 671

Civilian members recovered - 79

f. Total number of agency personnel, and of those, the number vaccinated; and

Sworn FTEs – 3,641

Sworn vaccinated or scheduled for vaccination: 2,045

Civilian FTE - 680

Civilian vaccinated or scheduled for vaccination: 320

g. Total number of lives lost.

Sworn lives lost – 1

Civilian lives lost - 1

50. Has the long-term health of any MPD personnel been seriously impacted due to COVID-19, and if so, in what way? How is MPD supporting those personnel in their recovery?

One sworn member experienced significant complications from a medical procedure while hospitalized for COVID-19 in April 2020. The member has currently returned to work in a limited duty capacity and remains under the care of their personal physician. Three other sworn members have been diagnosed by their personal doctors as "COVID long haulers." While their health remains stable, they are also working in a limited duty capacity as they continue to experience complications during their prolonged recovery. These members regularly follow up with the Police and Fire Clinic and all remain under the care of their personal doctors.

51. How does MPD track how many sworn and civilian personnel have declined vaccinations and the reasons for their declination? In light of those reasons, please describe the specific strategies MPD is employing to encourage its personnel to get vaccinated.

Since the vaccination program was opened on January 25 through March 29, 2021, 2,300 sworn and civilian members have signed up, along with 55 reserve members, and more continue to sign up or express interest each day. The Department has launched an internal media campaign to encourage vaccinations among our employees. The Acting Chief of Police has sent several department-wide emails with vaccine sign up information, and the department's leadership published a video to the force showing them getting vaccinated, and discussing the importance of getting the vaccine, highlighting the benefits to both the employee and their family and friends.

52. Has COVID-19 impacted the cost to the District of the Police and Fire Clinic contract, and if so, how?

Pursuant to DC Office of Risk Management Notice #PSWCP 2020-01, employees who work in jobs with high potential for exposure to known or suspected sources of COVID-19 shall have a rebuttable presumption that they contracted COVID-19 from the workplace. However, most employees who have contracted COVID-19 are able to fully and successfully recover with minimal or no medical intervention.

In addition, MPD contracted with PFC to provide COVID testing to all MPD & FEMS employees on an as needed basis, beginning in late July 2020. (DC DOH provided these services from April 2020 – late July 2020.) FY 20 costs for COVID testing were $10,000 and FY 21 costs are projected to be approximately $50,000.

53. Please describe the safety measures put in place by MPD to protect both employees and the public from being exposed to COVID-19.

a. What PPE was/is available to sworn and civilian employees?

Throughout the pandemic, MPD has worked to ensure employees' safety by having sufficient PPE available including gloves, masks, and sanitizer. MPD has also been using enhanced cleaning protocols and providing social distancing signage throughout our facilities. MPD issued guidance to officers on March 20, 2020, regarding handling calls for service during the pandemic including donning full PPE when COVID is suspected (i.e., Tyvek suit/gown, shoe covers, N-95 respirator or mask, goggles, gloves). On April 7, 2020, MPD began providing surgical masks to employees consistent with CDC guidance.

b. What PPE was/is available to individuals taken into custody by MPD?

MPD issued guidance, on March 27, 2020, for conducting arrestee temperature/health checks and transporting any suspected COVID arrestees to the hospital. On July 2, 2020, MPD required that surgical masks be made available to all arrestees.

c. Is MPD aware of members of the public who tested positive for COVID-19 after interacting with or being in the custody of MPD? If so, how many?

We have not identified or otherwise been made aware of any community members who contracted the virus as a result of interacting with or being in the custody of MPD.

d. How many sworn or civilian employees have been disciplined for not complying with COVID-related safety requirements (e.g., social distancing, mask wearing, etc.)? If so, how?

In total, 26 MPD members have been disciplined for not complying with COVID-related safety requirements. The discipline has ranged from verbal counseling to adverse action.

e. Please describe how MPD has enforced the Mayor's Orders and MPD policies and procedures related to social distancing, mask wearing, and other COVID-related safety requirements.

Mayor's Orders

Mayor's Order 2020-054, issued on April 1, 2020, added criminal enforcement provisions for people who violated the District's "Stay at Home" order. MPD issued guidance informing officers that MPD's goal was to achieve voluntary compliance with the stay at home order. Officers were instructed to provide a warning and only arrest as a last resort. In the event an officer deemed that an arrest was necessary, the watch commander was required to approve the arrest. Upon approval by the watch commander, the officer would affect a non-custodial arrest (i.e., "61-D") for all eligible arrestees.

On May 29, 2020, Mayor's Order 2020-067 moved the District into Phase One and removed the criminal enforcement provisions for requirements related to the Mayor's Orders. However, MPD has continued to encourage the public to wear masks and practice social distancing. Throughout the pandemic, business and alcohol violations were referred to DCRA and ABRA; at no time was MPD responsible for shutting down businesses.

MPD Policies on Masks, Social Distancing

On April 7, 2020, consistent with CDC guidance, MPD issued an executive order informing officers that MPD would provide surgical masks for those officers who voluntarily wished to wear them. On April 16, 2020 in response to Mayor's Order 2020-063, MPD issued further guidance that required officers to wear face masks in certain locations with vulnerable populations (e.g., nursing homes, DOC, DYRS, hospitals).

Beginning on May 15, 2020, MPD began requiring officers to wear Department-issued or authorized masks whenever social distancing was not possible. Most recently, on July 22, 2020, MPD issued guidance to officers that face masks were mandatory when members are outside, or when they are inside and others are present.

Other COVID Safety Related Requirements

On March 16, 2020, MPD issued a directive suspending the enforcement of expired vehicle registrations and permits consistent with DMV guidance. Additionally, on March 17, 2020, MPD expanded the use of citation release with the goal of reducing the number of arrestees who would be detained pending their initial court appearance. On that same date, MPD also expanded the types of crimes that could be reported via telephone with the goal of limiting interactions between officers and members of the public when possible. MPD also extended the deadline for appearing for non-custodial arrests (i.e., "61-Ds") from 15 days to 90 days on April 10, 2020.

f. How many arrests, by police district, has MPD made related to violations of Mayor's Orders issued during the public health emergency, and for which offenses?

The criminal provisions of the Mayor's Orders were lifted as of May 29, 2020. Before that,

- 10 individuals were arrested (in 6 cases) with a charge of "Violation of Stay Home Order."

- 5 of the 6 cases had a more severe top charge.
- The one case that did not have a more severe top charge had 5 individuals arrested after repeated warnings on multiple occasions about group gatherings.

The arrests were made in the First District (four arrests) and the Fourth District (six arrests).

Personnel and Staffing

54. Please provide the agency's sworn staffing (funded, filled positions), by division, for each month in FY20 and FY21, to date.

The requested information is attached.

55. Please provide the race, ethnicity, and gender of sworn and civilian personnel, by rank and division (as applicable).

The following data is as of March 23, 2021.

	American Indian / Alaskan Native	API	Black	Hispanic	White	Total
Sworn	**3**	**160**	**1844**	**368**	**1279**	**3654**
Corporate Support Bureau		**2**	**14**	**1**	**6**	**23**
Administration		1	3			4
Medical Services Division			3			3
Property Division		1	1		1	3
Records Division			7	1	5	13
Executive Office of the COP		**5**	**21**	**6**	**10**	**42**
Administration			5		3	8
Executive Protection Unit			11	2	1	14
Office of Communications			1		2	3
Strategic Change Division		5	4	4	4	17
Homeland Security Bureau	**2**	**9**	**130**	**37**	**135**	**313**
Administration			3	2	4	9
Intelligence Division			12	6	14	32
JSTACC	1		49	17	25	92
Special Operations Division	1	9	66	12	92	180
Information Technology Bureau			**5**		**2**	**7**
Business Application Division			2			2
Data Quality Division			2		1	3
Engineering Division			1		1	2
Internal Affairs Bureau		**2**	**26**	**7**	**23**	**58**
Administration		1	1	2	1	5
Court Liaison Division			9	1	2	12
Internal Affairs Division		1	10	2	18	31
Risk Management Division			6	2	2	10
Investigative Services Bureau		**24**	**357**	**47**	**260**	**688**
Administration			1		2	3
Crime Scene Investigations Division		1	4		3	8
Criminal Investigations Division		16	143	26	165	350
NSID		4	72	9	55	140
School Safety Division			78	4	5	87

	American Indian / Alaskan Native	API	Black	Hispanic	White	Total
Youth and Family Services Division		3	59	8	30	100
Patrol Services North		**68**	**621**	**164**	**433**	**1286**
2D-Second District		23	143	33	108	307
3D-Third District		22	132	48	117	319
4D-Fourth District		11	155	50	100	316
5D-Fifth District		11	183	32	105	331
Administration		1	8	1	3	13
Patrol Services South	**1**	**42**	**600**	**84**	**350**	**1077**
1D-First District		18	169	21	123	331
6D-Sixth District	1	13	222	32	102	370
7D-Seventh District		11	201	30	125	367
Administration			8	1		9
Professional Development Bureau		**8**	**70**	**22**	**60**	**160**
Administration			2	2	1	5
Disciplinary Review Division			2		1	3
HR		2	11	5	9	27
Metropolitan Police Academy		6	53	15	48	122
Recruiting Division			2		1	3
Civilian	**1**	**30**	**523**	**33**	**96**	**683**
Corporate Support Bureau		**2**	**81**	**2**	**6**	**91**
Administration			4			4
Fleet Services Division		1	1	1	2	5
Medical Services Division			2		3	5
Property Division			50	1	1	52
Records Division		1	24			25
Executive Office of the COP		**9**	**63**	**1**	**19**	**92**
Administration		7	17		8	32
Agency Chief Financial Officer		1	27		1	29
Office of Communications			15	1	5	21
Strategic Change Division		1	4		5	10
Homeland Security Bureau		**2**	**50**	**3**	**26**	**81**
Administration			1			1
Intelligence Division					3	3
JSTACC		1	24	2	16	43
Special Operations Division		1	25	1	7	34
Information Technology Bureau	**1**	**13**	**65**	**5**	**8**	**92**
Administration			3		1	4
Business Application Division		5	23	2	5	35
Data Quality Division	1	3	8	2		14
Engineering Division		1	30	1	2	34
Program Management Division		4	1			5
Internal Affairs Bureau		**2**	**28**	**2**	**3**	**35**
Administration			3			3
Court Liaison Division			11			11
EEO Division		1	3	1		5
Internal Affairs Division			5			5
Risk Management Division		1	6	1	3	11
Investigative Services Bureau			**38**	**3**	**8**	**49**
Criminal Investigations Division			18	2	7	27

	American Indian / Alaskan Native	API	Black	Hispanic	White	Total
NSID			4		1	5
School Safety Division			6			6
Youth and Family Services Division			10	1		11
Patrol Services North			**35**			**35**
2D-Second District			6			6
3D-Third District			9			9
4D-Fourth District			10			10
5D-Fifth District			8			8
Administration			2			2
Patrol Services South			**20**	**2**		**22**
1D-First District			7	1		8
6D-Sixth District			7	1		8
7D-Seventh District			6			6
Professional Development Bureau		**2**	**143**	**15**	**26**	**186**
Administration			5		4	9
Disciplinary Review Division		1	4			5
HR		1	24	2	2	29
Metropolitan Police Academy			98	11	18	127
Recruiting Division			12	2	2	16
Total	**4**	**190**	**2367**	**401**	**1375**	**4337**

	Female	Male	Total
Sworn	**820**	**2834**	**3654**
Corporate Support Bureau	**8**	**15**	**23**
Administration		4	4
Medical Services Division	1	2	3
Property Division	1	2	3
Records Division	6	7	13
Executive Office of the Chief of Police	**11**	**31**	**42**
Administration	3	5	8
Executive Protection Unit	2	12	14
Office of Communications	1	2	3
Strategic Change Division	5	12	17
Homeland Security Bureau	**60**	**253**	**313**
Administration	3	6	9
Intelligence Division	7	25	32
Joint Strategic and Tactical Analysis Cmd Ctr	35	57	92
Special Operations Division	15	165	180
Information Technology Bureau	**4**	**3**	**7**
Business Application Division	1	1	2
Data Quality Division	2	1	3
Engineering Division	1	1	2
Internal Affairs Bureau	**19**	**39**	**58**
Administration	2	3	5
Court Liaison Division	4	8	12
Internal Affairs Division	9	22	31
Risk Management Division	4	6	10
Investigative Services Bureau	**171**	**517**	**688**
Administration	1	2	3

	Female	Male	Total
Crime Scene Investigations Division	2	6	8
Criminal Investigations Division	70	280	350
Narcotics and Special Investigations Division	26	114	140
School Safety Division	26	61	87
Youth and Family Services Division	46	54	100
Patrol Services North	**274**	**1012**	**1286**
2D-Second District	57	250	307
3D-Third District	65	254	319
4D-Fourth District	73	243	316
5D-Fifth District	74	257	331
Administration	5	8	13
Patrol Services South	**234**	**843**	**1077**
1D-First District	63	268	331
6D-Sixth District	85	285	370
7D-Seventh District	83	284	367
Administration	3	6	9
Professional Development Bureau	**39**	**121**	**160**
Administration		5	5
Disciplinary Review Division	1	2	3
Human Resource Management Division	5	22	27
Metropolitan Police Academy Division	32	90	122
Recruiting Division	1	2	3
Civilian	**427**	**256**	**683**
Corporate Support Bureau	**50**	**41**	**91**
Administration	2	2	4
Fleet Services Division	1	4	5
Medical Services Division	4	1	5
Property Division	25	27	52
Records Division	18	7	25
Executive Office of the Chief of Police	**76**	**16**	**92**
Administration	27	5	32
Agency Chief Financial Officer	27	2	29
Office of Communications	16	5	21
Strategic Change Division	6	4	10
Homeland Security Bureau	**40**	**41**	**81**
Administration	1		1
Intelligence Division	1	2	3
Joint Strategic and Tactical Analysis Cmd Ctr	27	16	43
Special Operations Division	11	23	34
Information Technology Bureau	**39**	**53**	**92**
Administration	2	2	4
Business Application Division	17	18	35
Data Quality Division	11	3	14
Engineering Division	7	27	34
Program Management Division	2	3	5
Internal Affairs Bureau	**28**	**7**	**35**
Administration	3		3
Court Liaison Division	11		11
EEO Division	3	2	5
Internal Affairs Division	5		5

	Female	Male	Total
Risk Management Division	6	5	11
Investigative Services Bureau	**39**	**10**	**49**
Criminal Investigations Division	21	6	27
Narcotics and Special Investigations Division	5		5
School Safety Division	4	2	6
Youth and Family Services Division	9	2	11
Patrol Services North	**26**	**9**	**35**
2D-Second District	5	1	6
3D-Third District	7	2	9
4D-Fourth District	6	4	10
5D-Fifth District	6	2	8
Administration	2		2
Patrol Services South	**17**	**5**	**22**
1D-First District	6	2	8
6D-Sixth District	6	2	8
7D-Seventh District	5	1	6
Professional Development Bureau	**112**	**74**	**186**
Administration	6	3	9
Disciplinary Review Division	3	2	5
Human Resource Management Division	20	9	29
Metropolitan Police Academy Division	71	56	127
Recruiting Division	12	4	16
Grand Total	**1247**	**3090**	**4337**

56. Please provide the residency of sworn and civilian personnel, by rank and division (as applicable).

The following data is as of March 23, 2021.

State / Division	Civilian	Sworn	Total
DC	**320**	**589**	**909**
Corporate Support Bureau	**40**	**1**	**41**
Administration	1		1
Medical Services Division	2		2
Property Division	25		25
Records Division	12	1	13
Executive Office of the Chief of Police	**29**	**8**	**37**
Administration	10	4	14
Agency Chief Financial Officer	9		9
Executive Protection Unit		2	2
Office of Communications	8		8
Strategic Change Division	2	2	4
Homeland Security Bureau	**31**	**34**	**65**
Administration	1		1
Intelligence Division	2	2	4
Joint Strategic and Tactical Analysis Cmd Ctr	16	14	30
Special Operations Division	12	18	30

State / Division	Civilian	Sworn	Total
Information Technology Bureau	**25**	**2**	**27**
Business Application Division	12	1	13
Data Quality Division	6	1	7
Engineering Division	6		6
Program Management Division	1		1
Internal Affairs Bureau	**19**	**6**	**25**
Administration	2		2
Court Liaison Division	9	2	11
EEO Division	2		2
Internal Affairs Division	2	3	5
Risk Management Division	4	1	5
Investigative Services Bureau	**14**	**95**	**109**
Crime Scene Investigations Division		1	1
Criminal Investigations Division	11	45	56
Narcotics and Special Investigations Division		17	17
School Safety Division		14	14
Youth and Family Services Division	3	18	21
Patrol Services North	**20**	**221**	**241**
2D-Second District	2	52	54
3D-Third District	7	53	60
4D-Fourth District	5	56	61
5D-Fifth District	4	58	62
Administration	2	2	4
Patrol Services South	**14**	**186**	**200**
1D-First District	4	65	69
6D-Sixth District	6	71	77
7D-Seventh District	4	48	52
Administration		2	2
Professional Development Bureau	**128**	**36**	**164**
Administration	5	1	6
Disciplinary Review Division	1		1
Human Resource Management Division	14	7	21
Metropolitan Police Academy Division	103	28	131
Recruiting Division	5		5
MD	**282**	**2161**	**2443**
Corporate Support Bureau	**42**	**14**	**56**
Administration	3	3	6
Fleet Services Division	4		4
Medical Services Division	2	3	5
Property Division	24	1	25
Records Division	9	7	16
Executive Office of the Chief of Police	**43**	**27**	**70**

State / Division	Civilian	Sworn	Total
Administration	15	3	18
Agency Chief Financial Officer	16		16
Executive Protection Unit		12	12
Office of Communications	7	3	10
Strategic Change Division	5	9	14
Homeland Security Bureau	**39**	**219**	**258**
Administration		7	7
Intelligence Division		22	22
Joint Strategic and Tactical Analysis Cmd Ctr	20	56	76
Special Operations Division	19	134	153
Information Technology Bureau	**51**	**4**	**55**
Administration	3		3
Business Application Division	19	1	20
Data Quality Division	5	1	6
Engineering Division	22	2	24
Program Management Division	2		2
Internal Affairs Bureau	**13**	**38**	**51**
Administration	1	4	5
Court Liaison Division	2	8	10
EEO Division	2		2
Internal Affairs Division	2	20	22
Risk Management Division	6	6	12
Investigative Services Bureau	**30**	**471**	**501**
Administration		3	3
Crime Scene Investigations Division		6	6
Criminal Investigations Division	12	230	242
Narcotics and Special Investigations Division	5	97	102
School Safety Division	6	67	73
Youth and Family Services Division	7	68	75
Patrol Services North	**15**	**716**	**731**
2D-Second District	4	154	158
3D-Third District	2	154	156
4D-Fourth District	5	183	188
5D-Fifth District	4	215	219
Administration		10	10
Patrol Services South	**8**	**593**	**601**
1D-First District	4	179	183
6D-Sixth District	2	202	204
7D-Seventh District	2	206	208
Administration		6	6
Professional Development Bureau	**41**	**79**	**120**
Administration	2	4	6

State / Division	Civilian	Sworn	Total
Disciplinary Review Division	4	3	7
Human Resource Management Division	13	12	25
Metropolitan Police Academy Division	15	58	73
Recruiting Division	7	2	9
VA	**77**	**849**	**926**
Corporate Support Bureau	**9**	**7**	**16**
Administration		1	1
Fleet Services Division	1		1
Medical Services Division	1		1
Property Division	3	2	5
Records Division	4	4	8
Executive Office of the Chief of Police	**16**	**7**	**23**
Administration	7	1	8
Office of Communications	6		6
Strategic Change Division	3	6	9
Homeland Security Bureau	**11**	**58**	**69**
Administration		2	2
Intelligence Division	1	8	9
Joint Strategic and Tactical Analysis Cmd Ctr	7	21	28
Special Operations Division	3	27	30
Information Technology Bureau	**16**	**1**	**17**
Administration	1		1
Business Application Division	4		4
Data Quality Division	3	1	4
Engineering Division	6		6
Program Management Division	2		2
Internal Affairs Bureau	**3**	**13**	**16**
Administration		1	1
Court Liaison Division		2	2
EEO Division	1		1
Internal Affairs Division	1	7	8
Risk Management Division	1	3	4
Investigative Services Bureau	**5**	**119**	**124**
Crime Scene Investigations Division		1	1
Criminal Investigations Division	4	74	78
Narcotics and Special Investigations Division		26	26
School Safety Division		6	6
Youth and Family Services Division	1	12	13
Patrol Services North		**326**	**326**
2D-Second District		98	98
3D-Third District		105	105
4D-Fourth District		68	68

State / Division	Civilian	Sworn	Total
5D-Fifth District		54	54
Administration		1	1
Patrol Services South		**279**	**279**
1D-First District		84	84
6D-Sixth District		93	93
7D-Seventh District		101	101
Administration		1	1
Professional Development Bureau	**17**	**39**	**56**
Administration	2		2
Human Resource Management Division	2	7	9
Metropolitan Police Academy Division	9	31	40
Recruiting Division	4	1	5
Other	**4**	**55**	**59**
Corporate Support Bureau		**1**	**1**
Records Division		1	1
Executive Office of the Chief of Police	**4**		**4**
Agency Chief Financial Officer	4		4
Homeland Security Bureau		**2**	**2**
Joint Strategic and Tactical Analysis Cmd Ctr		1	1
Special Operations Division		1	1
Internal Affairs Bureau		**1**	**1**
Internal Affairs Division		1	1
Investigative Services Bureau		**3**	**3**
Criminal Investigations Division		1	1
Youth and Family Services Division		2	2
Patrol Services North		**23**	**23**
2D-Second District		3	3
3D-Third District		7	7
4D-Fourth District		9	9
5D-Fifth District		4	4
Patrol Services South		**19**	**19**
1D-First District		3	3
6D-Sixth District		4	4
7D-Seventh District		12	12
Professional Development Bureau		**6**	**6**
Human Resource Management Division		1	1
Metropolitan Police Academy Division		5	5
Grand Total	**683**	**3654**	**4337**

57. How does MPD analyze how individual officers spend their time during a shift?

a. Is this information collected on an aggregate (e.g., across an entire bureau, division, subdivision, or specialized unit) or individual basis?

MPD uses a variety of strategies to assess officer productivity. First and foremost, supervisors are responsible for monitoring the work of their officers and ensuring they are using time responsibly. To be clear, however, this does not mean counting tickets or arrests to evaluate work. For patrol, it involves regular activity such as monitoring calls for service and length of time officers are out of service, being out on the street, and monitoring or participating in other officer activities, such as outreach efforts. Acting Chief Contee is committed to working with Department supervisors to encourage more daily interaction, supervision, and development of subordinates.

The Department uses body-worn cameras to assess time spent on recordable interactions. This information is used more on an individual- or case-specific basis, but provides insight on how officers are interacting with the public. Furthermore, the department has access to 911 call for service data, which provides details regarding the volume and types of dispatched calls for service and response times, in addition officers' self-reported field actions. The aforementioned strategies are primarily for patrol-based officers. Officers operating in specialized units often have unit-level service goals, which are monitored by their supervisory personnel.

58. How does MPD analyze how it allocates time and resources among different priorities or responsibilities?

a. Is this information collected on an aggregate (e.g., across an entire bureau, division, subdivision, or specialized unit) or an individual level?

MPD conducts a periodic analysis to ensure that workload and resources are aligned across all districts. Calls for service by type principally drive officer allocation. The geographical district boundaries and related PSA boundaries account for workload as well as natural and manmade boundaries, and attempt to even the distribution within the relative area. Additional resources, such as specialized units, are centralized and can therefore be deployed to areas experiencing the highest level of violent crime.

Specialized units are assessed or augmented in different ways. Overall staffing is monitored regularly. Units provide feedback if there are unmet demands. For instance, the caseloads of detectives will be monitored by each unit and support sought if it shifts drastically. Other units, have centralized support for surges in workload. The Special Operations Division is a good example, as Civil Disturbance Units, which are composed of patrol officers, may augment SOD resources during large First Amendment assemblies or during periods of unrest.

59. Please identify how officers are deployed, by mode of transportation (e.g. car, bicycle, Segway, etc.), and in which police district officers using each mode are deployed.

To increase the number of visible foot patrols throughout any given day, patrol officers regularly assigned to scout cars have been directed to conduct foot patrol in their assigned PSAs when not on other active assignments. Appropriate deployment strategies are determined by the Sector Captain with input from the District Commander based on crime trends and deployment initiatives. There are permanent mountain bike, scooter, foot patrol and Segway assignments built into each Sector's deployment.

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

Type	# assigned to non-scout car deployment
First District	26
Second District	32
Third District	57
Fourth District	14
Fifth District	21
Sixth District	28
Seventh District	25
Total	203

60. Please provide a table, broken down by sworn/civilian, funding source, purpose (categories including court, special events/First Amendment Assemblies, and automated traffic enforcement) and police district, of budgeted overtime, overtime hours worked, and expenditures (by fiscal year) for FY17 to FY21, to date. Identify any reprogrammings into or within the agency for that purpose during each fiscal year and whether the expenditures were eligible for federal reimbursement and/or were reimbursed.

a. Please describe any applicable laws, MPD policies, or collective bargaining agreement provisions that implicate the use of overtime.

b. How is the need for overtime determined?

c. Who authorizes individual officers' use of overtime?

d. What are the metrics the agency uses to analyze overtime use?

e. How has the use of citations in lieu of custodial arrests in FY20 and FY21, to date, impacted overtime use?

The Metropolitan Police Department is committed to being a trusted steward of District of Columbia resources. While the agency works to use overtime judiciously, overtime is a critical and largely inevitable function of police work. When an officer makes an arrest, he or she cannot check out at the end of the shift and leave the processing to someone else. For officers not on a day work shift, the follow-up work with prosecutors and potentially in court will all be on overtime. Similarly, detectives investigating a case do not hand it off to another detective when they are off duty. Specialized units that do not have 24-7 staffing sometimes must respond to the community during off hours. And perhaps most importantly, police must have the ability to shift resources and tours of duty at short notice or for a limited time to respond to emerging or serious public safety issues.

Because of a need to staff regular assignments and provisions in the collective bargaining agreement governing notice for work schedules, these often must be staffed through overtime. Overtime usage is reviewed on a bi-weekly basis both from an agency-wide level (usage by bureau and division) and on a more discreet level (justification per person by bureau and division by the respective managers).

Overtime is guided by both federal law and collective bargaining agreement. Except as provided in Section 2 of this Article, entitlement to and computation of overtime shall be determined in accordance with, and shall not exceed, the overtime provisions of section 7 of the Fair Labor Standards Act of 1938 (FLSA) as amended, 29 U.S.C. § 207. Under section 2 of the CBA, scheduled leave shall count towards a member's 171-hour threshold established by the FLSA. Scheduled leave is only annual, restored, District of Columbia compensatory, or

FLSA leave that is submitted to the member's lieutenant at least 48 hours in advance of the shift the leave would commence. Any other type of leave shall not constitute scheduled leave.

Overtime usage is generally divided into locally funded overtime and non-local or reimbursable overtime. The primary types of locally funded overtime are court overtime, which includes casework with prosecutors, and non-court overtime. Non-local or reimbursable overtime may include federal or grant-funded overtime, reimbursable details funded by third parties such as alcohol beverage establishments, and the Emergency Planning and Security Fund (EPSF). The EPSF costs are generally related to:

- Providing public safety at events related to the nation's capital,
- Providing response support to immediate and specific terrorist threats or attacks in the District, and
- Providing support for requests from the United States Secret Service.

The use of citations in lieu of custodial arrest has not been expanded, although several sources, including the Office of the Attorney General and the Washington Post, have conflated the expansion in citation release with citation in lieu of arrest.

In the CJCC working group with Superior Court, USAO, OAG, PDS, and all the other criminal justice partners, MPD revised the criteria for citation release (which is a process during booking), not citation in lieu of arrest, which is a non-custodial arrest. All arrests for any charges that are eligible for non-custodial arrest went down primarily because they are public disorder charges. During the pandemic, there has been less public activity, fewer complaints, and fewer arrests.

(As of Pay Period Ending March 13, 2021)									
	Locally-Funded Hours			Non-locally Funded Hours				Total Hours	Total Dollars
FY	All Other	Court	Subtotal	Grant	Non-EPSF Reim.	EPSF Reim.	Subtotal		
17	272,212	61,383	333,595	38,691	84,887	259,207	382,785	716,380	41,233,463
18	350,225	55,809	406,034	32,423	152,285	148,540	333,248	739,282	42,012,282
19	254,072	48,894	302,966	31,189	98,663	159,049	288,902	591,867	38,104,205
20	364,698	23,049	387,746	24,527	53,434	696,874	774,835	1,162,581	70,708,484
21	90,363	1,352	91,715	8,769	5,234	608,243	622,246	713,962	39,348,770

Notable changes between 2019 and 2020 on Locally-Funded hours:		
World Series:	34,566.50	New for FY20
Fall Crime Initiative:	29,625.50	New for FY20
COVID Response:	41,408.25	New for FY20
Violent Crime Reduction:	11,747.25	Increase in hours for FY20
Total Notable Changes:	**117,347.50**	
Amount of net change:	(6,721.75)	

61. Please provide a table of monthly sworn attrition, by fiscal year, from FY17 through FY21, to date, including the reason indicated for the separation, rank, and years of service with MPD (grouped at MPD's choosing by span of years served).

Notable shifts in attrition during this time period have included:

- During FY20-present, 12 sworn members have died, primarily of personal medical illnesses, this is a substantial increase from 0 in FY19, 4 in FY18 and 3 in FY17.
- With increased hiring of senior officers, detectives, and sergeants in FY17 and beyond, seniors have also accounted for a more substantial number of separations (62 in FY20-present).
- Excluding senior police officers, there was a slight increase in resignations during FY20 – 116 versus an average of 102 the prior three years. As of March 10th, during FY21, MPD has already had 56 non-senior member resignations.
- There is a decrease in the number of termination cases in FY20, primarily due to the public health emergency, which suspended adverse action panels due to availability of prosecution and defense. Such panels have now resumed and are working expeditiously to process pending cases.

Row Labels	FY2017	FY2018	FY2019	FY2020	FY2021	Total
Death	3	4		7	5	19
< 5 Years of Service	3	1		2		6
Senior Police Sergeant				2		2
Officer	3	1				4
5-9 Years of Service				1		1
Officer				1		1
10-14 Years of Service				1	1	2
Officer				1	1	2
15-19 Years of Service		3		1	1	5
Sergeant		2				2
Officer		1		1	1	3
20-24 Years of Service				1	3	4
Sergeant				1		1
Detective Grade 1					1	1
Detective Grade 2					1	1
Officer					1	1
25+ Years of Service				1		1
Sergeant				1		1
Disability Retirement	6	10	9	7	3	35
< 5 Years of Service	2	1	1	1		5
Officer	1	1	1	1		4
Recruit Officer	1					1
5-9 Years of Service		2	3			5
Officer		2	3			5
10-14 Years of Service	3	2	2	1	1	9
Detective Grade 2		1				1
Officer	3	1	2	1	1	8
15-19 Years of Service	1	3	2	4	1	11
Sergeant		1				1
Officer	1	2	2	4	1	10
20-24 Years of Service		1	1	1	1	4
Sergeant		1				1
Officer			1	1	1	3

Row Labels	FY2017	FY2018	FY2019	FY2020	FY2021	Total
25+ Years of Service		1				1
Officer		1				1
Resignation	114	124	143	150	82	613
< 5 Years of Service	91	105	110	100	57	463
Senior Police Detective Grade I	1			2	2	5
Senior Police Officer	8	13	20	21	17	79
Senior Police Sergeant	3	9	18	9	6	45
Master Patrol Officer				1		1
Officer	41	43	48	35	23	190
Probationer	18	17	14	18	7	74
Recruit Officer	20	21	10	14	2	67
Investigator		2				2
5-9 Years of Service	9	11	25	28	14	87
Commander	1					1
Sergeant			2	2	1	5
Senior Police Detective Grade I		1		1		2
Senior Police Officer			2	1		3
Senior Police Sergeant					1	1
Detective Grade 2				2		2
Officer	8	10	20	22	12	72
Investigator			1			1
10-14 Years of Service	10	6	6	9	7	38
Captain				1		1
Sergeant			1	1		2
Detective Grade 2	2	1	1	3	2	9
Master Patrol Officer	1					1
Officer	7	5	4	4	5	25
15-19 Years of Service	2	2		4	2	10
Captain				1		1
Officer	2	2		3	2	9
20-24 Years of Service	1		1	5	2	9
Captain				1		1
Sergeant	1			1		2
Officer			1	3	2	6
25+ Years of Service	1		1	4		6
Officer	1		1	4		6
Retirement	197	148	176	162	53	736
5-9 Years of Service			1			1
Officer			1			1
10-14 Years of Service		1		1		2
Officer		1		1		2
15-19 Years of Service	2					2
Detective Grade 2	1					1
Officer	1					1
20-24 Years of Service	1			2	4	7
Inspector				1		1
Sergeant					1	1
Master Patrol Officer					1	1
Officer	1			1	2	4
25+ Years of Service	194	147	175	159	49	724

Row Labels	FY2017	FY2018	FY2019	FY2020	FY2021	Total
Chief of Police					1	1
Assistant Chief	2	2				4
Commander	1	5	1		1	8
Inspector	1		2	1		4
Captain	5	7	5	3	2	22
Lieutenant	16	14	18	13	7	68
Sergeant	27	24	36	27	7	121
Desk Sergeant				2		2
Detective Grade 1	9	6	2	6		23
Detective Grade 2	21	15	11	20	2	69
Master Patrol Officer	7	2	5	4	1	19
Officer	105	72	95	83	28	383
Termination	5	9	16	3		33
< 5 Years of Service	1	2	1	1		5
Officer	1	2	1	1		5
5-9 Years of Service	1	2	6	1		10
Officer	1	1	6	1		9
Investigator		1				1
10-14 Years of Service	1	1	4			6
Sergeant			1			1
Detective Grade 2			2			2
Officer	1	1	1			3
15-19 Years of Service	2	4	3			9
Sergeant		1				1
Detective Grade 2		1	1			2
Officer	2	2	2			6
20-24 Years of Service			2	1		3
Sergeant				1		1
Detective Grade 1			1			1
Officer			1			1
Separation - Other	10	18	14	1	4	47
< 5 Years of Service	10	18	14	1	4	47
Senior Police Detective Grade I		1	2			3
Senior Police Officer	2	12	2			16
Senior Police Sergeant		1	6			7
Probationer	1	1	1	1	1	5
Recruit Officer	7	3	3		3	16
Grand Total	335	313	358	330	147	1483

a. Please provide, for each month in FY20 and FY21, to date, the net number of sworn personnel who separated from and joined MPD.

		Hire	Separation	Net
FY20	10-2019	26	26	0
	11-2019	23	30	-7
	12-2019	22	24	-2
	01-2020	27	31	-4
	02-2020	26	20	6
	03-2020	25	23	2

		Hire	Separation	Net
	04-2020	3	18	-15
	05-2020	1	28	-27
	06-2020	35	22	13
	07-2020	24	16	8
	08-2020	58	45	13
	09-2020	49	47	2
FY21	10-2020	0	33	-33
	11-2020	1	24	-23
	12-2020	1	33	-32
	01-2021	0	35	-35
	02-2021	1	20	-19

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

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

The data below is as of March 10, 2021.

Rank	Retirement Paperwork NOT Submitted	Retirement Paperwork Submitted	Grand Total
A/Chief	2		2
Commander	4		4
Captain	6	1	7
Lieutenant	11	1	12
Sergeant	30	2	32
Detective Grade 1	3	3	6
Detective Grade 2	14	1	15
Master Patrol Officer	6		6
Officer	91	9	100
Grand Total	**167**	**17**	**184**

63. Please provide a table of monthly sworn hiring from FY17 through FY21, to date, including type of hire (e.g. lateral) and rank.

a. How many sworn officers were promoted in FY20 or FY21, to date?

One hundred and twenty sworn members were promoted in FY20 and FY21 to date: 1 Chief of Police, 1 Assistant Chief of Police, 2 Commanders, 10 Captains, 27 Lieutenants, 42 Sergeants, 37 Detectives-Grade One.

b. How many sworn officers transitioned to, or were rehired as, civilian employees in FY20 or FY21, to date?

None.

64. Please describe MPD's recruiting efforts in FY20 and FY21, to date.

MPD continued to use innovative recruiting strategies during FY20. MPD built upon the #BecomeMPD campaign which consists of a multi-tiered recruitment, marketing, and advertising strategy, branding elements for MPD digital advertisements and online job postings.

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

Monumental Communications LLC has worked to develop a consistent look and feel of marketing and advertising materials, including pushing paid advertisements across Facebook to reach applicants nationwide who may not be aware of MPD's hiring opportunities. MPD also unveiled a robust new set of images for the Cadet Corps and entry-level officers to be used toward branding efforts. In FY20 MPD redesigned the current recruiting website to reflect the Department's new branding and make the site more compatible with mobile devices. MPD also implemented a texting tool to expedite the application process for potential applicants for all paid and volunteer MPD positions.

In March 2020, MPD transitioned from Prospect Day to a virtual screening model due to COVID-19, allowing the department to continue onboarding applicants until September 2020. With the budget cut necessitating a temporary hiring freeze in FY21, MPD's outreach team continues to engage applicants through a monthly online seminar, through the new MPD website and through organic social media posts. The team is ensuring that the pipeline remains engaged for a time when hiring resumes.

65. What is the starting salary for an MPD officer? What is the average salary?

The current starting salary for a police officer is $60,199. The average salary as of 3/22/2021 of sworn members of all ranks is $84,424.50.

66. If possible, how does MPD quantify the "cost" of an average officer (i.e. salary, fringe, uniforms, fleet, firearms, etc.)?

Salary is based on salary schedules and scheduled wage increases projected during the year (such as negotiated collective bargaining agreement salary increases or scheduled step increases) while fringe is budgeted as a percentage provided by the OCFO. Other costs are based on historical estimates. Certain equipment (such as firearms, vehicles, phones, computers, etc.) is reissued, where possible. In times when staffing is growing, equipment may need to be purchased. Uniforms are issued as new and estimates are driven by the expected number of hires during the year and the contract rates. For uniform issuance to new members, historical averages drive the budget estimated cost for the year. Lastly, the Police and Fire Clinic cost structure is primarily based on a capitated rate per sworn FTE per pay period.

67. Please provide the number of recruits hired, by fiscal year, in FY17 to FY21, to date. Include the number of recruits per class, the date each class was hired, how many are still employed by MPD, and demographic data such as race/ethnicity and gender.

Recruit Hires

Fiscal Year of Hire	Hire Date	Active Employee	Inactive Employee	Total
FY2017	10/31/2016	19	5	24
	11/28/2016	13	9	22
	12/27/2016	14	5	19
	1/23/2017	19	1	20
	2/21/2017	12	8	20
	3/20/2017	13	3	16
	4/18/2017	14	3	17
	5/30/2017	14	5	19
	6/26/2017	16	2	18
	7/24/2017	16	4	20
	8/21/2017	19	4	23
	9/18/2017	13	3	16
FY2017 Total		**182**	**52**	**234**
FY2018	10/30/2017	16	5	21
	11/27/2017	13	7	20
	12/26/2017	16	5	21
	1/22/2018	19	2	21
	2/20/2018	17	1	18
	3/19/2018	19	2	21
	4/30/2018	21	4	25
	5/29/2018	25	4	29
	6/25/2018	29	1	30
	7/23/2018	20	0	20
	8/20/2018	17	4	21
	9/17/2018	25	1	26
FY2018 Total		**237**	**36**	**273**
FY2019	10/29/2018	21	1	22
	11/26/2018	16	0	16
	12/26/2018	21	1	22
	1/22/2019	16	0	16
	3/4/2019	17	2	19
	4/15/2019	17	4	21
	5/13/2019	20	2	22
	6/10/2019	29	0	29
	7/8/2019	24	0	24
	8/5/2019	21	1	22
	9/3/2019	22	0	22
	9/30/2019	20	2	22
FY2019 Total		**244**	**13**	**257**
FY2020	10/28/2019	22	0	22

Fiscal Year of Hire	Hire Date	Active Employee	Inactive Employee	Total
	11/25/2019	18	1	19
	12/23/2019	20	0	20
	1/21/2020	21	0	21
	2/18/2020	22	0	22
	3/30/2020	23	2	24
	6/8/2020	26	3	29
	7/6/2020	18	3	21
	8/3/2020	21	2	23
	8/31/2020	19	3	22
	9/28/2020	22	1	23
FY2020 Total		**232**	**15**	**246**
FY2021	Not applicable	0	0	0
FY2021 Total		**0**	**0**	**0**
Grand Total		**895**	**116**	**1,010**

By Race

Fiscal Year of Hire	Hire Date	Asian	Black	Hispanic	White	Total
FY2017	10/31/2016	2	9	7	6	24
	11/28/2016	1	10	5	6	22
	12/27/2016	0	10	2	7	19
	1/23/2017	2	10	1	7	20
	2/21/2017	1	9	4	6	20
	3/20/2017	2	5	4	5	16
	4/18/2017	2	4	3	8	17
	5/30/2017	1	7	5	6	19
	6/26/2017	0	11	0	7	18
	7/24/2017	1	9	6	4	20
	8/21/2017	2	15	0	6	23
	9/18/2017	0	5	6	5	16
FY2017 Total		**14**	**104**	**43**	**73**	**234**
FY2018	10/30/2017	1	5	3	12	21
	11/27/2017	1	6	4	9	20
	12/26/2017	3	6	3	9	21
	1/22/2018	1	10	4	6	21
	2/20/2018	1	9	4	4	18
	3/19/2018	1	11	3	6	21
	4/30/2018	2	11	2	10	25
	5/29/2018	0	17	3	9	29
	6/25/2018	1	11	5	13	30
	7/23/2018	1	7	7	5	20
	8/20/2018	2	10	5	4	21
	9/17/2018	3	10	2	11	26
FY2018 Total		**17**	**113**	**45**	**98**	**273**
	10/29/2018	2	7	4	9	22

Fiscal Year of Hire	Hire Date	Asian	Black	Hispanic	White	Total
FY2019	11/26/2018	1	8	4	3	16
	12/26/2018	2	14	1	5	22
	1/22/2019	1	11	2	2	16
	3/4/2019	1	8	1	9	19
	4/15/2019	1	10	4	6	21
	5/13/2019	1	9	5	7	22
	6/10/2019	0	15	2	12	29
	7/8/2019	3	12	4	5	24
	8/5/2019	1	6	5	10	22
	9/3/2019	1	10	2	9	22
	9/30/2019	4	9	2	7	22
FY2019 Total		**18**	**119**	**36**	**84**	**257**
FY2020	10/28/2019	1	13	0	8	22
	11/25/2019	3	12	0	4	19
	12/23/2019	2	10	2	6	20
	1/21/2020	0	8	2	11	21
	2/18/2020	0	15	5	2	22
	3/30/2020	1	15	3	5	24
	6/8/2020	3	12	6	8	29
	7/6/2020	1	9	1	10	21
	8/3/2020	1	6	4	11	23
	8/31/2020	0	9	3	10	22
	9/28/2020	3	5	5	10	23
FY2020 Total		**15**	**114**	**31**	**85**	**246**
FY2021	Not applicable	0	0	0	0	0
FY2021 Total		**0**	**0**	**0**	**0**	**0**
Grand Total		**64**	**450**	**155**	**340**	**1,010**

By Gender

Fiscal Year of Hire	Hire Date	Female	Male	Total
FY2017	10/31/2016	6	18	24
	11/28/2016	2	20	22
	12/27/2016	6	13	19
	1/23/2017	4	16	20
	2/21/2017	7	13	20
	3/20/2017	2	14	16
	4/18/2017	3	14	17
	5/30/2017	5	14	19
	6/26/2017	5	13	18
	7/24/2017	6	14	20
	8/21/2017	5	18	23
	9/18/2017	7	9	16
FY2017 Total		**58**	**176**	**234**
FY2018	10/30/2017	6	15	21

Fiscal Year of Hire	Hire Date	Female	Male	Total
	11/27/2017	3	17	20
	12/26/2017	1	20	21
	1/22/2018	4	17	21
	2/20/2018	3	15	18
	3/19/2018	4	17	21
	4/30/2018	6	19	25
	5/29/2018	11	18	29
	6/25/2018	9	21	30
	7/23/2018	2	18	20
	8/20/2018	5	16	21
	9/17/2018	5	21	26
FY2018 Total		**59**	**214**	**273**
FY2019	10/29/2018	5	17	22
	11/26/2018	5	11	16
	12/26/2018	5	17	22
	1/22/2019	8	8	16
	3/4/2019	3	16	19
	4/15/2019	3	18	21
	5/13/2019	4	18	22
	6/10/2019	10	19	29
	7/8/2019	8	16	24
	8/5/2019	8	14	22
	9/3/2019	5	17	22
	9/30/2019	5	17	22
FY2019 Total		**69**	**188**	**257**
FY2020	10/28/2019	7	15	22
	11/25/2019	3	16	19
	12/23/2019	9	11	20
	1/21/2020	4	17	21
	2/18/2020	6	16	22
	3/30/2020	5	19	24
	6/8/2020	8	21	29
	7/6/2020	4	17	21
	8/3/2020	8	15	23
	8/31/2020	4	18	22
	9/28/2020	5	18	23
FY2020 Total		**63**	**183**	**246**
FY2021	Not applicable	**0**	**0**	**0**
FY2021 Total		**0**	**0**	**0**
Grand Total		**249**	**761**	**1,010**

68. Please provide the number of cadets, by fiscal year, in FY17 to FY21, to date. Include the number of cadets per class, how many are still employed by MPD, and demographic data such as age, race/ethnicity, and gender.

FY of Hire	Active Cadet	Resignation	Separation – Other	Terminated	Transferred to Civilian	Transitioned to Recruit	Total
FY2017	2	7		3		21	33
FY2018	8	3	1	3	1	24	40
FY2019	42	12		1		4	59
FY2020	41	4	1			1	47
FY2021	7						7
Total	**100**	**26**	**2**	**7**	**1**	**50**	**186**

Of our current/active cadets:

Ward	#
Ward 1	5
Ward 2	1
Ward 3	1
Ward 4	15
Ward 5	13
Ward 6	11
Ward 7	26
Ward 8	28
Grand Total	**100**

	Female		Male		Grand Total	
Black/African American	53	53%	34	34%	87	87%
Hispanic	5	5%	5	5%	10	10%
White/Caucasian	1	1%	2	2%	3	3%
Grand Total	**59**	**59%**	**41**	**41%**	**100**	**100%**

Age:
Under 21: 39
21 or over: 61

69. Please provide the number of Reserve Corps Members, by level, for FY20 and FY21, to date.

The following data is as of March 22, 2021. Reserve members go through the same training as recruit officers. Level IIs will become Level I reserves once they complete their probationary period. The general reserves category is an older classification that is being phased out as the current cohort separate. They are not armed.

Level I	58
Level II	25
General	4
Recruit	12
	99

70. In FY20 and FY21, to date, how many officers:

a. Received non-chargeable medical leave and administrative pay pursuant to D.C. Official Code § 5–633(a)

Please see the response to question 21.

b. Were recommended for retirement pursuant to D.C. Official Code § 5–633(b)?

None

c. Were processed for retirement pursuant to D.C. Official Code § 5–633(c)?

In FY20, seven members were disability retired by the Police and Firefighters Retirement and Relief Board, five of which were under § 5–633(c) (Performance of Duty).

For FY21, as of March 17, 2021, three members of the Department were disability retired by the Police and Firefighters Retirement and Relief Board, one of which was under § 5–633(c) (Performance of Duty).

d. Were provided additional-nonchargeable medical leave and disability compensation pay pursuant to D.C. Official Code § 5–633(e)?

None

e. Received chargeable medical leave pursuant to D.C. Official Code § 5–634(a)?

In FY20, the Department processed a total of 442 claims which were ruled Non-POD, however, this does not capture instances of off-duty illnesses for which members are not required to complete an injury/ illness report. In addition, not all 442 Non-POD injury/ illness claims resulted in lost worktime. Because members use their chargeable sick leave in these instances, direct tracking of personal sick time used is not recorded in the claims process for Non-POD cases.

f. Were recommended for retirement pursuant to D.C. Official Code § 5–634(b)?

None. However, in FY20, seven members of the Department were disability retired by the Police and Firefighters Retirement and Relief Board, two of which were under § 5–634(c) (Non-Performance of Duty).

To date (as of 3/17/21) in FY21, three members of the Department were disability retired by the Police and Firefighters Retirement and Relief Board, two of which were under § 5–634(c) (Non-Performance of Duty).

71. Please provide the following information regarding retired officers employed by MPD:

a. In FY17 to FY21, to date, how many retired officers did MPD hire and redeploy under D.C. Official Code § 5–761(a)? Please separate by fiscal year and rank.

Rank	FY17	FY18	FY19	FY20	FY21
Senior Detective Grade 1	8	7	0	5	0
Senior Police Officer	109	45	29	49	0
Senior Police Sergeant	49	12	20	17	0
Total	166	64	49	71	0

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

The Department currently employs:

- 54 Senior Police Sergeants
- 19 as Senior Police Detective Grade 1

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

Fiscal Year	Senior Detective	Senior Police Sergeant
FY22	10	21
FY23	5	5
FY24	0	12
FY25	4	16
Total	19	54

72. How many officers applied to the Police Officers Retention Program in FY20 and FY21, to date, and how much has been awarded, by year? How much remained in the program's FY20 budget at the end of the fiscal year, and how much remains in the program's FY21 budget?

In FY20, 115 members applied for the Police Officer Retention Program (PORP). A total of $600,000 was awarded to 65 members. All funding was expended.

As of April 7, 2021, there were no funds expended during FY21 with the Police Officer Retention Program (PORP).

73. How many officers applied to the Six-Month Housing Assistance program in FY20 and FY21, to date, and how much has been awarded, by year? How much remained in the program's FY20 budget at the end of the fiscal year, and how much remains in the program's FY21 budget?

In FY20, 55 members applied for the Six-Month Housing Assistance program. A total of $255,000 was awarded to 43 recruit officers. All funding had been expended.

As of April 7, 2021, there were no funds expended during FY21 with the Six-Month Housing Assistance program because of the temporary freeze in recruit hiring due to the Council's reductions in the FY21 budget.

74. How many MPD employees – sworn and civilian – successfully closed on a property through DHCD's Employer-Assisted Housing Program in FY20 and FY21, to date?

- FY20 – 4 sworn and 0 civilian personnel.
- FY21 (as of 3/23/2021) – 1 sworn and 0 civilian personnel.

75. Please describe the Police for Tomorrow Fellowship and any costs to MPD. How many officers have participated in FY20 and FY21, to date? Does MPD plan to expand the number of participants in the future?

The Police for Tomorrow Fellowship Program was launched in 2017 by Georgetown University Law Center's Program on Innovative Policing in partnership with the MPD. Through the Police for Tomorrow program, selected officers and civilian MPD employees participate in monthly workshops on key topics on modern policing, including but not limited to: race, youth, over criminalization and alternatives to arrest, risk, use of force and de-escalation techniques, homelessness and poverty, the history of policing in the District, and leadership and organizational change skills. Throughout the program, fellows have the

opportunity to meet and work with some of the most innovative leaders in policing. Police for Tomorrow fellows have the opportunity to interact with senior MPD leaders, and to develop and share their views and recommendations with MPD command staff.

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

In March 2020, MPD launched the third cohort with 20 fellows. Eighteen fellows graduated from Cohort 1 in November 2018. In March 2020, 22 fellows graduated from Cohort 2. In 2019, the Department began expanding the number of participants by including a monthly session for all cadets and recruit officers at the academy comprising the same topics and presenters as the monthly Police for Tomorrow sessions.

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

76. Please describe the continuing education provided to officers pursuant to D.C. Official Code § 5-107.02(b), including the names and organizational affiliations of the instructors and the curricula for those specific topics.

In compliance with D.C. Official Code § 5-107.02(b)(Perm.), the following trainings represent continuing mandatory education prior to 2021 for sworn members plus the instructors who delivered the training. These trainings included mandatory roll call trainings, online module trainings, professional development training. Given the constraints of the COVID-19 pandemic, much of MPD's training had moved to a virtual environment or roll calls. (For more information about other training in 2020, please see the responses to questions 36 and 111.) The total hours for continuing education in 2020 exceeded 32 hours. The curricula for these courses are attached. Several of these trainings were developed in partnership with the Legal Aid Society.

Class Name	Instructors
Community Policing	
21st Century Community Policing	Roll Call Sergeants
Homelessness	Roll Call Sergeants
Community-based Crime Prevention	Roll Call Sergeants
National Museum of African American History and Culture Phase II	Drs. Sharita Thompson and Bernard Demczuk-University of the District of Columbia
Custody Disputes and Parental Kidnapping	Roll Call Sergeants
Resources Available to Domestic Violence Survivors	Roll Call Sergeants
Recognizing and Preventing Bias-based Policing	
Intimate Partner Violence in LGBTQ+ Relationships	Roll Call Sergeants
Interacting with Juveniles	Paul Hrebenak, Sarah Mancuso, Bryan Mancuso

Class Name	Instructors
The Use of Force	
Importance of Self-control	Roll Call Sergeants
Vehicular Pursuits	Roll Call Sergeants
Excessive Force	Roll Call Sergeants
Extended Impact Weapon	Roll Call Sergeants
Active Bystandership	Melvin Evans, Curtis Coleman
Defensive Techniques	Javon Vogelzon
Tactical Emergency Casualty Care (TECC)	Mike Mocca
ASP Recertification	Hector Deoleo
Pistol Qualification, Phases I and II	Paul Riley, Leo Hitt
OC Spray	Ray Chambers
Limitations on the Use of Chokeholds and Neck Restraints	
Updates to Definition and Use of Neck Restraints Policy	Online module
Tactical Training Center Lecture and Scenarios	Ray Chambers
Updates on the Use of Neck Restraints	Roll Call Sergeants
Mental and Behavioral Health Awareness	
Psychology of Domestic Violence	Roll Call Sergeants
Social Isolation and Mental Health among Juveniles	Roll Call Sergeants
Awareness of Crisis in Families (Juveniles)	Roll Call Sergeants
TPOs/CPOs	Roll Call Sergeants
Extreme Risk Protection Orders	Online module
Officer Resilience	Dr. Beverly Anderson-MPEAP
Officer Wellness	Paul Riordan, Steve Taylor, Melissa Metzke
Linguistic and Cultural Competency	
Language Access for Limited English-Proficient Speakers	Roll Call Sergeants
Tips for Working with Over-the-Phone Interpreters	Roll Call Sergeants
Language Line Application	Roll Call Sergeants
Latino Liaison Unit	Roll Call Sergeants
Lesbian Gay Bisexual and Transgender Liaison Unit	Roll Call Sergeants
Asian Liaison Unit	Roll Call Sergeants
Deaf and Hard of Hearing Unit	Roll Call Sergeants
Language Line Insight Mobile Application	Online module
Language Access Refresher Training 2020	Online module

77. What mental health and wellness services are offered and provided to sworn and civilian personnel? Please include in your response any changes made to the services available in FY20 and FY21, to date.

a. How are personnel informed of these resources?

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

Sworn personnel have their own program, called Metropolitan Police Employee Assistance Program. Four full-time licensed therapists specializing in law enforcement treatment provide support services to deal with a variety of member issues, including family and relationship issues, grief and loss, job stress, alcohol abuse, and in

coordination with the Department, support for critical incidents and trauma. Information on services is available to employees during new hire orientation, through MPD Human Resources, the FOP, and on the MEAP website. Sworn personnel may also use the behavioral health services of the Police and Fire Clinic, which employs multiple psychologists specializing in law enforcement. The MPEAP is strongly institutionalized in the Department; while most federal EAP's have a utilization rate of 1-3 percent, MPD's MPEAP has a utilization rate of 21 percent. Outside of direct clinical care, the Department offers a large number of initiatives designed to meet the needs of all members, beginning with their initial training as recruit officers.

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

- Recruit Training to introduce the program and to begin stress inoculation training
- Individual long-term counseling
- Couples counseling
- Family counseling
- Child and Adolescent Counseling
- Crisis Intervention
- 24-hour on-scene response to all critical incidents (e.g. police shootings, child and baby deaths encountered by officers, catastrophic events like the Navy Yard shooting of 2013, horrific accidents or homicides, etc.)
- Three weekly critical incident debriefing groups (one for each shift)
- 24-hour availability for emergencies
- Weekly police officer group therapy
- Law Enforcement Domestic Violence Education Program
- Stress Management Training for all sworn members
- Roll Call Debriefings in the Districts and Specialized Units
- Training for all Sergeants, Lieutenants, Captains, and Command Staff
- Workplace Consultation for managers
- Consultation to Special Operations Division/ERT during barricades, etc.
- Reintegration for Officers returning from Military Deployment
- Coordination of services with the Police & Fire Clinic
- Engaged in the Supervisory Support Program, an early intervention program for officers in need of additional support or other services
- Hospital & home visits for officers
- Comfort & support during funerals

MPD places a high priority on supporting officer mental health, especially given the context of the past year. For example, within the past year, MPD participated in a series of suicide prevention focus groups funded through the Department of Justice (DOJ) and the International Association of Chiefs of Police (IACP). The goal of the initiative was to inform the first ever set of national recommendations for DOJ regarding law enforcement suicide prevention. As an example of another recent change, all promotional trainings now incorporate specific blocks of training on managing stress for self and others, wellness, and a focus on supervisors' roles in identifying and assisting members in trouble. This year, MPD is participating in both the COPS Office's Mental Health and Wellness Community of Practice Meeting series, as well as the Officer Safety & Wellness Learning Collaborative through IACP.

As part of annual in-service training in 2020, all sworn members were required to attend a 3-hour training on officer suicide called "Policing for Resilience: The Neuropsychology of Emotional Wellness in Law Enforcement." The class educated officers about the stress response in general and the unique occupational stressors inherent in policing. They learned potential short and long-term effects of exposure to traumatic events and how to mitigate the impact of trauma. The course covered acute stress, critical law enforcement incidents, debriefing, suicide prevention, PTSD, the neuropsychology of the stress response, early warning flags, healthy coping mechanisms, and other topics. As part of 2020 Professional Development Training (PDT), all sworn members also received training on Officer Wellness and Emotional Intelligence/Active Bystandership.

In 2021, all sworn members will be taking a course on Officer Wellness as part of annual in-service training. The course will focus on 1) how the COVID-19 pandemic impacted policing at both the macro and individual levels; 2) evaluating the effects of compassion fatigue on overall wellness; and 3) analyzing the importance of self-care in terms of work effectiveness. The Department is also working with the Department of Behavioral Health (DBH) to increase officer training in Crisis Intervention.

This year, MPD is launching a Sergeant Leadership and Peer Support program in partnership with Blue Courage. The goal is to provide sergeants with knowledge of the effects of burnout, compassion fatigue, and transition challenges; develop skills and capacities for exercising mindfulness, resilience, and leadership; and foster a network of peers undergoing similar challenges for mutual mentorship. The program will cover leadership, resilience, mindfulness, physical wellness, and a focus on families. This program will include a robust program evaluation to evaluate mental health outcomes.

The Department is developing a trauma-informed Department-wide wellness program focused on both mental and physical health. Formed in 2019, the Officer Wellness Working Group met regularly to focus on fostering a wellness culture at MPD. The group shared expertise, discuss best practices, and critically examined MPD's wellness resources. The group utilized a mix of human-centered designs, qualitative interviews, and open discussion to surface these insights. Outcomes: 1) Develop an organizational process for wellness programming by hiring a wellbeing coordinator; 2) Focusing on officers by training for wellness; and 3) Utilizing data for measuring, monitoring and learning. MPD is actively trying to institutionalize a culture of wellness within the Department. Outside of mandated training, MPD's police academy manages the Professional Development Institute which offers free elective courses and workshops for civilian and sworn members of all ranks in the Department. A significant number of these courses focus on the promotion of resilience through officer wellness and stress reduction. The academy is currently building an internal website focused exclusively on member wellness.

b. How does MPD ensure officers are provided with necessary support after serious or critical incidents, such as a shooting by an officer?

MPD has a comprehensive program on officer-wellness in the aftermath of a critical incident. Specifically, General Order 201.28 requires any officer involved in a critical incident to participate in six critical incident debriefing sessions held at the MPEAP. In

addition, officers involved in a shooting incident are seen and treated individually by a PFC psychologist, who will determine when they are suitable to return to full duty.

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

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

d. Please describe the mental health and wellness services offered and provided to sworn and civilian personnel following the January 6 insurrection. How has MPD encouraged personnel to take advantage of its offerings?

After the insurrection on January 6th, the Department's MPEAP program hosted a live debriefing session for all members on January 10th. The session was recorded and can be viewed here: https://www.youtube.com/watch?v=Z4bo7fyX1sM.

During the subsequent weeks, MPEAP hosted a series of debriefings for every member that was present at the Capitol on that day. In addition, Dr. Anderson from MPEAP visited every district for the following weeks to check in on members and encourage them to schedule one-on-one counseling sessions.

On February 6th, Acting Chief Contee messaged every member of the Department encouraging members to utilize the services offered by the MPEAP and to lean on as well as check in on one another. All members of the Department were encouraged to share their story either through written reflection or through an audio/visual recording.

March 2021 daily roll call training focused on Identifying and Overcoming Officer Burnout, Coping in the Aftermath of the Attack on the U.S. Capitol, and Professional Counseling for Stress. Finally, 2021 Professional Development Training includes a module on Officer Wellness, and the Department is currently in the process of hiring its first Wellbeing Coordinator.

78. How many sworn officers were given notice of an adverse action, by fiscal year, in FY17 to FY21, to date?

The Metropolitan Police Department (MPD) issues notices of adverse action to its members where departmental violations have been identified and sustained. As described below, adverse action constitutes discipline that has either a financial impact or an employment reclassification of that member. Notices of adverse action in which discipline has been recommended are largely upheld within the Department. The table below represents notices of adverse action where the member received discipline, by calendar year.

CY2017	CY2018	CY2019	CY2020
234	213	199	201

a. What was the reason for the adverse action (e.g., excessive force, arrest for criminal offense, violation of MPD policy)?

For the years in question, the overwhelming majority of cases where adverse action had been issued resulting in the member receiving discipline involved charges associated with the "Orders and Directives of the Chief of Police." These violations are defined under MPD General Order 120.21, VII, A, 16, which reads, "Failure to obey orders or directives issued by the Chief of Police." This disciplinary charge addresses member responsibilities and the most common violations of MPD policy. Violations concerning a member's neglect of duty, use of force, lost equipment, criminal and prejudicial conduct are also common charges associated with adverse action.

b. Was the conduct giving rise to the adverse action committed while on duty?

While this criteria is not readily tracked with respect to whether the member was on or off-duty at the time the violation was committed, the overwhelming majority of discipline issued pertained to violations of departmental policy that occurred while the members were on-duty. Instances of departmental violations occurring while off-duty are in the minority and generally include criminal charges against those members.

c. How many sworn officers were ultimately subjected to an adverse action?

In calendar year 2017, 234 sworn members received adverse action, compared to 213 in CY2018, 199 in CY2019 and 201 in CY2020.

d. What was the adverse action imposed?

Adverse action resulting in discipline includes: suspensions, demotions, fines, and terminations. In essence, any result by which the member would be directly impacted by his/her employment classification and/or financial ramifications constitutes adverse action. For instance, in calendar year 2020, 49 percent of the adverse action discipline ranged from a one to ten-day suspension. Thirty-four percent of the adverse action discipline ranged from an 11 to 20-day suspension. Thirteen percent of the adverse action discipline ranged from a 21 to 45- day suspension. Approximately 4 percent of the adverse action discipline ranged from a demotion and fines to termination. During the 2020 calendar year, there was a delay in processing due to the District of Columbia's COVID-19 operational shutdown.

79. Please describe MPD's use of force review process, including the procedures of the Use of Force Review Board. Note which aspects of the process are public and summarize the activities of the Board in FY20 and FY21, to date.

MPD Use of Force Review Process

Following the completion of the use of force investigation by the investigating official or Internal Affairs (IA) agent, the investigation is then reviewed by:

1. The investigating official / Agent's chain of command (Lieutenant/Captain)
2. The District/Division Commanding Officer
3. The Bureau Assistant Chief or Executive Director
4. The IAB Assistant Chief

Any use of force case that meets the criteria listed below is then forwarded to the Use of Force Review Board (UFRB) for final review and determination / approval. All other cases receive final review and determination by the Assistant Chief, IAB.

1. All use of force investigations completed by the Internal Affairs Division
2. All firearm discharges at animals;
3. All chain of command investigations forwarded to the UFRB by the IA Assistant Chief;
4. All vehicle pursuits resulting in a fatality.

UFRB Case Summary

In calendar year 2020, the UFRB reviewed and issued findings in 140 use of force incidents. In year to date for calendar year 2021, the UFRB has reviewed and issued findings in 42 use of force incidents.

80. How many sworn officers were arrested, by fiscal year, in FY17 to FY21, to date?

CY2018	CY2019	CY2020	CY2021 to date
19	17	14	3

a. How many were on duty at the time of their alleged offense?

In CY 21, there was one arrest on duty for a domestic assault. There were no on-duty arrests in the prior years.

b. How many were ultimately convicted of the conduct for which they were arrested? For which offense(s)?

In CY 18

- 1 convicted for 3rd Degree Sex Offense
- 9 convicted for DUI/DWI offenses
- 1 convicted for drunk in public

In CY 19

- 1 convicted for DUI/DWI offenses
- 1 convicted for the traffic offense of Leaving After Colliding

In CY 20

- 1 convicted for firearms offense while intoxicated and DUI/DWI
- 3 convicted for DUI/DWI
- 1 convicted for Theft

81. How does MPD review prospective hires' personnel and criminal records from local or other jurisdictions' law enforcement or criminal justice agencies?

All prospective applicants for the position of entry-level officer are validated through the Federal Bureau of Investigation/Criminal Justice Information Service prior to entering into the pre-employment background phase of the investigation. After validation of applicant's criminal history, additional checks are conducted at the local and state level to include, but not limited to, National Law Enforcement Telecommunication System (NLETS), National Crime Information Center (NCIC), Interstate Identification Index (III), departmental internal affairs, and personnel records verification checks are conducted, reviewed, and mitigated. All background investigative materials are gathered and vetted for managerial review in accordance with the D.C. Personnel Regulations and District of Columbia Criminal Code prior to submission for hire.

a. What are the criteria MPD uses to evaluate such records in its hiring decisions?

MPD reviews all pre-employment sworn hires to the District Personnel Manual, Chapter 8, Sections 873.11-12, which establish criteria for police officer suitability.

b. Did the provisions of the Comprehensive Policing and Justice Reform Emergency and Temporary Amendment Acts of 2020 relating to minimum standards for police officers result in any changes to agency practice (see section 115)?

The MPD has a long-standing and rigorous vetting background investigative practice and therefore, there have no changes that impacted our pre-employment background suitability process. The Department's current policies and practices are therefore in compliance with the Comprehensive Policing and Justice Reform Emergency and Temporary Amendment Act of 2020.

82. Please provide an update on the status of MPD's investigation into each shooting of an individual by a sworn officer in FY20 and FY21, to date, including the investigation's anticipated completion date, any findings, and the employment status of the officer(s).

The information below is as of April 8, 2021.

Calendar Year 2020 there were 9 MPD involved shootings:

- 1 fatality*
- 4 non-fatal injuries sustained by the subject of the force
- 3 shootings at persons where no one was struck

** Although there was only one on-duty fatal shooting in the District, one officer was involved in an off-duty shooting in Virginia using their service weapon when confronting an armed gunman at their apartment door. Prosecutors in Virginia declined to charge the officer. The UFRB reviewed this case and found it to be justified.*

Status of CY20 investigations:

- In 8 of the 9 cases, the USAO declined prosecution.
  - 6 cases have been presented to the UFRB
    - 4 cases were ruled Justified, Within Department Policy
    - 1 case was ruled Justified, Tactical Improvement Opportunity
    - 1 case involved 11 officers on three separate shooting scenes in the same incident:
      - 5 officers' use of force was found to be Justified, Within Department Policy
      - 3 officers' use of force was found to be Justified, Tactical Improvement Opportunity
      - 2 officer's use of force was found to be Justified, Within Department Policy on one scene and Justified, Tactical Improvement on another scene
      - 1 officer's use of force was found to be Not Justified, Not Within Department Policy
  - 1 case is pending UFRB, scheduled for 4/12/21
  - 1 case IAD is completing the Final Investigative Report, and should be completed and presented to the UFRB before 5/4/21
- 1 case is pending review by the USAO

Status of the members involved in the CY20 investigations:

- All members involved are in a full duty status

Calendar Year 2021 to date there were 8 MPD involved shootings:

- 0 fatalities
- 5 non-fatal injuries sustained by the subject of the force
- 3 shootings at persons where no one was struck

Status of CY21 investigations:

- All cases are pending review by the USAO

Status of the members involved in the CY21 investigations:

- In 6 of the cases, the involved officers are in a less than full duty status.

83. How many special police officers are currently appointed by the Mayor under the Mayor's authority permitting the appointment of special police officers? Please respond noting the specific authority permitting the appointment.

DCMR Title 6A (Police Personnel), Chapter 11 (Special Police), Section 1100.1 states "Special police officers may be appointed by the Mayor for duty in connection with the property of or under the charge of a corporation or individual requesting the appointment or appointments." There are currently 7,091 Special Police Officers commissioned under DCMR Title 6A 1100.1

84. Please describe any changes made to the disciplinary process for special police officers in FY20 or FY21, to date.

The disciplinary process for SPOs is described below. No changes were made to the process in the past year. The disciplinary process for the special police officers is outlined in the DC Municipal Regulations (DCMR):

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

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

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

Pending criminal case in court:

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

special police officer fails to report an arrest as required, the special police officer's commission shall be summarily revoked."

Arrested and Convicted of a Crime of Violence:

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

Arrested and Convicted of a Felony:

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

Arrested and Convicted of a Crime:

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

Testing Positive on a Drug Screening:

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

Any Unlawful Acts by Commissioned Special Police Officers:

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

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

a. How many special police officers were disciplined in FY20 and FY21, to date, for what conduct, and what were the outcomes? Were any commissions revoked?

The requested information is attached. The licenses of 33 SPOs were revoked. One was able to keep their license, but was no longer authorized to carry a firearm.

85. Please provide:

- ***a. A list of compliance checks of special police officers completed in FY20 and FY21, to date;***
- ***b. The location where each of the above-mentioned compliance checks was completed; and***
- ***c. The status of each compliance check, including any failures to comply.***

The requested information is attached.

86. How many campus and university special police officers are currently appointed by the Chief of Police under the Chief's authority permitting the appointment of campus and university special police officers? Please respond noting the specific authority permitting the appointment.

DCMR Title 6A (Police Personnel), Chapter 12 (Campus and University Special Police) Section 1200.1 states "Campus and university special police officers may be appointed by the Chief of Police for duty in connection with the property of, or under the charge of, and academic institution of higher education requesting the appointment." There are currently 387 Special Campus Police under DCMR Title 6A.

87. Please describe any changes made to the disciplinary process for campus and university special police officers in FY20 or FY21, to date.

The disciplinary process for campus and university senior police officers is the same as described in question 84.

- ***a. How many campus and university special police officers were disciplined in FY20 and FY21, to date, for what conduct, and what were the outcomes? Were any commissions revoked?***

  None

88. Please provide:

- ***a. A list of compliance checks of campus and university special police officers completed in FY20 and FY21, to date;***
- ***b. The location where each of the above-mentioned compliance checks was completed; and***
- ***c. The status of each compliance check, including any failures to comply.***

The requested information is attached.

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

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

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

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

a. How many complaints were filed in FY20 and FY21, to date, and what were their resolutions?

For FY 20, ten complaints were received.

7 unfounded
2 sustained
1 exonerated

For FY 21, 12 complaints have been received.

9 unfounded
2 sustained
1 suspended

b. Please identify the website where information regarding the complaint filing process is published.

https://eservices.dcra.dc.gov/DocumentManagementSystem/Home/retrieve?id=Regulatory%20Complaint%20Form.pdf

Reported Crime Data & Gun Violence

90. What has MPD accomplished with respect to the implementation of the District's "red flag" law in FY20 and FY21, to date?

a. What public information and outreach has MPD undertaken related to the law?

On February 11, 2020, MPD issued EO-20-006 (Extreme Risk Protection Orders) to officers and posted the order on our public website. The order instructs officers on the purpose of the "Red Flag" law, how they can apply for an order themselves, and on providing guidance to concerned members of the public on how to petition for an order.

Information is provided on our website at mpdc.dc.gov/redflaglaw. It links to the DC Superior Court's website to ensure all information continues to be consistent.

In addition, the Deputy Mayor's Office was the lead on developing the communication strategy. These plans, including to advertise on the metro and buses, were suspended during the public health emergency.

b. Please provide the location of information about the law on MPD's website, including any information for the public about how to seek an extreme risk protection order.

Information is provided on our website at mpdc.dc.gov/redflaglaw. It links to the DC Superior Court's website to ensure all information continues to be consistent.

EO-20-006 can be found online at: https://go.mpdconline.com/GO/EO_20_006.pdf.

c. Please provide instructional materials from the Academy related to the law.

The policy is provided at the link above. Mandatory online training on the new ERPO Executive Order was issued on March 5, 2020. It is available at https://rise.articulate.com/share/5cta9AkVIP3q9cKJVM6m38MeaPseOLFp.

91. How many petitions for extreme risk protection orders were filed in FY20 and FY21, to date?

Ten petitions have been filed.

a. Were the petitioners family members, MPD officers, or mental health professionals?

Please see the chart below.

b. Did MPD officers petition for orders in FY20 or FY21, to date? If not, why not?

Yes, officers have petitioned for two.

c. How many extreme risk protection orders were granted in FY20 and FY21, to date? Denied?

9 granted, 1 denied

d. Did MPD face any difficulties serving respondents with a copy of the extreme risk protection order?

Yes.

One respondent had relocated to another state, but the issue was resolved with the local jurisdiction serving the ERPO.

One respondent was hospitalized and a search warrant was executed in his home prior to the issuance of the ERPO and the respondent's discharge from the hospital. The respondent did not return home upon discharge, was never located, and was therefore not served.

e. How many firearms were seized pursuant to extreme risk protection orders? What types of firearms? Ammunition?

There were no firearms or ammunition seized during any search in conjunction with the service of an ERPO.

	Service	Petitioner	Search conducted	Issues/Challenges	Firearms seized
2019EPO000001	10/18/19	MPD	None	**Search Warrant denied**	None
2019EPO000002	11/8/19	Medical Professional	None	No	None
2019EPO000003	12/13/19	Fiancé	None	**Search Warrant denied**	None
2020EPO000001	4/23/20	MPD	None	No	None
2020EPO000002	8/8/20	Roommate	Consent	No	None
2020EPO000003	8/3/20	Significant Other		**Served by Louisiana Sheriff department**	
2020EPO000004	11/5/20	Spouse/Wife	Consent	No	None
2020EPO000005	**Not Served**	Significant Other		**ERPO declined**	
2020EPO000006	12/16/20	Spouse/Wife	Consent	No	None
2020EPO000007	**Not Served**	Medical Professional	None	Resp. hospitalized and not located at address upon discharge.	None

92. Please describe MPD's involvement in the Building Blocks initiative and the new Emergency Operations Center ("EOC").

Chief Contee has committed full MPD support where requested and will coordinate law enforcement resources as the need arises; to date we note that BBDC has been focused primarily on delivery of social services to identified persons, so MPD's active operational role has been more limited. More specifically, MPD's involvement in the Building Blocks initiative and the new EOC is multi-faceted:

- On an operational level, Assistant Chief Leslie Parsons and Senior Advisor Daniel Hickson are actively engaged in daily calls with the EOC leadership to share information on recent gun violence incidents and advise on MPD operational processes. They also participate in deep dive meetings organized by the City Administrator and Deputy Mayor to further understand dynamics underpinning gun violence.

- Special Assistant to the Chief of Police Heidi Fieselmann and Director of the JSTACC Carolyn Montagna have overseen all data requests, providing information and analysis to inform the identification of focus areas and persons at high risk of involvement in gun violence.

MPD research scientist Anita Ravishankar has participated on the Planning Section to inform research and evaluation design and share insights on the evidentiary basis for BBDC/EOC programming. She is working closely with The Lab to develop recommendations for BBDC programming based on existing research and evidence and help translate successful programs to the DC context (e.g., like READI Chicago).

93. 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. 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.)

(1) MPD's Violence Reduction Unit (VRU)

The Violence Reduction Unit (VRU) is a unit within MPD's Narcotics and Special Investigations Division (NSID) tasked with stopping and interrupting the cycle of violence. This unit takes an intelligence-based policing approach to identify, interdict, and interrupt violent offenders within the District of Columbia. Through focused coordination and intense collaboration with other MPD units and external partners, including FBI and CSOSA, VRU aims to build strong criminal cases against the District's most violent offenders.

(2) Summer Crime Initiative (SCI)

Throughout the summer months, MPD focuses available patrol and intelligence resources, incorporates the latest technology and analysis, and call upon partner agencies and organizations to assist in a coordinated effort to reduce violent crime in these areas. One captain is assigned to each area and takes responsibility for MPD resource deployment, supporting crime prevention efforts, responding to incidents, coordinating services with other agencies, and community engagement and outreach in that area. In terms of resources, this is a comprehensive effort during the summer months to provide very focused attention on a small number of areas that experience some of the District's most violent crime. In most of these areas, there is a greater need for social services and behavioral health resources so working to integrate more of those services in the SCI areas would be beneficial for the communities. (Please see the response to question 104 for more information about the SCIs.)

(3) Gun Recovery Unit

A top priority is to refocus MPD's Gun Recovery Unit (GRU) on getting the right guns out of the wrong hands. This initiative aims to more effectively identify, arrest, and recover illegal firearms from people who use them for violence or threats of violence. This initiative works towards better aligning with the community's needs. Elements of this initiative include providing additional training to GRU members as well as adding a second official to the unit to better support GRU members and operations.

(4) Streamlined engagement and collaboration with federal partners

In the wake of some of the violence in the District, MPD has ramped up coordination with federal partners, including CSOSA, FBI, ATF, and the USAO. These efforts include engaging in joint operations in specific areas, regular information- and data-sharing about repeat violent offenders and emerging trends and embedding agents and staff in our units where appropriate. Our federal partners have been very responsive to

our operational and crime prevention needs so no additional resources are needed at this time.

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))***

While the initiatives can function at the current staffing levels, if additional personnel were available – either as officers, supervisors, or analysts – they would be put to good use.

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))

The Department is working closely with Building Blocks DC (details regarding our engagement can be found in the Building Blocks DC question). Additionally, MPD works closely and collaboratively with other DC government and community partners who are providing services and outreach to this at-risk population, including ONSE, DYRS, DBH, CSOSA, PSA, OAG, and USAO. Finally, our homicide detectives and victims services unit work tirelessly to ensure that those affected by homicides (including family members, close friends, etc.) are provided or connected with services that they may need.

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?

Ultimately for all of these engagements, we will be reviewing the trends and statistics associated with homicides citywide and in the particular areas where these initiatives are focused. Other metrics may include our homicide arrest and/or closure statistics because when the community sees individuals being held accountable for these acts of violence, they may be more likely to provide critical information to the police about violent acts (and actors) in their community and also avoid engaging in retaliatory violence.

94. Please describe the composition, operations, and outcomes of the Robbery Intervention Task Force, including any trends associated with recent robberies.

The Robbery Intervention Task Force (RITF), comprised of MPD, Metro Transit Police Department (MTPD), the Office of the Attorney General (OAG), the United States Attorney's Office (USAO), the Office of Unified Communications, and the Department of Forensic Sciences, ensures maximum coordination between different segments of the criminal justice system to combat robberies; targets offenders by quickly identifying and responding to

patterns of a robbery spree; focuses on developing the strongest cases possible to prosecute repeat offenders; and removes repeat offenders from DC streets. Since its inception in December 2015, the efforts of the Task Force have played a key role in successfully combatting robberies across all seven patrol districts.

Some of the recent trends to note include:

- Offenders continue to use online and mobile resale applications to set up robbery victims. These applications include Craigslist, Offer Up, Close 5, Let Go, and 5 Miles where suspects post fictitious items for sale at discounted prices to lure victims. Most victims are less familiar with the District. MPD continues to publicize safe exchange zones where buyers and sellers can meet. Investigative units also continue to monitor applications for stolen items listed for resell and suspects posing as buyers or sellers.
- Offenders are using dating and social media applications to set up robbery victims. These applications include Jacked, Grinder, Tinder, Scruff, and Plenty of Fish. Because members of the LGBTQ community have been targeted, our LGBT Liaison Unit frequently speaks with community members about these trends, risks, and crime prevention.
- There have been pharmacy robberies, where multiple suspects entered a pharmacy to steal prescription drugs and medication for resale on the street.
- There have been multiple robberies involving rideshare vehicle drivers (Lyft & Uber), food delivery app drivers, and taxicab drivers.
- Convenience stores continue to be robbery targets due to late-night hours.
- The RITF continues to identify and respond to robbery patterns as they emerge by strategic deployment, communication between MPD and partner agencies, and dissemination of a 24-hour report to partners, and the successful arrest and prosecution of offenders.

a. What data does the Task Force maintain regarding repeat robbery arrestees?

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

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

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

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

95. Please describe the composition, operations, and outcomes of MPD's Carjacking Task Force.

The MPD Carjacking Task Force began on January 24, 2021 and is comprised of one sergeant, 10 detectives and one crime analyst. The detectives assigned to the unit are specifically dedicated to investigations of carjackings. The unit also has dedicated agents from the FBI and the ATF. The unit has fostered a system of information sharing between neighboring jurisdictions that have also seen an increase in carjacking offenses. Often, suspects commit carjackings in multiple jurisdictions.

The members of the unit work closely together to track, analyze, and compare carjacking offenses in all seven districts and surrounding jurisdictions. In each case, the detectives are tasked with retrieving any available video footage, submitting forensic evidence for testing, interviewing victims and witnesses, and creating Look Out fliers to the department when appropriate.

As of March 25, 2021, there have been:

- 41 arrests and 16 search warrants executed for Carjacking related offenses.
- 38 arrests for Motor Vehicle Theft.
- 132 arrests for Unauthorized Use of a Vehicle

a. How many unarmed and armed carjackings were reported, by fiscal year, in FY17 to FY21, to date?

	CY2017			CY2018			CY2019			CY2020			2021 (as of 4/8/21)		
District	Armed	Not armed	Total	Armed	Not armed	Total	Armed	Not armed	Total	Armed	Not armed	Total	Armed	Not armed	Total
1st	6	1	7	9	12	21	9	4	13	21	9	30	9	4	13
2nd	1	6	7	4	2	6	7	3	10	7	2	9	8	0	8
3rd	2	2	4	8	3	11	11	7	18	15	6	21	3	5	8
4th	8	1	9	14	3	17	9	5	14	26	11	37	4	2	6
5th	10	3	13	12	2	14	21	8	29	53	18	71	15	2	17
6th	25	14	39	42	5	47	31	12	43	91	11	102	20	10	30
7th	16	6	22	24	8	32	24	1	25	63	26	89	16	4	20
Total	**68**	**33**	**101**	**113**	**35**	**148**	**112**	**40**	**152**	**276**	**83**	**359**	**75**	**27**	**102**

96. Please provide the following information related to the Gun Recovery Unit ("GRU"):

a. The GRU's current staffing;

- One Lieutenant
- Four Sergeants
- One Detective Grade II
- 25 Officers.

b. The number of weapons recovered by the GRU, by month, in FY19, FY20, and FY21, to date;

	Unit Gun Recovery Totals – FY												Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
FY 19	36	23	32	42	24	27	115	45	35	51	62	50	542
FY 20	46	43	49	60	49	54	46	47	40	30	80	57	601
FY 21	82	52	61	52	43	13	-	-	-	-	-	-	303

c. The number of GRU officers subject to disciplinary actions in FY20 and FY21, to date, and the reason for imposing discipline; and

- FY20 8 Members Disciplined
- FY21 2 Members Disciplined

IS#	Violation	Final Disposition
19-003473	Orders and Directives: GO 501.06 IV.E.1 Improper extradition of defendant into the District	PD-750 Issued (x5 Members)
19-003854	Failure to appear at a traffic ticket hearing	Official Reprimand (1 Member)
19-00114	Failure to appear at a traffic ticket hearing	LOP - Letter of Prejudice (1 Member)
19-002896	Orders and Directives: GO 502.07, III, A & B Failure to document on the PD 313 that the prisoner was transported to the hospital	PD-750 Issued (1 Member)
19-003953	Orders and Directives: GO 302.13 Part V (3) Failing to activate BWC right away (had BWC on in standby mode and was activated after arrest)	Educational Based Training (1) Member
Total Number of Members Disciplined:		8* Members

*indicates member involved in more than one violation

FY21

IS#	Violation	Final Disposition
20-003476	Orders and Directives: GO 120.21, C, 3 Any conduct not specifically set forth in this order, that is prejudicial to the reputation and good order of the police force, or properly observe any of the rules, regulations, and orders relating to the discipline and performance of the force Unflattering conversation away from the public captured on BWC	Referred to DDRO (1 Member)
21-000126	Order and Directives: GO 120.21, A, 16 Failure to notify member to appear for random drug screening	LOP- Letter of Prejudice (1 Member)
Total Number of Members Disciplined:		2 Members

d. The number of officers reassigned from the GRU in FY20 and FY21, to date, the reason for the reassignment, and the unit to which those officers were reassigned.

FY20: Two officers were reassigned pursuant to discipline. Eight officers left the unit for other reasons.

- Officer had sustained Adverse Action for Unauthorized Pursuit and was transferred to the Second District.
- Officer had sustained Adverse Action for a Use of Force and was transferred to the Fourth District
- Four officers were transferred to the Violence Reduction Unit May 2020 as part of Vacancy Announcement and selection.
- Three officers resigned from MPD

- One officer passed away from complications from a motorcycle accident

FY21

- One Sergeant was promoted to Lieutenant and transferred to the Fifth District

97. How many of the following were recovered by MPD, by month and police district, in FY20 and FY21, to date?

Weapon Type	2020 CY	2021 To Date (as of 2/28/2021)
Pistol	2004	409
Revolver	182	32
Rifle	119	32
Shotgun	65	15
Other	1	
Total	2371	488

Month	2020 CY	2021 To Date (as of 2/28/2021)
Jan	260	248
Feb	182	240
Mar	250	
Apr	127	
May	202	
Jun	186	
Jul	148	
Aug	184	
Sep	212	
Oct	214	
Nov	161	
Dec	245	
Grand Total	**2371**	488
District	**2020 CY**	**2021 To Date (as of 2/28/2021)**
1D	224	54
2D	157	44
3D	201	42
4D	197	36
5D	339	48
6D	542	121
7D	694	138
Unknown	17	5

a. Weapons

1. Of those recovered, how many were recovered through the Firearm Tip Reward Program, and what was the total value of all rewards issued?

	Firearm Tip Reward Program Recoveries – FY												
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Totals
FY 19	1	2	0	9	2	6	2	3	3	6	6	2	42
FY 20	5	6	7	13	8	8	0	2	3	9	3	5	69
FY 21	1	4	13	10	7	1	-	-	-	-	-	-	36

Total rewards paid out for FY19 $23,600; FY 20 $45,975; FY 21 $17,050.

b. Large-capacity ammunition feeding devices

DFS Disclaimer: This only accounts for magazines that were received by the Firearms Examination Unit (FEU) for test fire purposes. Additional magazines beyond the one submitted with a firearm and magazines that were collected with no firearm would not be included.

Month	2020 CY	2021 To Date (as of 2/28/2021)
Jan	131	125
Feb	95	130
Mar	127	
Apr	75	
May	116	
Jun	88	
Jul	69	
Aug	100	
Sep	124	
Oct	120	
Nov	77	
Dec	127	
District	**2020 CY**	**2021 To Date (as of 2/28/2021)**
1D	117	19
2D	63	20
3D	95	26
4D	99	17
5D	169	24
6D	300	70
7D	403	76
Unknown	3	3

c. Bump stocks

There were no bump stock recoveries in CY 2020 and CY 2021 to date as of 4/5/21.

98. How many individuals were arrested by MPD, by fiscal year, in FY17 to FY21, to date?

a. How many of the individuals arrested by MPD in FY20 and FY21, to date, had been previously arrested by MPD? For a violent crime? For a crime involving a gun? Previously convicted of a violent crime? Convicted of a crime involving a gun?

All data is provided by calendar year, not fiscal year.

- Below are the number of arrests by MPD per year. Some individuals may be arrested more than once.

Calendar Year	Number of Arrests by MPD	Source
2017	33,957	Annual Report
2018	31,441	Annual Report
2019	30,227	Annual Report
2020	19,862	MPD Data Warehouse as of 01/26/2021
2021 (YTD)	3,298	MPD Data Warehouse as of 3/19/2021, data 1/1/2021 through 3/18/2021

All data is provided by calendar year, not fiscal year.

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

CY2019

- There were 30,227 total unique arrests between January 1, 2019 and December 31, 2019. Within the 30,227 total arrests, there were 21,076 unique individuals.
- Within the 21,076 unique individuals, 10,109 (or 48%) were arrested previously between January 1, 2010 and December 31, 2018 for any offense.
- Within the 21,076 unique individuals, 1,473 (or 7%) were arrested previously between January 1, 2010 and December 31, 2018 for a violent DCR offense. [1]
- Within the 21,076* unique individuals, 733 (or 3%) were arrested previously between January 1, 2010 and December 31, 2018 for a firearm-related charge. [2]

CY 2020

- There were 19,862 total arrests between January 1, 2020 and December 31, 2020. A total of 14,200 unique individuals were arrested by MPD during CY 2020.
- Of those individuals arrested by MPD during CY 2020, 9,736 individuals (or 69%) were previously arrested by MPD at least once between 2010 and 2019
- Of those individuals arrested by MPD during CY 2020, 2,840 individuals (or 14%) were previously arrested by MPD between 2010 and 2019 for a DCR violent offense (i.e., Homicide, Sex Abuse, ADW, Robbery). [1]

- Of those individuals arrested by MPD during CY 2020, 1,445 individuals (or 10%) were previously arrested by MPD between 2010 and 2019 for a firearm-possession charge. [2]

YTD 2021 (data as of 3/18/2021)

- There were 3,298 total arrests between January 1, 2021 and March 17, 2021. A total of 3,034 unique individuals were arrested by MPD during YTD 2021 (Jan 1 - Mar 18, 2021).
- Of those individuals arrested by MPD during YTD 2021, 2,252 individuals (or 74%) were previously arrested by MPD at least once between 2010 and 2020
- Of those individuals arrested by MPD during YTD 2021, 716 individuals (or 24%) were previously arrested by MPD between 2010 and 2019 for a DCR violent offense (i.e., Homicide, Sex Abuse, ADW, Robbery). [1]
- Of those individuals arrested by MPD during YTD 2021, 354 individuals (or 12%) were previously arrested by MPD between 2010 and 2019 for a firearm-possession charge. [2]

The following assumptions/filters apply to the above statements:

- Voided arrests are excluded from the query/counts
- Only MPD arrests were counted
- Defendant PDIDs were not blank or missing values
- Expunged records were not included

Conviction Analysis

- As MPD does not currently have access to consistent data on convictions in our record management system, we are not able to provide this information at this time.

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

99. Please provide a table, by fiscal year, with clearance rates for homicide, sex abuse, assault with a dangerous weapon, and robbery for FY17 to FY21, to date.

The calendar year clearance rates are provided below, as calculated in accordance with FBI standards for Uniform Crime Reporting. [2]

For more than a decade, DC's homicide clearance rate has been higher significantly higher than the average of comparable cities (cities with a population from 500,000 to 1 million). For the past three years (2017, 2018, and 2019), MPD had higher clearance rates in every violent crime category compared to the same average. (The 2020 comparable data will not be available from the FBI until the fall of 2021.)

Category	2017	2018	2019	2019 Comparable Cities*	2020
Homicide	71%	66%	68%	55%	69%
Rape	72%	58%	80%	28%	67%
Robbery	35%	36%	35%	24%	40%
Aggravated Assault	59%	60%	59%	41%	58%

[2] From MPD Standard Operating Procedures Investigative Case Tracking and UCR Classification (https://go.mpdconline.com/GO/SOP_investigative_case_tracking.pdf):

"Cases Exceptionally Closed - A number of exceptional conditions, not resulting in an arrest, can also close an offense report.

a. To be considered "exceptionally closed," the deciding official must answer, "yes", to all of the following four questions:

(1) Has the investigation definitely established the identity of the offender?

(2) Is there enough information to support an arrest charge and turn the case over to the court for prosecution?

(3) Is the exact location of the offender known so that he/she could be taken into custody now?

(4) Is there some reason outside law enforcement control that precludes the arrest, charge and prosecution of the offender?

b. Examples of cases "exceptionally closed" include:

(1) Suicide of the offender.

(2) Double murder (two persons kill each other).

(3) Deathbed confession.

(4) Offender killed by police or citizen.

(5) Offender dies by other means not specified above.

(6) Confession by an offender already in custody or serving a sentence.

(7) Offender is prosecuted by state or local authorities in another city for a different offense, or prosecuted in another city or state by the Federal Government for an offense that may be the same, and the MPD makes an attempt to return him/her for prosecution, but the other jurisdiction will not allow the release.

(8) Extradition is denied.

(9) Victim refused to cooperate in the prosecution (again, only if all four questions in Section 7(a) can be answered "yes").

(10) Warrant is outstanding for offender, but before being arrested, offender dies (e.g., of natural causes, as the result of an accident or in the commission of another crime).

(11) Any juvenile offender eligible for diversion.

NOTE: In the event the AUSA declines to prosecute, a general statement that the case lacks prosecutorial merit will not be acceptable for closing the case. The reasons given for the declination must be specified."

ADW (crime data) and Aggravated Assault (UCR closure data) are not comparable.
* UCR Clearances by Arrest or Exceptional Means for Cities 500,000-999,999, FBI, Crime in the United States Table 25
* 2020 FBI UCR data will be available in October/November 2021

a. Please indicate the number of offenses that were cleared by "exceptional means", as that term is used within the FBI's Uniform Crime Reporting Program.

Category	2017	2018	2019	2020
Homicide	17	19	30	25
Rape	177	157	170	146
Robbery	144	177	170	133
Aggravated Assault	163	237	338	417

100. Has MPD developed an automated method for observing trends related to crime classification or reclassification through an analysis of the audit trail for each record?

An audit trail is automatically created for every report that is submitted in our records management system so we can review any changes (classification or otherwise) made to a specific report. However, we do not have an automated method to review any trends or aggregate statistics related to changing classifications (as presented in the audit trail). If we were to conduct an analysis like this, we would need to engage in a manual process of reviewing the audit trails associated with individual reports.

a. What is the status of any internal investigation, including IS#19-004320, related to the alleged downgrading of offenses?

The disposition for this investigation was insufficient facts.

101. How many federal firearms licensees were in operation in the District in FY20 and FY21, to date?

In 2020, two entities had federal firearms licenses (FFLs) and provided transactions to the public. The District's long-standing operator, CX Exchange, stopped processing new transactions for the public in March 2020. Therefore, in accordance with District law, MPD was required to apply for an FFL so that it could step in when there was no longer a commercial FFL providing services to the public. MPD began operations in April 2020.

In January 2021, two new FFLs began operations: District of Columbia Security Associates and G&D. Therefore, MPD ceased providing FFL services to the public.

102. How many concealed carry permits were issued in FY20 and FY21, to date, by month?

FY20 Approvals

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
3	0	4	426	51	97	121	130	137	39	49	101	1158

FY21 Approvals

Oct	Nov	Dec	Jan	Feb	Mar	Total
136	270	375	303	224	73	1381

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

FY20 Denials

Reasons	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
24 DCMR 2335.1(d)	2	4	90	1	0	7	13	18	47	16	22	40	260
24 DCMR 2332.1(h)	0	3	12	0	0	1	2	0	3	1	2	4	28
Total	2	7	102	1	0	8	15	18	50	17	24	44	288

FY21 Denials

Reasons	Oct	Nov	Dec	Jan	Feb	Mar	Total
24 DCMR 2335.1(d)	78	150	95	68	19	16	426
24 DCMR 2332.1(h)	8	0	4	2	1	3	18
Total	86	150	99	70	20	19	444

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

FY20 Applications

Residents	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Total
DC	3	9	4	246	84	56	57	82	92	36	29	91	789
Non-DC	0	0	0	287	16	72	89	82	90	15	32	50	733
Total	3	9	4	533	100	128	146	164	182	51	61	141	1522

FY21 Applications

Residents	Oct	Nov	Dec	Jan	Feb	Mar	Total
DC	115	263	309	183	183	80	1133
Non-DC	53	76	200	197	119	35	680
Total	168	339	509	380	302	115	1813

Over the past 18 months, applications have been received from individuals with legal residences throughout the country, including Connecticut, Colorado, Delaware, Florida, Idaho, Illinois, Indiana, Louisiana, Maryland, Michigan, Nevada, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, Virginia, West Virginia, and Wyoming.

c. How many concealed carry permit holders, if known, are elected officials, and if those officials are Members of Congress, how does MPD share this information and coordinate with the U.S. Capitol Police?

MPD does not release information on license holders.

103. How many individuals were injured by an individual shooting a firearm in FY20 and FY21, to date?

CY2020: 922 individuals sustained a non-fatal injury or fatal gunshot wound in a violent crime offense.

CY2021 as of 3/29/2021: 158 individuals sustained a non-fatal injury or fatal gunshot wound in a violent crime offense.

a. How many individuals were fatally injured by an individual shooting a firearm in FY20 and FY21, to date?

- CY2020: 172 individuals suffered from a fatal gunshot wound.
- CY2021 as of 3/29/2021: 33 individuals suffered from a fatal gunshot wound.

104. What were the focus areas for the most recent Summer Crime Initiative, and did the initiative result in violent crime reduction for those areas in a way that was not connected to District-wide reductions?

Area Name	Neighborhood	PSA
3D Area	Columbia Heights	302/304
5D Area	Carver/Langston/Kingman Park	507
6D Area 1	Greenway	603
6D Area 2	Marshall Heights/Benning Ridge	604
7D Area 1	East Congress	704
		705
7D Area 2	Washington Highlands	706/708

- When compared to the same period last year, the 2020 SCI areas had a 10% decrease in violent crime, a 29% decrease in property crime, and a 25% decrease in overall crime.
- When compared to the same period in 2019, specific trends include:
  - 6% decrease in ADWs
  - 22% decrease in robberies
  - 29% decrease in burglaries
  - 46% decrease thefts
  - There were two notable increases that aligned with trends throughout the city:
    - Homicides (12 in 2019 vs 21 in 2020).
    - 36% increase in motor vehicle thefts (96 in 2019 vs 131 in 2020)
- MPD conducted 146 SCI community outreach events (more than doubling the number of community events from 2019).
- Without an in-depth analytical study, we would not be able to disaggregate the crime reductions or general trends associated with SCI with overall crime reductions or trends throughout the city.

a. How does MPD determine whether a reduction in crime in an SCI focus area is caused by its operations in that area?

The Department typically reviews statistics (including crime offenses and calls for service for sounds of gunshots) before and after the SCI period or operation. This provides some general insight, but without an in-depth analytical study, it would not be possible to determine whether a reduction of crime is caused by operations.

b. How does MPD evaluate the work of the SCI partners in each focus area to inform the following summer's SCI?

See answer to (c).

c. How will this past summer's SCI performance inform next summer?

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

Moving into this summer, MPD looks forward to continue working with partner agencies and, where it makes sense, integrating Building Blocks DC into SCI this year.

105. What is the closure rate for each category of violent crime in CY20? How does this rate compare to CY19 and CY18?

For the closure rates for each category of violent crime for 2017 – 2020, please see the response to question 99.

a. Please provide the homicide closure rates for CY20 and CY21, to date, by district.

	CY2020	CY2021*
First District	95%	0%
Second District	43%	50%
Third District	72%	50%
Fourth District	81%	33%
Fifth District	91%	40%
Sixth District	57%	45%
Seventh District	62%	33%

*As of 03/15/21

106. For all homicides that occurred in CY19, CY20, and CY21, to date, please provide:

** All data provided below is as of 3/16/2021*

a. The manner of death;

Manner	CY19	CY20	CY21*
Shooting	135	171	28
Stabbing	18	14	5
Blunt Force Trauma	13	9	2
Arson	0	1	0
Other/Unknown	0	3	0

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

Motive	CY19	CY20	CY21
Altercation	4	3	0
Altercation (Domestic)	1	1	0
Argument	18	43	3
Argument (Domestic)	8	10	0
Child Abuse	1	0	0
Child Abuse (Domestic)	1	2	0
Dispute	1	0	0
Drugs	0	5	0
Mental Health Consumer	2	2	0
Mistaken ID	1	0	0
Neighborhood Dispute/Gang Beef	2	29	1
Retaliation	3	8	1
Retaliation (Domestic)	0	1	0
Robbery	9	28	1
Unknown	113	60	29
Unknown (Domestic)	2	6	0

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

Relationship	CY19	CY20	CY21*
Known (victim knew suspect)	29	82	5
Not Known (victim did not know suspect)	31	21	0
Unknown (relationship is unknown)	106	95	30
Total	**166**	**198**	**35**

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

Location	CY19	CY20	CY21*
Inside	39	35	11
Outside	110	134	16
Vehicle	17	29	8
Total	**166**	**198**	**35**

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

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

Top Charge	CY19	CY20	CY21*
Homicide	2	1	0
Sex Abuse	0	7	1
Assault with a Dangerous Weapon	24	22	4
Robbery	20	28	2
Burglary	3	3	0
Theft	3	2	0
Aggravated Assault	0	2	0
Weapon Violations	5	15	4
APO	0	2	0
Simple Assault	2	6	0
Narcotics	3	5	0
Destruction of Property	0	2	0
Disorderly	2	0	0
UUV	1	1	0
Unlawful Entry	2	0	0
Traffic Violations	2	0	0
No Criminal History	3	12	2

**As of 3/16/2021*

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

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

Top Charge	CY19	CY20	CY21*
Homicide	5	8	1
Sex Abuse	7	6	0
Assault with a Dangerous Weapon	34	33	7
Robbery	25	35	7
Burglary	5	5	1
Theft from Auto	1	1	0
Theft	4	6	1
Arson	1	1	0
Weapon Violations	19	19	2
Aggravated Assault	0	1	0
APO	2	1	0
Simple Assault	10	9	3

Top Charge	CY19	CY20	CY21*
Destruction of Property	1	2	0
Narcotics Charge	9	14	2
Affrays	1	0	0
Threats	1	1	0
Prostitution	1	0	0
Disorderly	2	2	1
UUV	2	4	0
Receiving Stolen Property	1	0	0
Unlawful Entry	1	0	0
Metro Violations	0	0	1
Traffic Violation	4	3	0
Other Crimes	1	1	0
No Criminal History	29	46	9

**As of 3/16/2021*

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

Age of Victim	CY19	CY20	CY21*
Under 18	14	11	3
18-24 years old	44	54	10
25-29 years old	39	35	7
30-39 years old	33	54	7
40-49 years old	17	24	3
50+ years old	19	20	5
Total	**166**	**198**	**35**

Gender of Victim	CY19	CY20	CY21*
Male	154	169	30
Female	12	29	5
Total	**166**	**198**	**35**

Race of Victim	CY19	CY20	CY21*
Black	153	189	31
Hispanic	5	7	1
White	5	2	3
Other	2	0	0
Asian	1	0	0
Total	**166**	**198**	**35**

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

Age of Arrestee	CY19	CY20	CY21*
Under 18	4	10	0
18-24 years old	25	41	6
25-29 years old	17	25	5
30-39 years old	14	16	0
40-49 years old	7	9	1
50+ years old	5	7	1
Total	**72**	**108**	**13**

Gender of Arrestee	CY19	CY20	CY21*
Male	67	102	13
Female	5	6	0
Total	**72**	**108**	**13**

Race of Arrestee	CY19	CY20	CY21*
Black	69	107	11
White	2	0	2
Hispanic	0	1	0
Asian	1	0	0
Total	**72**	**108**	**13**

107. How many rewards were issued for tips related to homicide cases in FY20 and FY21, to date, and in what amount? What is the total value of rewards issued for tips relating to homicide cases?

	Count	Amount
FY20	41	$323,750
FY21*	6	$125,000

*as of 3/23/21

108. Please describe MPD's internal capacity and efforts to identify and assess white extremist and supremacist threats to the District, including surrounding the January 6 insurrection on the U.S. Capitol.

The Intelligence Division (formerly the Intelligence Branch) is constantly working to identify and assess white extremist and supremacist threats to the District. This is accomplished by monitoring open-source information (online news articles, social media, etc.) for evidence of planned violence and/or criminal activity in the National Capital Region, obtaining information from sources of information, and coordinating with its law enforcement partners to share information and discuss emerging threats to the District of Columbia and surrounding regions. Any derogatory information located by MPD's Intelligence Division is forwarded to MPD command staff and Special Operations for their awareness. The information is also

shared with MPD's law enforcement partners for their awareness, de-confliction, and coordination.

Policing and Justice Reforms

109. What efforts is MPD making to support and develop alternatives to law enforcement responses in appropriate non-emergent situations or situations that could be best addressed through other agencies' or community-based responses, such as with individuals experiencing behavioral or mental health crises, individuals experiencing homelessness, noise complaints, fireworks, certain misdemeanors, children and young adults, etc.?

MPD fully supports identifying those situations that can be better addressed through the response of other agencies or community-based organizations. For example, MPD is currently engaged with a workgroup through the OCA with DBH and OUC to explore which calls involving mental health consumers could be better handled through an alternate response. We believe a similar, multi-agency approach, led by the appropriate subject matter experts, can be appropriate for other issues. However, these solutions must have the support and input of our other agency partners and the community from the development stage through implementation. For example, responses that require some sort of enforcement must consider these and other questions:

- Does the other agency enough staff? Does their contract need to be modified? Do they need any additional training or tools? Can they respond 24/7? Can they respond to all types of calls for service or are there limitations?
- Are there any safety concerns for the staff?
- Is there a public complaint process or other feedback mechanism?
- Are an adequate legal framework and process details in place? Does the alternative staff have the authority to members of the public and enforce violations? Do they have authority to identify individuals and an ability to hold violators accountable?

MPD stands willing to collaborate and fully engage in these discussions to identify appropriate alternatives. However, until those alternatives can be fully funded and implemented, MPD will continue to respond to all calls for service and ensure we are providing fair, equitable, and helpful police service that meets the needs of the community.

110. What changes to its policies and procedures, if any, is MPD making to reform, reduce, and/or eliminate its use of stops and frisks, particularly given the extreme racial disparities in MPD's data? To reduce police contacts with individuals – particularly juveniles and emerging adults – more broadly?

a. In FY20 and FY21, to date, has MPD published information related to the records of stops it is required to maintain under the Neighborhood Engagement Achieves Results Amendment Act of 2016? Please provide a copy of the records MPD is required to maintain under D.C. Official Code § 5–113.01(a)(4B) for FY19, FY20, and FY21, to date.

All stop data between July 22, 2019, when changes to MPD's and DMV's data systems were fully launched, and December 31, 2020, are available to the public on MPD's website at mpdc.dc.gov/stopdata. Summary information is available on the page as well. An additional

summary report on 2020 data will be published in April or May. Data for the first half of 2021 will be posted in the summer of 2021.

It is important to understand that the vast majority of MPD stops do not involve any physical contact between an officer and the subject of the stop. Between January 1 and December 31, 2020, MPD conducted approximately 81,000 police stops. During the public health emergency, the average number of stops per week decreased 43 percent compared to the 2019 reporting period. To put it in context, in 2020, MPD received an average of 65 calls for service every hour of every day. During that same time, throughout the entire city, MPD officers conducted only about nine stops per hour. That includes about 5 traffic stops per hour, and 4 non-traffic stops. A review of the data indicates:

- ***The stops had a clear purpose.*** Almost four of every five stops resulted in enforcement action, either a ticket (55%) or an arrest (24%). The rest ended with investigation or other public safety response, such as mediation, education, transport to the hospital, etc.

- ***Most stops were resolved without any physical contact between the officer and the person stopped or his or her property.*** Only 15 percent of stops involved a protective pat down (sometimes called a frisk) or a pre-arrest search of either a person or property.

- ***MPD stops play a vital role in supporting Vision Zero and making our streets safe for all users.*** Fifty-five percent of all stops result in a traffic ticket (of which, almost one-third of the tickets were warning tickets), and 13 percent of all arrests included a criminal traffic charge.

- ***MPD stops can help remove guns from our neighborhoods.*** Violent gun crime remains the city's most pressing public safety problem. While most stops have nothing to do with guns or gun violence, MPD officers were able to remove 1,605 guns – 69 percent of all guns recovered – from DC streets as a result of these stops.

- ***The stops were brief.*** About three out of four were resolved in 15 minutes or less; 91 percent lasted 30 minutes or less.

Procedural justice and equity are key challenges facing the Department and the city. Even with stops that demonstrate a commitment to fair and constitutional policing, our data show that 74 percent of all stops made by MPD in 2020 were of Black individuals. Acting Chief Contee is committed to working and listening to the community and experts to understand sources of that disparity so we can make appropriate changes to address it and reduce harm in our communities. For example, he is reviewing and will be revising the agency's strategies related to guns and gun violence in order to be more strategic about getting the right guns out of the wrong hands. MPD has already shifted resources to focus on an intelligence-based policing approach to identify, interdict, and interrupt violent offenders within the District. The goal is to build strong criminal cases on offenders and groups to ensure those repeat offenders cannot continue to endanger our communities.

This effort is closely linked to Chief Contee's goal to ensure that our strategies support – and don't undermine – vibrant and safe communities where our residents – our youth, families, and seniors – can thrive and succeed. He understands how structural racism pervades so many

aspects of our society – housing, education, healthcare, access to financial resources, access to opportunity, and policing and how our choices as police officers can aggravate or mitigate structural racism. The critical challenge facing our society is how we can work together to dismantle structural racism to establish a more equitable nation. And for law enforcement, our challenge is to continue to support and promote public safety – including by holding violent offenders accountable – while not exacerbating inequity.

Chief Contee is continuing efforts launched in 2020 to improve interactions with youth in DC. In January 2020, following months of work with the Office of the Attorney General, MPD issued a new policy on interacting with juveniles, that includes limiting custodial arrests, the prohibition on handcuffing juveniles aged 12 and below, the use of discretion in handcuffing juveniles 13-17, and an imperative to contact the juvenile's parent or guardian when practical. In 2020, MPD provided training on this policy, as well as on adolescent development and applying best practices to working with child victims and witnesses, and recognizing sex trafficking in children.

MPD appreciates that Professor Kristen Henning, the Director of the Juvenile Justice Clinic and Initiative at Georgetown Law, and a Special Advisor to the Dean on Community and Justice, has agreed to develop a training module for all MPD sworn members to be delivered as part of the 2021 Professional Development Training. The training will focus on adolescent development, with special attention to the ways in which race impacts our engagement with youth in DC.

Other changes will be informed by ongoing work on this issue. MPD will be reviewing recommendations from the Police Reform Commission. Chief Contee is also listening to the community to get their feedback, through the Community Listening Sessions throughout the city. The Department is also awaiting the report and recommendations that came from the Stops Workshops that were convened in October 2020 by Georgetown Law, Howard University, and the Lab @ DC following a request from former Chief Newsham for help in developing an evidence-based research and policy agenda on stops for DC. The outcomes of this convening will include:

- A white paper detailing the discussions/findings emerging from the workshop series;
- A suite of expert and evidence-based recommendations for harm-reducing policy and programmatic interventions related to stops for potential implementation (and evaluation) in DC and other interested jurisdictions; and
- A literature review and measurement guide for quantifying bias, harms, and benefits from stops, along with a research agenda on the role of stops in public safety for the District, to be translated into a request for proposals and, eventually, DC-specific evidence and recommendations.

111. Please provide any guidance issued to personnel regarding the provisions of section 110 of the Comprehensive Policing and Justice Reform Emergency and Temporary Amendment Acts of 2020 relating to consent searches. How does MPD monitor whether officers are complying with these requirements?

On August 15, 2020, MPD published Executive Order (EO) 20-045 (Limitations on Consent Searches) to address section 110 of the *Comprehensive Policing and Justice Reform Emergency and Temporary Amendment Act of 2020*. EO-20-045 (attached) contains new guidance on obtaining and documenting consent consistent with the provisions of the law. This directive also implemented a revision to MPD's consent search form (i.e., the PD-Form 781) to be consistent with the requirements of the law. The form is used in the rare event that a body-worn camera (BWC) equipped member is not present at the scene to capture the consent electronically. As with all department directives, officers are required to comply with EO-20-045, and any failure by officers to comply would be subject to discipline.

In July 2020, the Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020 was assigned as a mandatory online training. Additionally, Limitations on Consent Searches was issued online in August 2020, also mandatory. These trainings are attached.

Overview training module:
https://rise.articulate.com/share/LRgbNk5S4bl0LUjgI1gP_NhjCVky2bvl

Consent searches module:
https://rise.articulate.com/share/HggydKe1Ksbc9IjFJl98xtOj9PMcfPpY

In addition, the NSID Commander and Captain conducted training on provisions of section 110 with all NSID members to ensure their full understanding of and compliance with the changes. In October 2020, School Resource Officers also received refresher training on searches and seizures conducted by an Assistant US Attorney.

Officials may observe compliance through a number of measures. They may observe practices when they are on the scene of arrests and stops. Officials may review arrest paperwork and BWCs footage of arrests involving searches. Of course, BWC footage is reviewed during any investigation, either by MPD or OPC.

112. What is the status of appointments to the Use of Force Review Board and the Police Officers Standards and Training Board ("POST"), as required by the Comprehensive Policing and Justice Reform Emergency and Temporary Amendment Acts of 2020?

MPD does not have a role in these appointments. The Mayor's Office of Talent and Appointments fills board vacancies under the Administration, including POST and the UFRB. The Council also has two positions on the UFRB that it has not filled.

113. Please describe the activities of the POST in FY20 and FY21, to date.

The POST has not met in FY20 or FY21. The Department does not have the authority to fill vacancies or convene meetings of the POST.

114. Please provide copies of all reports made pursuant to D.C. Official Code § 5-331.16(a) regarding riot gear use and D.C. Official Code § 5-331.16(b) regarding the use of chemical irritants, from FY17 through FY21, to date. If there are any uses of riot gear or chemical irritants for which a report is not available, please provide a table containing the dates, times, and locations of their use.

With regard to your request for any report prepared pursuant to D.C. Official Code § 5-331.16, that provision applies to the use of riot gear and chemical irritants to disperse First Amendment assemblies. To be clear, MPD has not used riot gear or chemical irritants to disperse any First Amendment assembly in the past four years. These tactics are only deployed to address riotous or criminal behavior.

While MPD has not been required to prepare such reports, Acting Chief Contee is committed to enhancing the transparency around such operations. In doing so, however, the Department must also consult with the Office of the Attorney General (OAG), which is defending the District in litigation related to several incidents in which it was necessary to deploy these tactics. The Department hopes to be able to respond to question 114 and 115 in more detail in May. For subpart (a), please review the response to question 127.

*a. **Please describe any policies regarding the use of riot gear, rubber bullets, pepper spray, tear gas, chemical irritants, and any other protest control devices/weapons or tactics.***

*b. **Please provide a table of all complaints received from FY20 and FY21, to date, regarding the use of riot gear, rubber bullets, pepper spray, tear gas, chemical irritants, and any other protest control devices/weapons or tactics.***

*115. **Please provide an update on the status of MPD's investigation into the June 2020 Swann Street and Lafayette Square events.***

Please see the refer to the response for question 114.

Technology

*116. **Regarding MPD's Body-Worn Camera ("BWC") Program, please provide the following information for FY20 and FY21, to date:***

*a. **The number of Freedom of Information Act ("FOIA") requests MPD received for body-worn camera recordings;***

See table under (b)

*b. **The outcome of each request;***

	FY20	FY21
BWC Requests Received	358	201
BWC Requests Granted in Part/Denied in Part	108	10
BWC Requests Denied in Full	47	39
BWC Requests Duplicate Request	11	6
BWC Requests Withdrawn	48	15
BWC Requests Referred [3]	3	0

[3] The three BWC requests were referred directly to MPD's Body-Worn Camera Branch as they were requested by fellow law enforcement agencies.

	FY20	FY21
BWC Requests - Fee Related[4]	2	0
BWC Requests - Improper FOIA[5]	16	4
BWC Requests - No Records	39	12
BWC Requests - Not Agency Record (Requester Seeking Audio for OUC)	1	0
BWC Requests - Records not reasonably described		1
BWC Requests Pending	83	114

As of 03/17/2021.

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

c. The processing time for each request;

The response times of FOIA requests for BWC footage has been adversely affected by pandemic. On March 23, 2020, Quetel informed FOIA that there would be delays in their production of redacted BWC videos as they could no longer use contractors. Because of the ongoing COVID-19 emergency, contractors were not allowed in the Quetel facility and could not work remotely as they did not have the proper security measures on their home computers to host the BWC videos.

Received	Request ID	Status	Final Disposition	Age (in days)
10/3/2019	2020-BWC-00003	Closed	Granted/Denied in Part	94
10/4/2019	2020-BWC-00004	Closed	Other Reasons - Improper FOIA Request for Other Reason	6
10/3/2019	2020-BWC-00005	Closed	Granted/Denied in Part	75
10/4/2019	2020-BWC-00007	Closed	Granted/Denied in Part	109
10/4/2019	2020-BWC-00008	Closed	Granted/Denied in Part	364
10/7/2019	2020-BWC-00009	Closed	Granted/Denied in Part	110
10/7/2019	2020-BWC-00010	Closed	Other Reasons - Request Withdrawn	166
10/7/2019	2020-BWC-00011	Closed	Granted/Denied in Part	114
10/4/2019	2020-BWC-00012	Closed	Other Reasons - Request Withdrawn	1
10/8/2019	2020-BWC-00013	Closed	Other Reasons - Request Withdrawn	0
10/8/2019	2020-BWC-00014	Closed	Granted/Denied in Part	116
10/9/2019	2020-BWC-00015	Closed	Granted/Denied in Part	152
10/9/2019	2020-BWC-00016	Closed	Granted/Denied in Part	108
10/9/2019	2020-BWC-00017	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
10/10/2019	2020-BWC-00018	Closed	Granted/Denied in Part	111
10/10/2019	2020-BWC-00019	Closed	Other Reasons - Request Withdrawn	0
10/17/2019	2020-BWC-00020	Closed	Other Reasons - No Records	2
10/18/2019	2020-BWC-00021	Closed	Other Reasons - Request Withdrawn	69
10/18/2019	2020-BWC-00022	Closed	Denied in Full	27

[4] The two BWC requests were closed within FOIAXpress as "Fee Related" because the requesters failed to respond to fee notifications.

[5] The 16 BWC requests were closed within FOIAXpress as "Improper FOIA" requests because they did not contain sufficient information to conduct a search.

Received	Request ID	Status	Final Disposition	Age (in days)
10/21/2019	2020-BWC-00023	Closed	Denied in Full	3
10/16/2019	2020-BWC-00024	Closed	Other Reasons - Request Withdrawn	91
10/22/2019	2020-BWC-00025	Closed	Granted/Denied in Part	220
10/22/2019	2020-BWC-00026	Closed	Granted/Denied in Part	220
10/22/2019	2020-BWC-00027	Closed	Other Reasons - Request Withdrawn	38
10/24/2019	2020-BWC-00028	Closed	Other Reasons - Request Withdrawn	32
10/23/2019	2020-BWC-00029	Closed	Other Reasons - No Records	7
10/24/2019	2020-BWC-00030	Closed	Granted/Denied in Part	131
11/19/2019	2020-BWC-00031	Closed	Denied in Full	0
10/25/2019	2020-BWC-00032	Closed	Granted/Denied in Part	233
11/4/2019	2020-BWC-00035	Closed	Other Reasons - Request Withdrawn	0
10/29/2019	2020-BWC-00036	Closed	Granted/Denied in Part	139
10/30/2019	2020-BWC-00037	Closed	Other Reasons - Improper FOIA Request for Other Reason	24
10/30/2019	2020-BWC-00038	Closed	Other Reasons - Duplicate request	0
10/30/2019	2020-BWC-00039	Closed	Granted/Denied in Part	229
10/31/2019	2020-BWC-00040	Closed	Other Reasons - Improper FOIA Request for Other Reason	23
10/31/2019	2020-BWC-00041	Closed	Granted/Denied in Part	322
10/31/2019	2020-BWC-00042	Closed	Other Reasons - Request Withdrawn	13
11/1/2019	2020-BWC-00043	Closed	Other Reasons - Request Withdrawn	0
11/4/2019	2020-BWC-00045	Closed	Denied in Full	4
11/5/2019	2020-BWC-00046	Closed	Granted/Denied in Part	125
11/7/2019	2020-BWC-00048	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
11/12/2019	2020-BWC-00049	Closed	Other Reasons - Duplicate request	6
11/12/2019	2020-BWC-00050	Closed	Other Reasons - No Records	287
11/13/2019	2020-BWC-00052	Closed	Denied in Full	10
11/15/2019	2020-BWC-00053	Closed	Granted/Denied in Part	170
11/15/2019	2020-BWC-00054	Closed	Denied in Full	10
11/18/2019	2020-BWC-00055	Closed	Other Reasons - Improper FOIA Request for Other Reason	17
11/18/2019	2020-BWC-00056	Closed	Denied in Full	4
11/18/2019	2020-BWC-00057	Closed	Granted/Denied in Part	154
11/19/2019	2020-BWC-00058	Closed	Granted/Denied in Part	228
11/21/2019	2020-BWC-00061	Closed	Granted/Denied in Part	120
11/22/2019	2020-BWC-00062	Closed	Other Reasons - No Records	73
11/25/2019	2020-BWC-00063	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
11/26/2019	2020-BWC-00064	Closed	Other Reasons - No Records	55
11/26/2019	2020-BWC-00065	Closed	Other Reasons - Request Withdrawn	0
11/27/2019	2020-BWC-00066	Closed	Granted/Denied in Part	97
12/2/2019	2020-BWC-00067	Closed	Granted/Denied in Part	185
12/2/2019	2020-BWC-00068	Closed	Other Reasons - No Records	274
12/3/2019	2020-BWC-00069	Closed	Denied in Full	148
12/3/2019	2020-BWC-00070	Closed	Other Reasons - Request Withdrawn	0
12/2/2019	2020-BWC-00071	Closed	Other Reasons - Request Withdrawn	122
12/4/2019	2020-BWC-00072	Closed	Other Reasons - Improper FOIA Request for Other Reason	1
12/5/2019	2020-BWC-00074	Closed	Other Reasons - Request Withdrawn	0
12/6/2019	2020-BWC-00075	Closed	Granted/Denied in Part	297
12/10/2019	2020-BWC-00076	Closed	Other Reasons - Request Withdrawn	0
12/10/2019	2020-BWC-00077	Closed	Denied in Full	49
12/11/2019	2020-BWC-00079	Closed	Other Reasons - Duplicate request	48
12/12/2019	2020-BWC-00080	Closed	Other Reasons - Request Withdrawn	0
12/13/2019	2020-BWC-00081	Closed	Other Reasons - Request Withdrawn	1

Received	Request ID	Status	Final Disposition	Age (in days)
12/13/2019	2020-BWC-00082	Closed	Granted/Denied in Part	97
12/17/2019	2020-BWC-00083	Closed	Denied in Full	18
12/17/2019	2020-BWC-00084	Closed	Other Reasons - No Records	9
12/31/2019	2020-BWC-00085	Closed	Denied in Full	3
12/20/2019	2020-BWC-00087	Closed	Granted/Denied in Part	94
12/23/2019	2020-BWC-00088	Closed	Other Reasons - Request Withdrawn	1
12/23/2019	2020-BWC-00089	Closed	Granted/Denied in Part	287
12/27/2019	2020-BWC-00091	Closed	Granted/Denied in Part	183
12/27/2019	2020-BWC-00093	Closed	Granted/Denied in Part	183
12/27/2019	2020-BWC-00094	Closed	Denied in Full	256
12/27/2019	2020-BWC-00095	Closed	Other Reasons - No Records	28
1/2/2020	2020-BWC-00097	Closed	Granted/Denied in Part	107
1/3/2020	2020-BWC-00098	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
1/3/2020	2020-BWC-00099	Closed	Granted/Denied in Part	105
1/3/2020	2020-BWC-00100	Closed	Other Reasons - No Records	0
1/6/2020	2020-BWC-00101	Closed	Granted/Denied in Part	49
1/6/2020	2020-BWC-00102	Closed	Other Reasons - No Records	9
12/16/2019	2020-BWC-00103	Closed	Granted/Denied in Part	73
1/7/2020	2020-BWC-00104	Closed	Other Reasons - Duplicate request	6
1/8/2020	2020-BWC-00105	Closed	Granted/Denied in Part	156
1/9/2020	2020-BWC-00106	Closed	Granted/Denied in Part	141
1/9/2020	2020-BWC-00107	Closed	Other Reasons - Request Withdrawn	6
1/13/2020	2020-BWC-00108	Closed	Other Reasons - Request Withdrawn	89
1/13/2020	2020-BWC-00109	Closed	Other Reasons - Request Withdrawn	1
1/15/2020	2020-BWC-00111	Closed	Granted/Denied in Part	20
1/17/2020	2020-BWC-00112	Closed	Denied in Full	22
1/21/2020	2020-BWC-00113	Closed	Other Reasons - Request Withdrawn	211
1/21/2020	2020-BWC-00114	Closed	Denied in Full	168
1/21/2020	2020-BWC-00116	Closed	Denied in Full	242
1/21/2020	2020-BWC-00117	Closed	Other Reasons - Request Withdrawn	81
1/22/2020	2020-BWC-00118	Closed	Granted/Denied in Part	92
1/22/2020	2020-BWC-00119	Closed	Granted/Denied in Part	90
1/22/2020	2020-BWC-00120	Closed	Granted/Denied in Part	138
1/24/2020	2020-BWC-00121	Closed	Denied in Full	0
1/27/2020	2020-BWC-00122	Closed	Granted/Denied in Part	118
1/27/2020	2020-BWC-00123	Closed	Denied in Full	83
1/27/2020	2020-BWC-00124	Closed	Other Reasons - Duplicate request	7
1/28/2020	2020-BWC-00125	Closed	Denied in Full	2
1/28/2020	2020-BWC-00126	Closed	Other Reasons - Request Withdrawn	39
1/28/2020	2020-BWC-00127	Closed	Other Reasons - No Records	5
1/30/2020	2020-BWC-00128	Closed	Other Reasons - No Records	59
1/30/2020	2020-BWC-00129	Closed	Denied in Full	8
1/31/2020	2020-BWC-00131	Closed	Granted/Denied in Part	44
2/3/2020	2020-BWC-00132	Closed	Granted/Denied in Part	260
2/4/2020	2020-BWC-00133	Closed	Other Reasons - No Records	73
2/5/2020	2020-BWC-00134	Closed	Granted/Denied in Part	113
2/6/2020	2020-BWC-00135	Closed	Other Reasons - Improper FOIA Request for Other Reason	57
2/6/2020	2020-BWC-00136	Closed	Other Reasons - No Records	57
2/6/2020	2020-BWC-00137	Closed	Granted/Denied in Part	257
1/22/2020	2020-BWC-00139	Closed	Granted/Denied in Part	150

Received	Request ID	Status	Final Disposition	Age (in days)
2/10/2020	2020-BWC-00140	Closed	Other Reasons - Request Withdrawn	16
2/10/2020	2020-BWC-00141	Closed	Other Reasons - Request Withdrawn	11
2/11/2020	2020-BWC-00142	Closed	Granted/Denied in Part	39
2/11/2020	2020-BWC-00143	Closed	Other Reasons - No Records	131
2/11/2020	2020-BWC-00144	Closed	Other Reasons - Request Withdrawn	28
2/11/2020	2020-BWC-00145	Closed	Denied in Full	24
2/12/2020	2020-BWC-00146	Closed	Denied in Full	163
2/12/2020	2020-BWC-00149	Closed	Granted/Denied in Part	66
2/18/2020	2020-BWC-00152	Closed	Other Reasons - Request Referred to Another Agency	74
2/19/2020	2020-BWC-00153	Closed	Granted/Denied in Part	72
2/27/2020	2020-BWC-00155	Closed	Other Reasons - Duplicate request	54
2/20/2020	2020-BWC-00156	Closed	Other Reasons - No Records	62
2/20/2020	2020-BWC-00157	Closed	Granted/Denied in Part	159
2/20/2020	2020-BWC-00158	Closed	Other Reasons - No Records	72
2/21/2020	2020-BWC-00159	Closed	Other Reasons - No Records	48
2/21/2020	2020-BWC-00160	Closed	Granted/Denied in Part	129
2/21/2020	2020-BWC-00161	Closed	Granted/Denied in Part	247
2/21/2020	2020-BWC-00162	Closed	Granted/Denied in Part	268
2/21/2020	2020-BWC-00163	Closed	Granted/Denied in Part	127
2/21/2020	2020-BWC-00164	Closed	Granted/Denied in Part	248
2/21/2020	2020-BWC-00166	Closed	Other Reasons - Request Withdrawn	22
2/24/2020	2020-BWC-00167	Closed	Other Reasons - Request Withdrawn	21
2/24/2020	2020-BWC-00168	Closed	Other Reasons - No Records	54
2/24/2020	2020-BWC-00169	Closed	Other Reasons - Request Withdrawn	71
2/24/2020	2020-BWC-00171	Closed	Denied in Full	22
2/25/2020	2020-BWC-00172	Closed	Denied in Full	37
2/26/2020	2020-BWC-00173	Closed	Other Reasons - Request Withdrawn	0
2/26/2020	2020-BWC-00174	Closed	Denied in Full	22
2/26/2020	2020-BWC-00175	Closed	Granted/Denied in Part	231
2/4/2020	2020-BWC-00176	Closed	Granted/Denied in Part	166
2/28/2020	2020-BWC-00178	Closed	Granted/Denied in Part	49
2/28/2020	2020-BWC-00179	Closed	Granted/Denied in Part	56
3/4/2020	2020-BWC-00180	Closed	Denied in Full	38
3/3/2020	2020-BWC-00182	Closed	Granted/Denied in Part	65
3/3/2020	2020-BWC-00183	Closed	Other Reasons - Request Withdrawn	18
3/4/2020	2020-BWC-00184	Closed	Granted/Denied in Part	115
3/4/2020	2020-BWC-00185	Closed	Granted/Denied in Part	85
3/4/2020	2020-BWC-00186	Closed	Granted/Denied in Part	32
3/4/2020	2020-BWC-00187	Closed	Granted/Denied in Part	81
3/5/2020	2020-BWC-00188	Closed	Other Reasons - Request Withdrawn	37
3/5/2020	2020-BWC-00189	Closed	Granted/Denied in Part	79
3/9/2020	2020-BWC-00190	Closed	Granted/Denied in Part	58
3/3/2020	2020-BWC-00191	Closed	Granted/Denied in Part	227
3/11/2020	2020-BWC-00192	Closed	Other Reasons - Request Withdrawn	41
3/11/2020	2020-BWC-00193	Closed	Granted/Denied in Part	30
3/20/2020	2020-BWC-00197	Closed	Other Reasons - No Records	41
3/20/2020	2020-BWC-00198	Closed	Denied in Full	2
3/20/2020	2020-BWC-00199	Closed	Other Reasons - No Records	3
3/25/2020	2020-BWC-00200	Closed	Other Reasons - Request Withdrawn	18
3/27/2020	2020-BWC-00201	Closed	Granted/Denied in Part	132

Received	Request ID	Status	Final Disposition	Age (in days)
3/27/2020	2020-BWC-00202	Closed	Other Reasons - Request Withdrawn	0
3/31/2020	2020-BWC-00203	Closed	Other Reasons - Request Withdrawn	205
4/1/2020	2020-BWC-00204	Closed	Granted/Denied in Part	62
4/2/2020	2020-BWC-00205	Closed	Granted/Denied in Part	131
4/2/2020	2020-BWC-00206	Closed	Other Reasons - Request Withdrawn	11
4/7/2020	2020-BWC-00207	Closed	Other Reasons - Duplicate request	0
4/8/2020	2020-BWC-00209	Closed	Other Reasons - Not Agency Record	0
4/13/2020	2020-BWC-00211	Closed	Denied in Full	0
4/17/2020	2020-BWC-00214	Closed	Granted/Denied in Part	162
4/23/2020	2020-BWC-00215	Closed	Granted/Denied in Part	59
4/17/2020	2020-BWC-00216	Closed	Granted/Denied in Part	5
4/20/2020	2020-BWC-00218	Closed	Granted/Denied in Part	164
4/20/2020	2020-BWC-00220	Closed	Granted/Denied in Part	172
12/16/2019	2020-BWC-00222	Closed	Granted/Denied in Part	249
5/4/2020	2020-BWC-00224	Closed	Denied in Full	1
4/28/2020	2020-BWC-00225	Closed	Other Reasons - Fee-Related Reason	1
5/11/2020	2020-BWC-00226	Closed	Other Reasons - Request Withdrawn	0
5/4/2020	2020-BWC-00227	Closed	Granted/Denied in Part	154
5/12/2020	2020-BWC-00228	Closed	Granted/Denied in Part	155
5/4/2020	2020-BWC-00231	Closed	Other Reasons - No Records	8
5/4/2020	2020-BWC-00232	Closed	Other Reasons - No Records	7
5/5/2020	2020-BWC-00233	Closed	Denied in Full	103
4/27/2020	2020-BWC-00234	Closed	Denied in Full	10
5/12/2020	2020-BWC-00236	Closed	Other Reasons - Duplicate request	14
5/18/2020	2020-BWC-00237	Closed	Other Reasons - No Records	13
5/19/2020	2020-BWC-00238	Closed	Granted/Denied in Part	165
5/20/2020	2020-BWC-00240	Closed	Other Reasons - Request Withdrawn	13
5/19/2020	2020-BWC-00241	Closed	Granted/Denied in Part	168
5/20/2020	2020-BWC-00242	Closed	Denied in Full	1
5/21/2020	2020-BWC-00243	Closed	Granted/Denied in Part	1
5/21/2020	2020-BWC-00244	Closed	Denied in Full	150
5/22/2020	2020-BWC-00245	Closed	Other Reasons - No Records	11
6/16/2020	2020-BWC-00246	Closed	Granted/Denied in Part	149
5/26/2020	2020-BWC-00247	Closed	Granted/Denied in Part	163
6/2/2020	2020-BWC-00250	Closed	Granted/Denied in Part	200
6/2/2020	2020-BWC-00251	Closed	Granted/Denied in Part	164
6/2/2020	2020-BWC-00253	Closed	Granted/Denied in Part	164
6/2/2020	2020-BWC-00254	Closed	Other Reasons - Duplicate request	2
6/3/2020	2020-BWC-00255	Closed	Other Reasons - No Records	2
6/3/2020	2020-BWC-00256	Closed	Denied in Full	82
6/3/2020	2020-BWC-00258	Closed	Other Reasons - Request Withdrawn	25
6/5/2020	2020-BWC-00259	Closed	Other Reasons - No Records	0
6/5/2020	2020-BWC-00260	Closed	Denied in Full	1
6/8/2020	2020-BWC-00261	Closed	Other Reasons - Improper FOIA Request for Other Reason	28
6/5/2020	2020-BWC-00262	Closed	Granted/Denied in Part	131
6/10/2020	2020-BWC-00263	Closed	Denied in Full	78
6/10/2020	2020-BWC-00264	Closed	Other Reasons - Duplicate request	0
6/12/2020	2020-BWC-00266	Closed	Other Reasons - Request Withdrawn	13
6/25/2020	2020-BWC-00268	Closed	Other Reasons - Request Withdrawn	22
6/16/2020	2020-BWC-00269	Closed	Other Reasons - Request Referred to Another Agency	1

Received	Request ID	Status	Final Disposition	Age (in days)
6/17/2020	2020-BWC-00270	Closed	Granted/Denied in Part	147
6/17/2020	2020-BWC-00271	Closed	Granted/Denied in Part	167
6/19/2020	2020-BWC-00273	Closed	Granted/Denied in Part	76
6/18/2020	2020-BWC-00274	Closed	Other Reasons - No Records	41
6/19/2020	2020-BWC-00275	Closed	Other Reasons - Request Withdrawn	16
6/22/2020	2020-BWC-00276	Closed	Granted/Denied in Part	145
6/23/2020	2020-BWC-00277	Closed	Granted/Denied in Part	145
6/24/2020	2020-BWC-00279	Closed	Granted/Denied in Part	162
6/25/2020	2020-BWC-00280	Closed	Denied in Full	8
7/7/2020	2020-BWC-00285	Closed	Other Reasons - No Records	3
7/8/2020	2020-BWC-00286	Closed	Other Reasons - Request Withdrawn	24
7/13/2020	2020-BWC-00288	Closed	Granted/Denied in Part	153
7/15/2020	2020-BWC-00291	Closed	Granted/Denied in Part	148
7/16/2020	2020-BWC-00292	Closed	Denied in Full	1
7/16/2020	2020-BWC-00293	Closed	Other Reasons - No Records	8
7/17/2020	2020-BWC-00295	Closed	Granted/Denied in Part	132
7/20/2020	2020-BWC-00296	Closed	Denied in Full	1
7/20/2020	2020-BWC-00297	Closed	Granted/Denied in Part	147
7/21/2020	2020-BWC-00299	Closed	Other Reasons - No Records	20
7/22/2020	2020-BWC-00300	Closed	Granted/Denied in Part	143
7/22/2020	2020-BWC-00301	Closed	Granted/Denied in Part	142
7/23/2020	2020-BWC-00302	Closed	Other Reasons - Request Withdrawn	28
7/23/2020	2020-BWC-00303	Closed	Other Reasons - No Records	0
7/23/2020	2020-BWC-00304	Closed	Granted/Denied in Part	143
7/27/2020	2020-BWC-00305	Closed	Denied in Full	28
7/28/2020	2020-BWC-00306	Closed	Granted/Denied in Part	139
7/29/2020	2020-BWC-00308	Closed	Other Reasons - No Records	42
7/31/2020	2020-BWC-00310	Closed	Granted/Denied in Part	138
7/31/2020	2020-BWC-00311	Closed	Granted/Denied in Part	135
8/3/2020	2020-BWC-00312	Closed	Granted/Denied in Part	152
8/5/2020	2020-BWC-00314	Closed	Denied in Full	3
8/5/2020	2020-BWC-00315	Closed	Other Reasons - No Records	1
8/10/2020	2020-BWC-00318	Closed	Granted/Denied in Part	145
8/12/2020	2020-BWC-00319	Closed	Granted/Denied in Part	144
8/14/2020	2020-BWC-00320	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
8/18/2020	2020-BWC-00321	Closed	Other Reasons - Request Referred to Another Agency	0
8/19/2020	2020-BWC-00322	Closed	Other Reasons - Request Withdrawn	88
8/19/2020	2020-BWC-00323	Closed	Denied in Full	8
8/20/2020	2020-BWC-00324	Closed	Granted/Denied in Part	131
8/24/2020	2020-BWC-00327	Closed	Granted/Denied in Part	129
8/24/2020	2020-BWC-00328	Closed	Granted/Denied in Part	118
8/25/2020	2020-BWC-00329	Closed	Granted/Denied in Part	128
8/31/2020	2020-BWC-00330	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
9/1/2020	2020-BWC-00333	Closed	Denied in Full	28
9/1/2020	2020-BWC-00335	Closed	Denied in Full	85
9/2/2020	2020-BWC-00336	Closed	Granted/Denied in Part	137
9/3/2020	2020-BWC-00337	Closed	Other Reasons - No Records	36
9/3/2020	2020-BWC-00338	Closed	Denied in Full	116
9/3/2020	2020-BWC-00339	Closed	Denied in Full	29
9/4/2020	2020-BWC-00340	Closed	Other Reasons - No Records	22

Received	Request ID	Status	Final Disposition	Age (in days)
9/4/2020	2020-BWC-00341	Closed	Other Reasons - No Records	3
9/10/2020	2020-BWC-00345	Closed	Other Reasons - Duplicate request	0
9/10/2020	2020-BWC-00346	Closed	Granted/Denied in Part	114
9/11/2020	2020-BWC-00347	Closed	Other Reasons - No Records	80
9/16/2020	2020-BWC-00350	Closed	Granted/Denied in Part	116
9/16/2020	2020-BWC-00351	Closed	Other Reasons - Fee-Related Reason	112
9/17/2020	2020-BWC-00352	Closed	Other Reasons - Improper FOIA Request for Other Reason	14
9/21/2020	2020-BWC-00354	Closed	Granted/Denied in Part	20
9/21/2020	2020-BWC-00355	Closed	Denied in Full	123
9/21/2020	2020-BWC-00356	Closed	Other Reasons - No Records	22
9/21/2020	2020-BWC-00357	Closed	Denied in Full	47
9/22/2020	2020-BWC-00358	Closed	Denied in Full	82
9/23/2020	2020-BWC-00359	Closed	Granted/Denied in Part	102
9/24/2020	2020-BWC-00360	Closed	Other Reasons - Improper FOIA Request for Other Reason	2
9/25/2020	2020-BWC-00361	Closed	Granted/Denied in Part	68
9/25/2020	2020-BWC-00362	Closed	Granted/Denied in Part	113
9/29/2020	2020-BWC-00363	Closed	Other Reasons - Request Withdrawn	110
8/14/2020	2020-BWC-00364	Closed	Granted/Denied in Part	142

As of 3/17/21

FY21 BWC FOIA PROCESSING TIMES
BWC Requests Received and Closed 10/1/19 – 9/30/20

Received	Request ID	Status	Final Disposition	Age (in days)
10/2/2020	2021-BWC-00001	Closed	Other Reasons - Request Withdrawn	43
10/8/2020	2021-BWC-00005	Closed	Other Reasons - No Records	94
10/8/2020	2021-BWC-00004	Closed	Other Reasons - Request Withdrawn	59
10/13/2020	2021-BWC-00009	Closed	Other Reasons - Request Withdrawn	100
10/14/2020	2021-BWC-00011	Closed	Granted/Denied in Part	23
10/15/2020	2021-BWC-00012	Closed	Other Reasons - Request Withdrawn	19
10/16/2020	2021-BWC-00014	Closed	Denied in Full	1
10/16/2020	2021-BWC-00015	Closed	Denied in Full	1
10/16/2020	2021-BWC-00016	Closed	Denied in Full	1
10/16/2020	2021-BWC-00017	Closed	Other Reasons - No Records	65
10/23/2020	2021-BWC-00024	Closed	Granted/Denied in Part	85
10/28/2020	2021-BWC-00027	Closed	Denied in Full	6
10/28/2020	2021-BWC-00028	Closed	Denied in Full	6
10/28/2020	2021-BWC-00029	Closed	Denied in Full	6
10/28/2020	2021-BWC-00032	Closed	Denied in Full	6
10/29/2020	2021-BWC-00030	Closed	Denied in Full	3
10/30/2020	2021-BWC-00033	Closed	Other Reasons - Improper FOIA Request for Other Reason	12
11/2/2020	2021-BWC-00035	Closed	Other Reasons - Duplicate request	79
11/2/2020	2021-BWC-00034	Closed	Other Reasons - No Records	15
11/6/2020	2021-BWC-00039	Closed	Other Reasons - Duplicate request	2
11/9/2020	2021-BWC-00040	Closed	Granted/Denied in Part	74
11/10/2020	2021-BWC-00042	Closed	Other Reasons - No Records	76
11/12/2020	2021-BWC-00045	Closed	Denied in Full	3

Received	Request ID	Status	Final Disposition	Age (in days)
11/16/2020	2021-BWC-00047	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
11/16/2020	2021-BWC-00046	Closed	Other Reasons - Request Withdrawn	0
11/18/2020	2021-BWC-00050	Closed	Other Reasons - Improper FOIA Request for Other Reason	4
11/18/2020	2021-BWC-00053	Closed	Other Reasons - Requested Records not Reasonably Described	0
11/19/2020	2021-BWC-00054	Closed	Granted/Denied in Part	8
11/20/2020	2021-BWC-00058	Closed	Denied in Full	60
11/20/2020	2021-BWC-00057	Closed	Other Reasons - Request Withdrawn	75
11/25/2020	2021-BWC-00059	Closed	Denied in Full	3
11/25/2020	2021-BWC-00060	Closed	Other Reasons - No Records	4
11/27/2020	2021-BWC-00063	Closed	Other Reasons - No Records	71
11/30/2020	2021-BWC-00064	Closed	Granted/Denied in Part	55
12/1/2020	2021-BWC-00065	Closed	Granted/Denied in Part	3
12/2/2020	2021-BWC-00067	Closed	Other Reasons - Request Withdrawn	0
12/4/2020	2021-BWC-00069	Closed	Denied in Full	0
12/11/2020	2021-BWC-00075	Closed	Other Reasons - Request Withdrawn	0
12/14/2020	2021-BWC-00076	Closed	Denied in Full	16
12/15/2020	2021-BWC-00077	Closed	Denied in Full	11
12/15/2020	2021-BWC-00079	Closed	Other Reasons - Request Withdrawn	0
12/16/2020	2021-BWC-00080	Closed	Other Reasons - Improper FOIA Request for Other Reason	0
12/17/2020	2021-BWC-00081	Closed	Denied in Full	0
12/18/2020	2021-BWC-00082	Closed	Granted/Denied in Part	56
12/28/2020	2021-BWC-00090	Closed	Granted/Denied in Part	25
12/30/2020	2021-BWC-00091	Closed	Denied in Full	20
12/31/2020	2021-BWC-00092	Closed	Denied in Full	1
1/4/2021	2021-BWC-00094	Closed	Denied in Full	0
1/4/2021	2021-BWC-00095	Closed	Denied in Full	3
1/4/2021	2021-BWC-00093	Closed	Other Reasons - Request Withdrawn	47
1/5/2021	2021-BWC-00096	Closed	Denied in Full	11
1/5/2021	2021-BWC-00097	Closed	Other Reasons - Duplicate request	0
1/7/2021	2021-BWC-00099	Closed	Denied in Full	0
1/7/2021	2021-BWC-00100	Closed	Denied in Full	1
1/7/2021	2021-BWC-00101	Closed	Denied in Full	1
1/11/2021	2021-BWC-00106	Closed	Denied in Full	9
1/11/2021	2021-BWC-00107	Closed	Denied in Full	26
1/12/2021	2021-BWC-00110	Closed	Denied in Full	36
1/13/2021	2021-BWC-00111	Closed	Denied in Full	24
1/14/2021	2021-BWC-00112	Closed	Denied in Full	0
1/14/2021	2021-BWC-00113	Closed	Other Reasons - No Records	0
1/14/2021	2021-BWC-00114	Closed	Other Reasons - No Records	7
1/15/2021	2021-BWC-00115	Closed	Denied in Full	0
1/15/2021	2021-BWC-00116	Closed	Other Reasons - Request Withdrawn	1
1/19/2021	2021-BWC-00117	Closed	Denied in Full	37
1/22/2021	2021-BWC-00118	Closed	Denied in Full	17
1/22/2021	2021-BWC-00121	Closed	Other Reasons - Duplicate request	0
1/25/2021	2021-BWC-00123	Closed	Other Reasons - No Records	4

Received	Request ID	Status	Final Disposition	Age (in days)
1/27/2021	2021-BWC-00125	Closed	Granted/Denied in Part	27
1/28/2021	2021-BWC-00129	Closed	Other Reasons - Request Withdrawn	20
1/29/2021	2021-BWC-00132	Closed	Denied in Full	11
1/29/2021	2021-BWC-00130	Closed	Other Reasons - No Records	2
1/29/2021	2021-BWC-00131	Closed	Other Reasons - No Records	2
2/1/2021	2021-BWC-00133	Closed	Denied in Full	10
2/1/2021	2021-BWC-00135	Closed	Denied in Full	1
2/3/2021	2021-BWC-00141	Closed	Denied in Full	8
2/4/2021	2021-BWC-00143	Closed	Other Reasons - Request Withdrawn	0
2/5/2021	2021-BWC-00146	Closed	Denied in Full	28
2/5/2021	2021-BWC-00145	Closed	Other Reasons - Request Withdrawn	0
2/16/2021	2021-BWC-00158	Closed	Other Reasons - Duplicate request	0
2/16/2021	2021-BWC-00160	Closed	Other Reasons - No Records	0
2/16/2021	2021-BWC-00162	Closed	Other Reasons - Request Withdrawn	0
2/17/2021	2021-BWC-00165	Closed	Denied in Full	1
2/19/2021	2021-BWC-00170	Closed	Denied in Full	1
2/23/2021	2021-BWC-00173	Closed	Other Reasons - Duplicate request	0
2/24/2021	2021-BWC-00175	Closed	Denied in Full	12
2/26/2021	2021-BWC-00185	Closed	Granted/Denied in Part	1
3/2/2021	2021-BWC-00188	Closed	Other Reasons - No Records	1
3/9/2021	2021-BWC-00194	Closed	Denied in Full	0
3/15/2021	2021-BWC-00200	Closed	Granted/Denied in Part	6

As of 3/17/21

Questions 116 (d) thru (h) are answered in the table below.

d. The amount invoiced to the requestor for each request, whether or not the request was withdrawn;

e. The amount budgeted for redactions;

f. The amount expended for redactions;

g. Redaction costs paid by MPD; and

h. Redaction costs paid by the requestor.

Question	FY 20	FY21
Amount invoiced to the requester for each request	$1,246 (1 BWC Request)	$27,972 (1 BWC Request)
Amount budgeted for redactions	$200,000	$300,000
Amount expended for redactions	$297,144	$55,008
Redaction costs paid by MPD	$297,144	$55,008
Redaction costs paid by the Requestor	$0	$0

As of 4/6/21

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

a. The name of the vendor;

The current vendor is Omnigo Software. Omnigo acquired QueTel Corporation in April 2020. OCP has posted multiple solicitations for competition on MPD's behalf and continues to do so, but the market is not terribly responsive to our solicitations. QueTel had been a consistent offeror, and we anticipate that Omnigo will continue to compete for redaction services. At present, there are two purchase order agreements in the amount of $300,000.

b. The cost of the contract;

PO No. PO631210-FY21-MPD valued at $50,000

PO No. PO631210-FY21-MPD valued at $250,000

c. The cost of redaction per video; and

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

d. Any contracts or memoranda of understanding or agreement between MPD and the vendor.

The requested information is attached.

118. Please describe the process for notifying subjects or their next of kin regarding the potential public release of body-worn camera footage depicting the subject.

In the case of a serious use of force incident, the Internal Affairs Division (IAD) investigator interviews the subject of the force and requests consent to release the BWC. If the subject is a minor, the IAD investigator will request consent from the subject's next of kin.

In the case of a fatality, the Internal Affairs Bureau (IAB) assistant chief will notify the MPD Victim Services Branch director, who will coordinate viewings with the next of kin. The Victim Services Branch director will offer to meet with family members to view the BWC video footage, in conjunction with representative(s) of the Department of Behavioral Health, if circumstances allow. If the public records management system report is complete, the IAB representative will bring a copy of the public report to the viewing or arrange to send it to the family or representative.

a. Identify any incidents in FY20 or FY21, to date, in which this process was not followed.

After the fatal shooting of Mr. Deon Kay on September 2, 2020, Mayor Bowser and then MPD Chief Newsham determined that there was substantial community and public safety interest in releasing the video as quickly as possible. The video was released on the afternoon of September 3rd. Mr. Kay's mother, his next of kin, was able to view the video with DBH before the release, however MPD was not present.

119. Please provide Shotspotter detection data for FY20 and FY21, to date.

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

ShotSpotter does not provide coverage for the entire District of Columbia. Coverage is targeted to areas with frequent sounds of gunshots incidents.

b. Please describe any enhancements made to the technology made in FY20 or FY21, to date.

MPD began implementing the ShotSpotter system in 2006 and has added and relocated sensors, and upgraded components of the system at various times. ShotSpotter has also enhanced their ability to distinguish gunshots from other impulse noises. For example, the number of impulse noises coded as gunshots during Independence Day celebrations have significantly decreased over the past four years.

ShotSpotter made the following enhancements to their DC data feed in 2020:

- **Auto-Acknowledge**: During Q3 2019, ShotSpotter updated the "auto acknowledge" function of their technology. Auto-Acknowledge means that the ShotSpotter array detected and identified a pulse event, and their algorithm determined that it was not a gunshot (i.e., fireworks, helicopter sounds, etc.). Due to this technology upgrade, these auto-acknowledge detections were removed from the queue for ShotSpotter operators to manually review. (Previously, these impulses noises were manually reviewed by ShotSpotter operators and then labeled as fireworks or helicopter noises, and not counted as single or multiple gunshots in the data.) This field will have a value of 'TRUE' if the alert is auto-acknowledged by ShotSpotter (indicating that the alert is likely due to fireworks or helicopter noises) and 'FALSE' if the alert is reviewed by a ShotSpotter operator and determined to likely be sounds of gunshots. MPD provides the Auto-Acknowledge alerts for consistency and transparency in the data, but recommend that users exclude them in their analyses of gunshot detections.

- **In DC**: ShotSpotter occasionally detects sounds of gunshots in neighboring jurisdictions. We provide this indicator based on the coordinates of the alert and DC Boundaries (as defined here: https://opendata.dc.gov/datasets/washington-dc-boundary) to make clear which alerts occurred in DC. For alerts that have coordinates that fall within DC Boundaries, this field will have a value of 'TRUE'. For alerts that have coordinates that fall outside of DC Boundaries, this field will have a value of 'FALSE'.

120. How many new "neighborhood-based" closed circuit television ("CCTV") cameras were placed in the District in FY20 or FY21, to date, where, and at what cost?

MPD installed 129 new "neighborhood-based" camera locations in FY20 to FY21 to date, as the term is used under 24 DCMR 2500 et al. Total cost for equipment and installation was $2,481,199 with an average cost per unit installed at $19,284.

Ward	New CCTVs
1	9
2	20
3	0
4	3
5	8

Ward	New CCTVs
6	19
7	27
8	43
Total	129

What is the total number of "neighborhood-based" CCTV cameras operating in the District, by Ward?

Ward	Neighborhood Cameras	Permanent / Homeland Security Cameras	Total
1	21	1	22
2	41	21	62
3	0	2	2
4	10	0	10
5	48	0	48
6	26	3	29
7	53	3	56
8	69	0	69
VA*		1	1
Total	268	31	299

Police District	Neighborhood Cameras	Permanent / Homeland Security Cameras	Total
1	40	7	47
2	23	19	42
3	25	1	26
4	18	0	18
5	40	0	40
6	60	3	63
7	62	0	62
VA*	0	1	1
Total	268	31	299

*One unit is located in Arlington, VA. The viewshed includes Roosevelt Island and Bridge.

121. How many new "permanent" CCTV cameras were placed in the District in FY20 or FY21, to date, where, and at what cost?

a. What is the total number of "permanent" CCTV cameras operating in the District, by Ward?

No new "permanent", or homeland security, CCTV cameras, as the term is used under 24 DCMR 2500 et al., were placed in the District in calendar year 2020 and 2021 to date (as of

4/5/21). Please see the response to question 120 for the total number of cameras by ward and police district.

122. For all neighborhood-based and permanent CCTV cameras, please provide the number of occasions that the CCTV was activated for live, real-time monitoring in FY20 or FY21, to date, and the reason for the activation.

The Joint Operation Command Center (JOCC) was activated for 58 major events or First Amendment Activities in 2020 and 19 in 2021 (through April 8th). In comparison, it was activated 12 times in 2019.

Activation Date	Event/Reason
2020	
2/4/2020	State of the Union Address
5/30/2020	First Amendment
5/31/2020	First Amendment
6/1/2020	First Amendment
6/2/2020	First Amendment
6/3/2020	First Amendment
6/4/2020	First Amendment
6/5/2020	First Amendment
6/6/2020	First Amendment
6/7/2020	First Amendment
6/8/2020	First Amendment
6/9/2020	First Amendment
6/10/2020	First Amendment
6/11/2020	First Amendment
6/12/2020	First Amendment
6/13/2020	First Amendment
6/14/2020	First Amendment
6/19/2020	First Amendment
6/20/2020	First Amendment
6/21/2020	First Amendment
6/22/2020	First Amendment
6/23/2020	First Amendment
6/24/2020	First Amendment
6/25/2020	First Amendment
6/26/2020	First Amendment
6/27/2020	First Amendment
6/28/2020	First Amendment
6/29/2020	First Amendment
6/30/2020	First Amendment
7/1/2020	First Amendment

Activation Date	Event/Reason
2020	
7/2/2020	First Amendment
7/3/2020	First Amendment
7/4/2020	First Amendment/Independence Day
8/13/2020	First Amendment
8/26/2020	First Amendment
8/27/2020	First Amendment
8/28/2020	First Amendment
8/29/2020	First Amendment
8/30/2020	First Amendment
9/2/2020	First Amendment
9/5/2020	First Amendment
9/23/2020	First Amendment
10/27/2020	First Amendment
10/28/2020	First Amendment
10/29/2020	First Amendment
10/30/2020	First Amendment
10/31/2020	First Amendment/Halloween
11/1/2020	First Amendment
11/2/2020	First Amendment
11/3/2020	First Amendment
11/4/2020	First Amendment
11/5/2020	First Amendment
11/6/2020	First Amendment
11/7/2020	First Amendment
11/14/2020	First Amendment
11/15/2020	First Amendment
12/12/2020	First Amendment
12/31/2020	New Year's Eve
2021	
1/5/2021	First Amendment
1/6/2021	First Amendment
1/7/2021	First Amendment
1/8/2021	First Amendment
1/9/2021	First Amendment
1/10/2021	First Amendment
1/11/2021	First Amendment
1/12/2021	First Amendment
1/13/2021	First Amendment

Activation Date	Event/Reason
2020	
1/14/2021	First Amendment
1/15/2021	First Amendment
1/16/2021	First Amendment
1/17/2021	First Amendment
1/18/2021	First Amendment
1/19/2021	First Amendment
1/20/2021	First Amendment/Inauguration
1/21/2021	First Amendment
1/22/2021	First Amendment
1/23/2021	First Amendment

123. How many new fixed and mobile license plate readers ("LPRs") did MPD acquire or gain access to in FY20 or FY21, to date?

MPD acquired four fixed LPRs in FY20.

a. How many total fixed and mobile LPRs does MPD own, possess, or have access to?

Twenty-eight fixed and 44 mobile LPRs.

b. How long is the data collected from LPRs stored?

Data is generally stored for 90 days, unless there is an "alarm/hit," for which there is a one year retention period.

c. Are there any non-governmental entities or private actors with access to information captured by LPRs?

Yes, contracted vendors maintain the LPR system and have supervised access that is monitored by MPD IT/OCTO.

124. Please describe MPD's use of facial recognition technology in FY20 or FY21, to date.

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

MPD was made aware that in fall 2020, approximately a dozen members signed up for free trials of the Clearview AI software. Clearview reportedly utilizes open source, publicly available information and is not connected to any MPD databases. Once supervisors learned of the members' trial use of the application, MPD immediately discontinued any further access to

the software and reminded members that they are only authorized to utilize applications that have been vetted, secured, and approved by the department.

a. Please describe the specific technologies that are used for facial recognition.

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

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

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

c. How, and how long, is the data collected from facial recognition technologies stored?

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

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

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

125. Please describe MPD's use of mobile device forensic tools, including any relevant policies and procedures.

The use of data extraction devices is governed by Special Order 15-08 (Cellphone Recovery Process) (attached). The SO requires MPD to get a search warrant or the consent of the owner before using the device. During 2020, data extraction device were used 17 times.

All other equipment used to process crime scenes is the property of the Department of Forensic Science (DFS).

126. Does MPD employ drones or other remotely-operated aerial vehicles capable of conducting surveillance?

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

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

c. How, and how long, is the data collected from remotely-operated aerial vehicles stored?

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

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

127. Please provide the total cost of, date of acquisition for, and applicable policies governing the use of the following equipment, by fiscal year, from FY17 to FY21, to date:

a. Armored Personnel Carriers

MPD's Emergency Response Team's (ERT) Armored Personnel Carrier was replaced in FY19 at a cost of $264,816.

b. Mine-Resistant Ambush Protected Vehicles

MPD does not have any of these.

c. Grenade launchers

MPD does not have any grenade launchers. However, MPD does utilize both a 40mm less lethal projectile system as well as a less lethal pepper ball launcher system. Please see below for acquisition costs:

FY17: $3,232

FY18: $7,087

FY19: $7,098

FY21: $35,629

d. Robotic vehicles

In FY18, MPD procured a robot system for bomb disposal at a cost of $137,214.

e. Night vision intensifiers

In FY17, MPD updated ERT's rifle platforms, which included night vision scopes at a cost of $117,100.

f. Unmanned ground vehicles

MPD does not have any of these.

g. Unmanned aerial vehicles

MPD does not have any of these.

h. Long-Range Acoustic Devices

In FY19, MPD procured 5 LRADs at a cost of $55,316.

i. Cell Site Simulators, also known as Stingrays or IMSI Catchers

In FY18, MPD procured a cell site simulator (CSS) at a cost of $592,660.

It is important to know that MPD only uses the CSS to investigate violent felony offenses and missing persons cases by locating mobile wireless devices. CSS can only be used in criminal cases with a valid search warrant or under exigent circumstances (imminent danger of serious bodily harm or death) with the approval of the United States Attorney. CSS can only be used in exigent cases that do not involve a criminal offense but involve the need to immediately locate a vulnerable individual (e.g., suicidal person or a missing person with mental and/or physical disability), with USAO approval. Recent examples of successfully using the cell-site simulator technology to locate a missing person before they came to any harm include a case with a suicidal adult, two senior citizens with dementia, a depressed teenager with her infant daughter, and a 12-

year-old boy. The equipment cannot be used to listen to or record phone calls, or intercept text messages. CSS is not used for protected First Amendment events or to conduct surveillance on any persons/groups.

j. Active Denial Systems / heat rays

MPD does not have any of these.

k. Pepper spray, tear gas, and other chemical irritants

Please see the list below for annual acquisition costs:

FY17: $13,371

FY18: $16,094

FY19: $16,682

FY20: $36,737

FY21: $167,087

l. Rubber Bullets

MPD does not have or use any rubber bullets. However, MPD does utilize foam and rubber less lethal projectiles. Please see the list below for annual acquisition costs:

FY17: $21,545

FY18: $7,076

FY19: $26,135

FY20: $51,072

FY21: $31,110

m. Riot Gear

In FY18, MPD procured 100 Rapid Response Kits to include Shoulder/Arm guards, Groin Guards, Thigh Guards, Forearm/Elbow Guards, Metatarsal Guards and Knee/Shin Guards at of cost of $89,533.

Applicable policies governing use of these tools are listed below and are attached.

- GO-RAR-901.04 (Oleoresin Capsicum (OC) Spray Dispensers)
- GO-RAR-901.07 (Use of Force)
- GO-RAR-901.12 (Extended Impact Weapons)
- SOP 16-01 (Handling First Amendment Assemblies and Mass Demonstrations)
- EO-20-008 (40mm Extended Impact Weapons)
- EO-20-044 (Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020)
- SOP (Use of the Long Range Acoustic Device (LRAD))
- SOP (Intelligence Division – Technical Services unit)

Special Populations/Juveniles and Emerging Adults

128. What are the current staffing levels for the Human Trafficking Unit? Please provide statistics regarding the number of investigations opened and arrests made by this unit in FY20 and FY21, to date.

Investigations for adult and youth investigations are handled by different units.

Adult investigations are conducted by the Human Trafficking, to which one sergeant and two officers are assigned. In FY20 there were 21 allegations of human trafficking that warranted investigation, and in FY21 to date, 7 cases were opened with 1 arrest. In addition, this unit also engages in street level enforcement. In FY20, this resulted in the arrest of 277 johns, and 5 sex workers.

The FBI/MPD Child Exploitation and Human Trafficking Task Force, which is separate from the Human Trafficking Unit, is staffed with one lieutenant, one sergeant, and five detectives.

	FY 2020	FY 2021 (YTD)
Cases	63	16
Arrests	14	2

129. Please describe any training provided to School Resource Officers to identify the signs of sex trafficking in minors in FY20 or FY21, to date, including the frequency of the training.

In October 2020, in conjunction with Youth Division and CFSA, School Resource Officers participated in a refresher course where members were updated on the signs to look for in human trafficking, forced labor, and domestic servitude. The course also addressed human smuggling.

SSD Training for 2021 Professional Development is still in the initial planning stages.

130. For FY20 and FY21, to date, please provide:

a. The number of minors by age, gender, race, and ward that MPD has referred to the Child and Family Services Agency ("CFSA") because they were identified as, or are at-risk of, being trafficked;

	FY20	FY21 (YTD)
Age		
9	1	0
10	0	1
11	3	0
12	3	0
13	3	1
14	6	3
15	9	1
16	11	5
17	13	5
18+	3	0
Gender		
Female	49	14
Male	3	2

	FY20	FY21 (YTD)
Race		
Black	46	14
Hispanic	5	0
White	1	2
District		
1D	4	2
2D	0	0
3D	2	0
4D	14	2
5D	4	2
6D	11	1
7D	11	8
MD	1	1
VA	3	0
Other	1	0
Unknown	1	0
Total	52	16

b. The number of minors that MPD identified as currently being or at-risk of being sex trafficked, but did not refer to CFSA, by age, gender, race, and ward;

In FY2020, six minors were identified by the Child Exploitation Human Trafficking Task Force (CEHTTF) as living out of Washington, DC, and were referred to an out-of-state Child Protective Services Agency or local police authorities. In FY2020 and FY2021, all minors with local residences, 46 were referred to CFSA for services. In FY2021, one minor was identified as living outside of Washington, DC. The minor is currently missing and has not yet been referred for services.

c. The service providers to which MPD referred minors who are currently being or at-risk of being sex trafficked and the number of minors referred to each; and

Year of Referral	Fair Girls	Courtney's House	CFSA	Sasha Bruce	LAYC	Out of State CPS
FY 2020	16	22	46	10	1	6
FY 2021 (YTD)	1	3	16	0	0	0

d. The number of minors that MPD has taken into custody after identifying them as currently being or at-risk of being sex trafficked by age, gender, race, and ward.

In FY2020 and FY2021, there were no documented cases in which a minor was taken into custody after being identified as being or at-risk of being sex trafficked.

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

The Child Exploitation Human Trafficking Task Force (CEHTTF) would return the young adult to the care and custody of CFSA. The mission of CEHTTF does not seek to arrest victims of human trafficking or those engaged in commercial sex. CEHTTF would handle arrests of adults for prostitution only under exigent circumstances or with the approval of the USAO in the pursuit of prosecution of a human trafficking case.

132. Please provide the number of arrests in FY20 and FY21, to date, for alleged violations of D.C. Official Code § 22-2701. For each section, identify whether the individual arrested was a sex worker, a "john", or unknown, and provide their age, race/ethnicity, and the police district in which the arrest occurred.

Charge Description:

- FY 2020: 664
  - Pandering: 1
  - Procuring: 1
  - Sexual Solicitation: 660
  - Solicitation for Lewd Purposes: 2

- FY 2021 (data as of 3/17/2021): 4
  - Sexual Solicitation: 4

District	FY20			FY21*		
	Johns	Sex Workers	Unknown	Johns	Sex Worker	Unknown
1D	6	0	0	0	0	0
2D	4	0	0	0	0	0
3D	176	0	0	0	0	0
4D	87	0	0	0	0	0
5D	127	0	0	0	4	0
6D	211	5	4	0	0	0
7D	44	0	0	0	0	0
Total	**655**	**5**	**4**	**0**	**4**	**0**

**As of 03/16/2021*

Proportions by Race, Age, and Gender provided below and include johns and sex workers combined. All data as of 03/16/2021.

Race	FY20	FY 21*
Black	79%	100%
Hispanic	11%	0%
White	3%	0%
Other	5%	0%
Asian	2%	0%
Total	**100%**	**100%**

Age Range	FY20	FY21 YTD
18 to 29 years old	23%	25%
30 to 49 years old	53%	25%
51 and older	24%	50%

Total	100%	100%

Gender	FY20	FY21 YTD
Male	99%	0%
Female	1%	100%
Total	**100%**	**100%**

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

133. To how many calls related to domestic violence did MPD respond in FY20 and FY21, to date?

In calendar year 2020, MPD received 27,736 domestic violence related calls for service, which compared to calendar year 2019 is an increase of 6% (from 26,256 to 27,736 calls). [1]

During that same time period, MPD took 8,861 domestic violence related offense reports, a 5% decrease from 2019 (from 9,360 offenses to 8,861 offenses). Of the offense reports taken, 73% had a top charge of simple assault (6,485 of 8,861 offenses), which is comparable to 2019 where 75% had a top charge of simple assault (7,010 of 9,360 offenses).

[1] A "call for service" is defined as any call that requires some sort of police action. MPD pulled the CAD call for service data from a CAD data feed originating from the Office of Unified Communications (OUC), the agency that manages the CAD system for the District of Columbia. These statistics may not match "call for service" statistics pulled by other agencies, including OUC. Only Priority 1, 2, and 3 calls for service were included. Telephone Reporting Unit (TRU) calls were included. Excluded events when no units involved. Excluded dispatch groups: CW1, CW2, SOD, SPV-P. This data (and categorization) is based on the initial disposition of the call, rather than the final disposition.

134. How many arrests did MPD make for domestic violence-related incidents in FY20 and FY21, to date?

In calendar year 2020, MPD made 4,620 arrests for domestic-violence related offenses, which compared to calendar year 2019 is a decrease of 7.5% (from 4,996 to 4,620 arrests).

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

The figures below represent all domestic cases with more than one arrest in the incident. However, that does not mean that they are necessarily all mutual or criss-cross arrests. Of the 395 DV-related cases with multiple arrests in CY 2019 and CY 2020, 330 cases involved the arrest of at least one individual arrested for a DV-related offense who was also listed as the victim of an offense (i.e., a "mutual arrest"). In CY 2019, 182 cases involved the arrest of at least one individual arrested for a DV-related offense who was also listed as a victim of an offense. In CY 2020, there were 148 cases.

Cases with Multiple DV-related Arrests Made by MPD			
# of Arrests Per Case	**CY 2019**	**CY 2020**	**Total**
Two	208	170	**378**

Three	7	8	**15**
Four	0	0	**0**
Five	0	1	**1**
Six	1	0	**1**
Total	**216**	**179**	**395**

135. How many civil protection orders and temporary protection orders did MPD successfully serve on respondents in FY20 and FY21, to date?

The Civil Protection Order/Temporary Protection Order Unit has successfully served the following court orders in the past two fiscal years. These figures do not account for the numerous attempts of service that were unsuccessful.

FY 2020:
Orders Generated by DC Superior Court----------1621
Orders from other jurisdictions----------425
TOTAL SERVED----------2046

FY 2021 to Current (March 16, 2021):
Orders Generated by DC Superior Court ----------507
Orders from other jurisdictions----------213
TOTAL SERVED TO DATE----------720

a. What guidance have officers received on enforcing temporary protection orders issued during the public health emergency? Have officers been updated on remote court operations, including electronic orders, electronic signatures, and temporary protection order extensions?

Since March of 2020, MPD has continued to issue updated guidance throughout the pandemic regarding court procedures including the court's extension of stay away and protective orders, the suspension of most misdemeanor bench warrants, procedures for the remote application of warrants, and procedures for remote preliminary hearings. MPD's most recent guidance, EO-21-006 (Coronavirus 2019: District of Columbia Superior Court Guidance) was issued on March 10, 2021. We will continue to update all COVID-related directives as new information becomes available related to DC Superior Court operations.

Roll call training was conducted at all seven patrol districts for each shift. The in-person training was conducted by members of the DV unit and the CPO/TPO unit. The changes in service and validity to include expiration dates due to the pandemic were addressed. Additionally, common mistakes and concerns were addressed. An Acadis module was developed and distributed to the entire department as a mandatory training assignment. For further support the designated DV captains in the patrol districts met to go over the changes, clarify any questions or concerns, and provide an accountable overseer of the new processes at the districts.

b. Does MPD have access to pre-trial stay away orders issued in criminal cases? What steps does MPD take to enforce pre-trial stay away orders when receiving a report of a violation?

Currently, criminal stay away orders are entered into the JUSTIS system. Officers on the scene that request a criminal check via the dispatcher will not receive this information. MPD is currently working with the USAO to enable entry of criminal stay away orders into the WALES/NCIC system, that will then be available to an officer in the same manner a CPO/TPO is available. If a violation of a court ordered stay away comes to the attention of member and the subject who violated the order is on the scene an arrest may be made. A report of the violation can also be taken and an affidavit in support of an arrest warrant may be submitted to the courts.

c. Does MPD have access to stay away orders that are required during a term of probation (monitored by CSOSA)? What steps does MPD take to enforce these stay away orders?

Court ordered stay away orders that are a condition of release while on parole or probation are handled in the same fashion as any criminal stay away order. This process is explained above.

136. What training do officers receive regarding enforcement of child custody orders?

a. What are officers trained to do if there is a joint custody order?

In May 2020, all members received a roll call training on Custody Disputes, Enforcement of Court Orders, and Parental Kidnapping. The training was developed with the subject matter experts at the Youth and Family Services Division. Members were reminded that custody orders could be enforced, but that they are ultimately a civil order that are not enforceable by arrest. Further, the criteria for actual parental kidnappings and how to handle them are detailed in full. Members are directed to enforce the custody order by exhausting measures to gain compliance from the offending party. In the event that they are unsuccessful, parents are directed to follow up with Family Court. In the event that it meets the criteria of a parental kidnapping, members then involve Youth and Family Services Division so that they can handle the situation until it is resolved.

b. If a joint custody order includes a specific schedule, are officers trained to try to understand the schedule and enforce it?

This training included a link to the DC Courts Family Court Operations, which includes links to the Family Court Self Help Center and the Parentage and Child Support Branch.

137. Did MPD offer child and adolescent development training for officers in FY20 or FY21, to date? If so, how many officers were trained, and what does the curriculum include? Please provide the number of hours for these trainings and information about instructors.

In 2020, MPD provided trainings on adolescent development (see Question 76). One of the trainings, Interacting with Juveniles, was for mandatory professional development and was delivered to 3797 officers. Underlying this training was the premise that juveniles are different from adults and police must modify their actions when dealing with them. The course also described the regulations and laws governing investigations involving children, applying best practices to evidence collection and preliminarily interviewing child victims and witnesses, recognizing sex trafficking in children, and understanding the consequences to a child's life when failing to follow best practices.

Another mandatory training provided online, called Interacting with Juveniles: GO-OPS-305.01, was completed by 3,879 officers. This training discussed the changes to policy including: limiting custodial arrests, the prohibition on handcuffing juveniles aged 12 and below, the use of discretion in handcuffing juveniles 13-17, the imperative to contact the juvenile's parent or guardian when practical, and the mandate to seek immediate medical attention when a juvenile appears to be impaired.

a. Please describe MPD's work with Georgetown University to develop a training or train officers in child and adolescent development.

MPD is grateful to Professor Kristen Henning, the Director of the Juvenile Justice Clinic and Initiative at Georgetown Law, and a Special Advisor to the Dean on Community and Justice, who agreed to develop a training module for all MPD sworn members to be delivered as part of the 2021 Professional Development Training. The training focuses on adolescent development, with special attention to the ways in which race impacts our engagement with youth in DC.

138. How many minors has MPD taken into custody in School Years 2019-2020 and 2020-2021, to date, because officers had reasonable grounds to believe the minor was truant?

A total of 976 minors in School Year 2019-2020 and no minors in School Year 2020-2021 (YTD as of 3/15/2021) were taken into custody by MPD because there were reasonable grounds to believe that the minor was truant. It is important to note that this is not an arrest.

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

Juveniles not truant shall be released provided there are no other valid reasons to detain them. Members shall handle juveniles determined to be truant according to the following procedures:

Members shall transport juveniles enrolled in a school in the District directly to the school. If the school is outside of the initiating member's district, the member shall request permission from the watch commander prior to transporting the violator to a school in another district. Members shall attempt to confirm that the school is in session prior to transport.

Members shall release juveniles enrolled in schools outside of the District, if there are no other reasons to detain the juvenile. Members shall not transport juveniles to their school or release them to other law enforcement agencies to return them to school.

139. Please describe the staffing and operations of the School Safety Division in FY20 and FY21, to date.

Pursuant to the Comprehensive Policing and Justice Reform Amendment Act of 2020, responsibility for the school security contract was transitioned to DCPS as of October 1, 2020. As a result, the civilian contract staff were [detailed to / transferred to] DCPS to continue to support security.

Sworn staffing was composed of a commander, two lieutenants, nine sergeants, and 79 School Resource Officers (SROs). After beginning the 2019/2020 school year under normal

operations, the SSD sworn staff became in a variety of different assignments as a result of the public health emergency. Some assignments are highlighted below

March & April 2020:
- Focus Beats in 3D & 4D

March 23-April 11
- Cherry Blossom traffic closure detail
- DCPS & Charter School Feeding Sites

May 2020:
- Focus Beats in each district
- Feeding Sites
- School Technology Distribution

June through August 2020:
- Summer Crime Initiative Areas 3D, 5D, 6D, & 7D
- May 31 through June 28 – First Amendment assembly traffic posts, arrestee processing and transport
- June 28 through August 15 – traffic posts related to First Amendment assemblies
- July 27-29 John Lewis Funeral Detail traffic details

September & October 2020
- Focus Beats all districts

November-December 2020
- Focus Beats all districts
- November 3-8, 12-15, December 10-12: First Amendment assembly traffic posts, arrestee processing and transport
- November 22-December 31 Holidays Beats in all Districts

January 2021
- First Amendment assembly traffic posts, arrestee processing and transport
- Focus Beats in 6 & 7D

February 2021
- All DCPS schools opened with a limited capacity. SROs reverted back normal day to day operations inside of schools and staffing safe passage areas.

a. In FY20 or FY21, to date, did MPD enter into or revise an MOU with DCPS governing the school security contract? If so, please describe any revisions and provide a copy of the MOU.

Pursuant to the Comprehensive Policing and Justice Reform Amendment Act of 2020, responsibility for the school security contract was transitioned to DCPS as of October 1, 2020. The resulting MOU is attached.

140. How many security officers and special police officers are currently assigned to DCPS schools? Please list the number of officers assigned to each school.

Pursuant to the Comprehensive Policing and Justice Reform Amendment Act of 2020, responsibility for the school security contract was transitioned to DCPS as of October 1, 2020. Therefore questions related to security during School Year 20/21 should be referred to DCPS.

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

Pursuant to the Comprehensive Policing and Justice Reform Amendment Act of 2020, responsibility for the school security contract was transitioned to DCPS as of October 1, 2020. Therefore questions related to security during School Year 20/21 should be referred to DCPS.

b. In addition to training, please list additional qualifications required of School Resource Officers, if any.

School Resource Officers are required to:

- Behave in a professional manner to prevent juvenile delinquency and promote positive relations between youth and law enforcement.
- Participate in School Safety Division Outreach programs, summer camps, and other community relations initiatives.
- Attend and successfully complete School Resource Officer 40-Hour Training.
- Desire to work with all juveniles including those juveniles that may be at risk to enter the juvenile criminal justice system.
- Have completed a minimum of five years of service as a sworn member of the Metropolitan Police Department.
- Have no sustained adverse action resulting in more than five days of suspension within three years of the date of selection. Adverse action resulting in suspension of five days or less will be reviewed on a case by case basis. The term "sustained" means any final agency action resulting in a suspension, including suspension day(s) held in abeyance, any annual leave forfeited in lieu of suspension, and suspension days agreed to during a Commander's Resolution Conference.
- Have a good sick leave record as evidenced by having Optional Sick Leave privileges in effect at the time of application and no history of sick leave abuse as verified by the member's unit.
- Have the Expected Tardiness Privilege in effect at the time of application as verified by the member's unit.
- Have received a "Meets Expectations" or better on their most recent Performance Management System evaluation. Applicant shall submit a copy with their PD 681.
- Be in full duty status at the time of selection.

141. Please list the dates and times of all school security officer trainings, the topics covered, and the number of security officers in attendance at trainings in FY20 and FY21, to date. Please separately identify training provided to School Resource Officers ("SROs") on mental health, trauma, and working with students with disabilities.

Pursuant to the Comprehensive Policing and Justice Reform Amendment Act of 2020, responsibility for the school security contract was transitioned to DCPS as of October 1, 2020. Therefore questions related to security during School Year 20/21 should be referred to DCPS.

During FY20, the security contractor was scheduled to conduct a 40-hour block of training the week of April 13-17, 2020. However, as a result of the issuance of the Mayor's Emergency Executive Order on March 16, 2020, , the scope of work for the school security contract was changed whereby the contract guards were redeployed to Emergency Security Guard Services, at various District owned and operated facilities related to the COVID-19 pandemic. This resulted in the indefinite cancellation of the mandatory supplemental training during School Year 19/20.

On October 8, 2020, School Resource Officers participated in a refresher training course on School Mental Health Crisis Protocols and DCPS Crisis Protocols provided by the Department of Behavioral Health. The training topics focused on children who are suffering from mental health issues, children who live in homes with adults who suffer from mental health issues, and how these children can be more vulnerable to abuse and neglect.

On October 9, 2020, School Resource Officers participated in a refresher training course on Children, Families and Mental Health with the MPD Youth and Family Services Division. The training topic focused on understanding how mental health challenges affect child development in helping us in identifying at risk youth and providing useful and meaningful interventions.

On March 12, 2021, one sergeant and five officers participated in a pilot training module on adolescent development. This training was presented by Professor Henning and Dr. Woolard of Georgetown University.

142. How many allegations of school security officer misconduct occurred in FY20 and FY21, to date? Please describe with specificity any (1) on-duty criminal misconduct and (2) off-duty criminal misconduct that involved a student. Provide the status of any investigations and their results.

Pursuant to the Comprehensive Policing and Justice Reform Amendment Act of 2020, responsibility for the school security contract was transitioned to DCPS as of October 1, 2020. As such, non-criminal misconduct allegations are the responsibility of DCPS.

In FY20 and FY21 to date, there have been no on-duty criminal allegations, or off-duty criminal allegations involving a student.

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

Type	District/ Short Beat (SB)	School Name	Grades	Address
DCPS	1D/SB1	Eastern SHS	9-12	1700 East Capitol St NE
DCPS	1D/SB1	Eliot - Hines MS	6-8	1830 Constitution Ave NE
Charter	1D/SB2	Digital Partners PC	6, 9	709-12th St SE
Charter	1D/SB2	Friendship - Chamberlin	PK-8	1345 Potomac Ave SE
Charter	1D/SB2	Richard Wright	8-9	770 M St SE
Charter	1D/SB3	Kingsman	6-12	1375 E St NE
DCPS	1D/SB3	Stuart Hobson MS	6-8	401 E St NE
DCPS	1D/SB4	Jefferson MS	6-8	801 7th St SW
Charter	1D/SB4	Washington Global	6-8	525 School St SW

Type	District/ Short Beat (SB)	School Name	Grades	Address
DCPS	1D/Cluster	Walker-Jones EC	PS-8	1125 New Jersey Ave NW
Charter	1D/Cluster	Basis	5-9	410 8th St NW
Charter	1D/Cluster	Two Rivers PCS	PK-8	1227 & 1234 4th St NW
Charter	1D/Cluster	Center City - Capitol Hill	PK-8	1503 East Capitol St SE
DCPS	2D/SB1	Wilson SHS	9-12	3950 Chesapeake St NW
DCPS	2D/SB1	Deal MS	6-8	3815 Fort Dr NW
DCPS	2D/SB2	Duke Ellington HS	9-12	3500 R St NW
DCPS	2D/SB2	Hardy MS	6-8	1819 35th St NW
DCPS	2D/SB3	School Without Walls (SWOW) SHS	9-12	2130 G St NW
DCPS	2D/SB3	SWOW Francis EC	PK-8	2425 N St NW
DCPS	3D/SB1	Cardozo SHS	9-12	2501 Clifton St NW
DCPS	3D/SB2	Dunbar SHS DCPS	9-12	101 N St NW
DCPS	3D/SB3	Columbia Heights EC	6-12	3101 16th St NW
Charter	3D/SB3	Meridian	PK-8	2120 13th St NW
DCPS	3D/SB4	Benjamin Banneker SHS	9-12	800 Euclid St NW
DCPS	3D/SB4	Washington Metropolitan SHS	9-12	300 Bryant St NW
Charter	3D/SB4	Howard University	6-8	405 Howard Rd NW
Charter	3D/Cluster	KIPP-DC WILL Academy	5-8	421 P St NW
Charter	3D/Cluster	Center City - Shaw	PK-8	711 N St NW
DCPS	3D/Cluster	Oyster-Adams	PK-8	2020 19th St NW
DCPS	3D/Cluster	Capitol Hill Montessori DCPS	PK-8	2501 11th St NW (Swing Space)
DCPS	4D/SB1	Roosevelt SHS	9-12	4400 Iowa Ave NW
DCPS	4D/SB1	West EC DCPS	PK-8	4300 13th St NW
DCPS	4D/SB1	McFarland MS	6	4301 13th Street, NW
DCPS	4D/SB2	Coolidge SHS	9-12	6315 5th St NW
DCPS	4D/SB2	Whittier EC	PS-8	6315 5th St NW
DCPS	4D/SB3	Takoma EC	PS-8	7010 Piney Branch Rd NW
Charter	4D/SB3	DC International	6-12	1400 Main Drive NW
Charter	4D/SB4	Paul	6-12	5800 8th St NW
Charter	4D/SB4	Capitol City	PK-12	100 Peabody St, NW
Charter	4D/SB5	EL Haynes	9-12	4501 Kansas Ave NW
Charter	4D/SB5	EL Haynes	5-8	3600 Georgia NW
DCPS	4D/Cluster	LaSalle-Backus EC	PS-8	501 Riggs Rd NE
Charter	4D/Cluster	Washington Latin	5-12	5200 2nd St NW
Charter	4D/Cluster	Friendship Ideal Academy	PS-8	6130 North Capitol St NW
Charter	4D/Cluster	Center City - Brightwood	PK-8	6008 Georgia Ave NW
DCPS	4D/Cluster	Truesdell EC	6-8	800 Ingraham St NW
Charter	4D/Cluster	Center City –Petworth	PK-8	510 Webster St NW
DCPS	4D/Cluster	Raymond EC	PK-8	915 Spring Rd NW
DCPS	4D/Cluster	Brightwood EC	PK-8	1300 Nicholson St NW
Charter	4D/Cluster	Creative Minds Int.	3-8	3700 North Capitol St NW
DCPS	5D/SB1	McKinley SHS	6-12	151 T St NE
Charter	5D/SB2	KIPP PCS Colleague Prep	9-12	1401 Brentwood Pkwy NE
Charter	5D/SB2	KIPP DC-NE	5-8	1375 Mount Olivet NE
DCPS	5D/SB3	Luke C Moore SHS	9-12	1001 Monroe St NE
DCPS	5D/SB3	Brookland MS	6-8	1150 Michigan Avenue NE
Charter	5D/SB3	Washington Leadership	9-11	3015 4th St NE
DCPS	5D/SB4	Browne EC	PK-8	850 26th St NE
DCPS	5D/SB4	Phelps SHS	9-12	704 26th St NE
Charter	5D/SB4	Friendship – Blow-Pierce	PK-4-8	725 19th St NE
Charter	5D/Cluster	Perry Prep	PK-12	1800 Perry St NE

Type	District/ Short Beat (SB)	School Name	Grades	Address
Charter	5D/Cluster	Friendship-Woodbridge	PK-8	2959 Carlton Ave NE
Charter	5D/Cluster	City Arts & Prep	PK-8	705 Edgewood St NE
Charter	5D/Cluster	DC Prep Edgewood	4-8	701/707 Edgewood St NE
Charter	5D/Cluster	Mary McLeod Bethune	PS-8	1404 Jackson St NE
Charter	5D/Cluster	Hope Community – Tolson	PK-8	2917 8th St NE
Charter	5D/Cluster	Center City – Trinidad	PK-8	1217 West Virginia Ave NE
DCPS	5D/Cluster	Wheatley/Webb EC	PK-8	1299 Neal St NE
Charter	5D/Cluster	The Children's Guild	K-8	2146 24th Place, NE
Charter	5D/Cluster	Inspired Teaching	PK-8	200 Douglas St NE
Charter	6D/SB1	Friendship Collegiate	9-12	4095 Minnesota Ave NE
Charter	6D/SB1	Caesar Chavez HS/MS	6-12	3701 Hayes St NE
DCPS	6D/SB2	Anacostia SHS	9-12	1601 16th St SE
DCPS	6D/SB2	Kramer MS	6-8	1700 Q St SE
DCPS	6D/SB3	Woodson SHS	9-12	5500 Eads St NE
DCPS	6D/SB3	Kelly Miller MS	6-8	301 49th St NE
DCPS	6D/SB4	Ron Brown HS	9	4800 Meade St NE
Charter	6D/SB4	Integrated Design & Electronics Aca.	9-12	1027 45th St NE
Charter	6D/SB5	Maya Angelou - Evans Campus	7-12	5600 East Capitol St NE
Charter	6D/SB5	DC Scholar	PK-8	5601 East Capitol St SE
Charter	6D/SB5	KIPP DC-Valor	5-8	5300 Blaine St NE
Charter	6D/SB6	SEED	6-12	4300 C St SE
DCPS	6D/SB6	Sousa MS	6-8	3650 Ely Pl SE
DCPS	6D/SB7	Bard High School Early College	9,11	4440 H St SE (Davis School)
Charter	6D/SB7	KIPP-DC KEY / Promise	5-8	4801 Benning Rd SE
Charter	6D/SB 7	DC Prep- Benning Middle Campus	4-8	100 41st St NE
DCPS	7D/SB1	Ballou SHS & Ballou Stay	9-12	3401 4th St SE
DCPS	7D/SB1	Hart MS	6-8	601 Mississippi Ave SE
Charter	7D/SB2	Kipp Somerset Prep	6-8	3301 Wheeler Rd SE
DCPS	7D/SB3	Johnson MS	6-8	1400 Bruce Pl SE
Charter	7D/SB3	KIPP-DC AIM Academy	9-12	2600 Douglas Rd SE
Charter	7D/SB4	Thurgood Marshall Academy	9-12	2427 MLK Jr Ave SE
Charter	7D/SB4	Friendship Technology Preparatory	6-8	620 Milwaukee Pl SE
Charter	7D/SB4	Excel Academy	PK-8	2501 Martin Luther King Ave SE
Charter	7D/SB5	National Collegiate Preparatory PCS	9-12	4600 Livingston Rd SE
Charter	7D/SB5	Achievement Academy	4-8	908 Whaler Pl SE
DCPS	7D/SB6	Hendley ES	PK-5	425 Chesapeake St SE
DCPS	7D/Cluster	Leckie EC	K-8	4201 MLK Ave SW
Charter	7D/Cluster	Center City Congress Heights	PK-8	220 Highview Pl SE

a. How many SROs are assigned to each cluster?

Please see the lists below by District.

b. For each cluster assigned an SRO, please provide the current SRO's position/title, salary, and initial date of assignment

Current List of School Resource Officers

District	Name	Title	Date of Assignment	Salary
1D	Anderson, Bryan	Officer	8/26/2005	92,672
1D	Bernard II, George	Officer	9/9/2018	80,040

District	Name	Title	Date of Assignment	Salary
1D	Douglas, Arthur	Officer	8/26/2005	97,305
1D	Griffin, Shamika	Officer	8/28/2019	80,040
1D	Jerome, Philippe	Officer	2/7/2016	88,261
1D	Marshall, Robert	Officer	9/9/2018	88,261
1D	Mays, Lonnie	Officer	8/6/2017	97,305
1D	Mitchell, Linda	Officer	9/14/2014	97,305
1D	Moore, Tyra	Officer	2/7/2016	92,672
1D	Spain, Florence	Officer	9/9/2018	84,058
1D	Taylor, Tracy	SPO	1/11/2012	76,243
1D	Wilson, Damon	Officer	9/6/2012	88,261
2D	Crawford, Terrence	SPO	8/26/2005	76,243
2D	Davis, Kenneth	Officer	8/26/2005	97,305
2D	Smith, Amina	Officer	8/28/2019	80,040
2D	Williams, San Juan	Officer	8/26/2005	97,305
3D	Akuoko, Robert	Officer	8/6/2017	84,058
3D	Barnes, Duriel	Officer	9/14/2014	88,261
3D	Brooks, Terrence	Officer	8/26/2005	97,305
3D	Ellis, Tayna	Officer	8/28/2019	92,672
3D	Felder, Terrence	SPO	8/26/2005	76,243
3D	Fernandez, Melvyn	Officer	8/26/2005	97,305
3D	Fogle, Algernon	Officer	9/14/2014	97,305
3D	Gaines, Marcus	Officer	8/6/2017	97,305
3D	Keels, Ashley	Officer	9/9/2018	80,040
3D	Ouzts, Marcellus	Officer	8/4/2008	97,305
3D	Portillo, Santos	Officer	8/26/2005	97,305
3D	Wilson, Bryan	Officer	8/6/2017	84,058
4D	Averette, Jemal	Officer	8/26/2005	97,305
4D	Bethea, Jerry	Officer	8/26/2005	97,305
4D	Chapa, Ismael	Officer	9/14/2014	92,672
4D	Davis, Lekisha	Officer	8/28/2019	80,040
4D	Harris, Donald	SPO	8/26/2005	76,243
4D	Johnson, Michelle	Officer	8/26/2005	97,305
4D	Mullins, Cathelyn	Officer	8/28/2019	88,261
4D	Paige, Rolando	SPO	8/26/2005	76,243
4D	Scott, Nico	Officer	9/9/2018	80,040
4D	Sullivan, Wayne	Officer	11/11/2012	97,305
4D	Tilghman, Chevelle	Officer	8/26/2005	97,305
4D	Turay, Alimamy	Officer	8/28/2019	80,040
5D	Artis-Arnold, Sharron	Officer	8/26/2005	97,305
5D	Bonney, Curt	Officer	2/7/2016	92,672

District	Name	Title	Date of Assignment	Salary
5D	Dzidzienyo, Kenneth	Officer	8/26/2005	97,305
5D	Greig, Peter	Officer	8/26/2005	92,672
5D	Hawkins, Cedric	Officer	8/26/2005	97,305
5D	Hodges, Herman	Officer	8/26/2005	97,305
5D	Myles, Dante	Officer	2/14/2018	92,672
5D	Roccato, Leonard	Officer	8/28/2019	92,672
5D	Savoy, John	SPO	8/26/2005	76,243
5D	Smallwood, Andre	Officer	8/26/2005	92,672
5D	Whalen, Monica	Officer	1/11/2012	97,305
5D	Yates, Jamal	Officer	9/9/2018	84,058
6D	Bell, Antoinette	Officer	9/14/2014	92,672
6D	Davis, Jenae	Officer	9/9/2018	80,040
6D	Day, Brittany	Officer	8/6/2017	84,058
6D	Dodds, Lynette	Officer	9/9/2018	97,305
6D	Harris, Kevin	Officer	9/14/2014	88,261
6D	Howard, Lamumba	Officer	8/23/2009	97,305
6D	Jones, Charles	SPO	8/26/2005	76,243
6D	Manley, Anthony	Officer	8/26/2005	97,305
6D	Moore, Thomas	Officer	9/9/2018	80,040
6D	Nicholson, Latonia	Officer	8/26/2005	97,305
6D	Peterson, Darnell	Officer	8/28/2019	88,261
6D	Tabor, Willie	Officer	8/26/2005	97,305
6D	Tucker, David	Officer	9/14/2014	97,305
7D	Auls, Michael	SPO	8/26/2005	76,243
7D	Brevard, Charles	SPO	8/26/2005	76,243
7D	Cannon, Tracie	Officer	8/26/2005	97,305
7D	Chodak, Daniel	Officer	8/28/2019	88,261
7D	Crichlow, Monica	Officer	8/28/2019	84,058
7D	Forte, Shantae	Officer	8/28/2019	80,040
7D	Goodwin, Samantha	Officer	2/7/2016	88,261
7D	Jefferson, Bobbie	Officer	8/12/2010	97,305
7D	Jefferson, Lemar	Officer	2/14/2016	88,261
7D	Parker, Barry	Officer	9/9/2018	97,305
7D	Sabir, Albert	Officer	8/6/2017	92,672
7D	Smith, Devin	Officer	2/7/2016	88,261
7D	Tutt, Ursula	Officer	9/9/2018	84,058

144. Please provide the number of students arrested on school grounds during School Years 2019-2020 and 2020-2021, to date. With regard for juvenile confidentiality, for each arrest, please list:

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

Due to the manual nature of the data collation process for these arrests and the delayed opening of schools due to the Public Health Emergency, we do not currently have the statistics for the 2020-2021 school year. We can provide them over the summer once the school year ends.

The statistics below represent arrests that satisfy the following inclusion criteria:

- Defendant age is 20 years or younger (referred to as "youth" in this report)
- Arrest date during the 2019 – 2020 Academic Year (August 26, 2019 – March 13, 2020)
- Arrest time between 7:00 AM and 6:00 PM
- Arrest location at DC schools

While 62 of these 98 arrests were made by School Resource Officers (SROs), that was not an inclusion requirement for this dataset.[i] These statistics include events where the arrest occurred at the school, but the offense may not have occurred at the school or be school-related. Finally, arrested youth may or may not be students at the school.

Youth Arrests in Schools by Arrest Category	
2019 - 2020 Academic Year (Pre-COVID)	
August 26, 2019 - March 13, 2020	
Arrest Category	**Count**
Simple Assault	41
Release Violations/Fugitive	17
Robbery	15
Disorderly Conduct	5
Sex Abuse	4
Theft	3
Weapon Violations	3
Assault on a Police Officer	3
Assault with a Dangerous Weapon	2
Damage to Property	2
Sex Offenses	1
Aggravated Assault	1
Other Crimes	1
Grand Total	**98**

Youth Arrests in Schools by Race / Ethnicity
2019 - 2020 Academic Year (Pre-COVID)

August 26, 2019 - March 13, 2020	
Race and Ethnicity	**Count**
Black	**87**
Not Hispanic Or Latino	4
Unknown	67
Hispanic Or Latino	16
Unknown	**7**
Hispanic Or Latino	4
Unknown	3
White	**4**
Hispanic Or Latino	4
Grand Total	**98**

Youth Arrests in Schools by Defendant Age	
2019 - 2020 Academic Year (Pre-COVID)	
August 26, 2019 - March 13, 2020	
Age at Arrest	**Count**
13	3
14	16
15	23
16	30
17	16
18	6
19	3
20	1
Grand Total	**98**

Youth Arrests in Schools by Gender - 2019-2020 Academic Year (Pre-Covid):

- 26 defendants were female
- 72 defendants were male

Youth Arrests in Schools by School Name	
2019 - 2020 Academic Year (Pre-COVID)	
August 26, 2019 - March 13, 2020	
School	**Total**
Eastern High School	21
Ballou Senior High School	10
Cardozo Education Campus	9
Theodore Roosevelt High School	7
Paul Public Charter School	6

IDEA Public Charter School	5
Cesar Chaves Public Charter Schools for Public Policy	5
Anacostia High School	4
Dunbar High School	3
Luke C. Moore High School	3
H.D. Woodson High School	3
Calvin Coolidge Senior High School	3
Friendship Public Charter School	3
KIPP DC Somerset College Preparatory Academy	2
Kelly Miller Middle School	2
Browne Education Campus	2
John Hayden Johnson Middle School	2
YouthBuild Public Charter School	1
Washington Leadership Academy	1
Thurgood Marshall Academy Public Charter High School	1
Maya Angelou Public Charter School: Evans High School	1
Washington Metropolitan High School	1
KIPP DC College Preparatory Campus	1
Kingsman Academy Public Charter School	1
Columbia Heights Education Campus	1
Grand Total	**98**

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

a. How has MPD worked with OAG and DMPSJ to revise MPD's interactions with juveniles?

The requested information is attached. GO-OPS-305.01 (Interacting with Juveniles), published on January 28, 2020, provides updated juvenile arrest procedures. From April 2019 to the date of publication, MPD engaged both OAG and DPMSJ to identify best practices for police interactions with juveniles that best suited the District. As result of that collaboration, MPD implemented a number of key policy revisions. Most notably, our new policy:

- Limits juvenile arrests whenever possible, and encourages officers to apply for custody orders when there are no immediate public safety concerns. (Similar language was already included in our policy governing schools, GO-RAR-310.08 (Handling School-Related Incidents), when it was published in August 2019).
- Expands eligibility for juvenile diversion by removing criteria that had school and metro-based incidents as disqualifiers.
- Prohibits handcuffing juveniles aged 12 and under unless the juvenile presents a danger to themselves or others, and gives officers discretion in handcuffing juveniles aged 13 to 17 based on the severity of the offense and circumstances of the interaction.

- Clarifies that when practical, the juvenile's parent or guardian must be contacted to inform them of the juvenile's status and offer them the opportunity to respond to the location where the juvenile is being held.

146. In 2020, the Council passed the Sanctuary Values Amendment Act of 2020 (D.C. Act 23-573), which is projected to become law in mid-May.

a. Is MPD drafting policies and procedures to prepare for the act becoming law, such as a General Order or training materials?

On March 25, 2021, MPD published EO-21-007 (Immigration Enforcement Reminder and the *Sanctuary Values Amendment Act of 2020*) which: (1) reinforces MPD's longstanding policy on immigration enforcement – that MPD members are prohibited from assisting with the enforcement of civil immigration laws, and (2) informs members of the new law. MPD's cooperation with federal immigration enforcement activities, including regarding individuals in our custody, continues to be strictly limited to those instances where members have verified that there is a criminal warrant or criminal judicial order in effect. Accordingly, while *The Sanctuary Values Amendment Act of 2020* does not change MPD's existing immigration policy, we have included discussion of the law in the executive order for member awareness.

Controlled Substances/Harm Reduction

147. How many arrests did MPD make for drug offenses in FY20 and FY21, to date?

In CY2019, MPD made 2,326 arrests for narcotic-related offenses in which the drug offense was the top charge. In CY2020, MPD made 1,271 such arrests, a decrease of 45 percent. This includes all charges related to distribution, possession with intent to distribute, possession, and, for marijuana, public consumption.

148. How many individuals were cited for marijuana-related offenses in FY20 and FY21, to date?

a. ***How many of these individuals were juveniles?***

b. What percentage of these citations were paid?

Since September 2018, MPD policy has required that all ***eligible*** Public Consumption of Marijuana arrests are made as non-custodial arrests, sometimes known field citations or PD Form 61D. However, it is important to recognize that:

- This is still an arrest. The individual is not taken into custody at that time but must report to a police station within 15 days for booking.

- Although the charge is eligible for non-custodial arrest, the individual may not be. For instance juveniles are not eligible for non-custodial arrest. Moreover, police must be able to conclusively identify the individual, which in most circumstances will require government-issued photo identification. For more information on the requirements for non-custodial arrest, please see D.C. Official Code 23-584.

- Regardless of whether an individual is arrested through a custodial or non-custodial process, the arrest may be disposed on in the same manner:

Option 1: Post & Forfeit Money

If the arrestee wants to end the case immediately, and is otherwise deemed to be eligible, they may pay the amount of money the court has set for the offense and forfeit it. For post and forfeit cases:

- A criminal case is not filed in court, but the individual will have an arrest record (although it is not subject to release under 1 DCMR 1000).
- This disposition will not result in the imposition of any sanction, penalty, enhanced sentence or civil disability by any court of the District of Columbia or any agency of the District of Columbia in any subsequent criminal, civil, or administrative proceeding or administrative action.
- The arrestee may file a motion with the court to seal the arrest record two years from now unless they have a disqualifying conviction.
- If they later want to go to court to contest the charges, they can file a "Motion to Set Aside Forfeiture" within 90 days of today (and the Office of the Attorney General for the District of Columbia, the prosecutor for this case, may do the same). Such a motion is not automatically granted. If it is granted, the charges will be reinstated and the arrestee will have to go to court to answer them.

Option 2: Citation Release

If the arrestee wants their day in court and is otherwise eligible for release, they may be released immediately on citation. If they choose this option:

- The arrestee promises to go to court on the future date written on the citation. At that time, a prosecutor will decide whether to file a criminal case. If they do not go to court as directed, a bench warrant may be issued, and they can be arrested and charged with failing to appear even if the prosecutor decides to drop this case.

- As a condition of release on citation, they may be directed to stay away from and have no contact with a particular person or persons and/or to stay away from a particular place until the court appearance.

- If the prosecutor charges the individual with any crime, he or she will have a right to be represented by an attorney. If they cannot afford an attorney, one will be provided.

If an arrestee is not eligible for citation release, he or she is subject to lock up until presentment in court the next day the court is open.

The information below includes all arrests where there was at least one marijuana-related charge (distribution, possession with intent to distribute, possession, or public consumption) not just arrests where the marijuana was the top or only charge. For example, this would include arrests when a person was arrested for a robbery charge and also a possession of marijuana charge.

Marijuana-Related Arrest*	CY 2020	CY 2021 (through 3/15/2021)

All Custodial Marijuana-Related Arrests	450	64
All Non-Custodial Marijuana-Related Arrests	31	0
Total Marijuana Related Arrests	**481**	**64**

* Distribution, possession with intent to distribute, possession, or public consumption

Arrest Disposition

	Lockup	Citation Release	Post and Forfeit	Unknown	Total
CY2020					
Custodial Marijuana-Related Arrests	360	81	2	7	450
Non-Custodial Marijuana-Related Arrests	0	4	19	8	31
Subtotal	**360**	**85**	**21**	**15**	**481**
CY 2021 (through 3/15/21)					
Custodial Marijuana-Related Arrests	57	7	0	0	64
Non-Custodial Marijuana-Related Arrests	0	0	0	0	0
Total	**57**	**7**	**0**	**0**	**64**

Juveniles are not eligible for non-custodial arrests. Of the 450 custodial arrests in CY 2020, 24 were juveniles. Of the 65 custodial arrests in CY 2021 (1/1/2021 through 3/15/2021), 2 were juveniles. As noted above, other charges may also have been made during the arrest.

149. How many individuals were arrested for the possession of marijuana in FY20 and FY21, to date?

a. How many of these arrests were for possession with intent to distribute? Of how many individuals?

b. How many of these arrests were of juveniles?

The figures below include all arrests where there was at least one marijuana-related possession or PWID charge, not just arrests where the marijuana was the only charge. For example, this would include arrests when a person was arrested for a robbery charge and a possession of marijuana charge.

Possession (non-PWID)	**CY 2020**	**CY 2021 (through 3/15)**
Adult	16	2
Juvenile	8	1
Subtotal	***24***	***3***
Possession with Intent to Distribute (PWID)	**CY 2020**	**CY 2021 (through 3/15/2021)**
Adult	345	49
Juvenile	13	1
Subtotal	***358***	***50***

150. How many arrests did MPD make in FY20 and FY21, to date, related to "grey market" marijuana sales (e.g., an establishment providing quid pro quo marijuana trades, "pop up" or "gifting events")?

MPD is not able to extract data from its records management system that meet this parameter. The Narcotics and Special Investigation Division, which does track its own arrests related to gray market sales, reports the following figures. FY2021 is through March 16, 2021.

FY2020	FY2021
4	10

151. How many arrests did MPD make for possession of synthetic drugs in FY20 and FY21, to date?

MPD is only able to provide data on synthetic marijuana arrests, not all synthetic drugs.

There were 37 arrests for possession of synthetic marijuana between January 1 and December 31, 2020. In addition, there were 56 arrests for possession with intent to distribute (PWID). From January 1 through March 16, 2021, there were six arrests for possession, and two for PWID.

152. For each month in FY20 and FY21, to date, please provide the number of deployments of Naloxone by police district.

	2020													2021		
District	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Jan	Feb	Mar*
1D	11	6	8	6	10	3	6	5	3	9	4	2	73	7	3	5
2D	3	1	3	2	1	2	1	0	3	2	5	1	24	1	1	0
3D	14	9	7	5	12	10	5	4	4	7	3	12	92	12	7	8
4D	11	7	4	8	8	8	8	11	8	4	5	4	86	8	6	1
5D	9	7	9	16	9	10	9	9	18	8	4	6	114	5	5	3
6D	16	11	31	27	12	10	11	15	13	6	12	15	179	9	6	8
7D	16	11	14	26	19	16	11	9	3	8	8	9	150	4	8	4
Total	80	52	76	90	71	59	51	53	52	44	41	49	718	46	36	29

**As of March 20, 2021*

a. What are the annual costs of Naloxone distribution/deployment to the District, and does MPD cover any of those costs?

During FY20, MPD procured 4,800 doses at an annual cost of $360,000.

153. In 2020, the Council passed the Opioid Overdose Treatment and Prevention Omnibus Amendment Act of 2020 (D.C. Act 23-536), which, in part, takes an evidence-based, public health approach to drug use by decriminalizing the use of, and possession with the intent to use, drug paraphernalia for the personal use of a controlled substance. What guidance has MPD developed for its officers regarding the soon-to-be law? Has MPD coordinated with community-based harm reduction organizations, health care providers, or prosecutors in preparation for the act becoming law?

MPD issued CIR-21-05 (Opioid Overdose Treatment and Prevention Omnibus Amendment Act of 2020) to notify members of the changes to the law related to the possession of drug paraphernalia.

MPD launched our naloxone program in March 2019, with training developed in conjunction with DBH. MPD shares with this committee regular reports on incidents in which officers deploy naloxone. Since the program was launched, officers have administered naloxone in more than 1,300 incidents. (This may include multiple doses, and one person may receive it in multiple incidents.)

We are working with DBH to develop educational materials on signs and causes of opioid overdose, administering an opioid antagonist, and how to access opioid use disorder treatment.

Miscellaneous

154. What funds or goods and services did MPD receive from the D.C. Police Foundation or other non-governmental entities in FY20 or FY21, to date? How did MPD expend or use the funds or goods and services, respectively?

FY 20 Donations

Authorized Date	Type	Donation Description	Value
10/1/2019	In-Kind	This year, Metropolitan Police Department (MPD) Victim Services Branch (VSB) is launching the first-ever, MPD Domestic Violence Day. The theme of this event, Break the Cycle, champions the message that Metropolitan Police Department takes a proactive stance against domestic violence and seeks new ways to engage and educate our community. Cycling is the symbolism of this event. Cycling studios who couldn't attend the event, donated cycling passes as support for the symbolism of break the cycle.	112
10/1/2019	In-Kind	This year, Metropolitan Police Department (MPD) Victim Services Branch (VSB) is launching the first-ever, MPD Domestic Violence Day. The theme of this event, Break the Cycle, champions the message that Metropolitan Police Department takes a proactive stance against domestic violence and seeks new ways to engage and educate our community. Cycling is the symbolism of this event. Cycling studios who couldn't attend the event, donated cycling passes as support for the symbolism of break the cycle.	240
10/3/2019	In-Kind	Code 3 Association will host and sponsor an Award Ceremony for member of MPD's NSID members and their Families. The ceremony will recognize outstanding and notable police work.	10,000
10/10/2019	In-Kind	The donation of 14 tickets and 2 parking passes to the International Horse, that will be used for MPD's approved incentive program	400
10/16/2019	In-Kind	The Washington Police Foundation is donating 20 hours of consulting work over the course of 10 weeks. The consultant will review and analyze open homicide cases from calendar years 2018 and 2019 maintained by the District of Columbia Metropolitan Police Department (MPD). The goal of the review and analysis is to identify any missed investigative opportunities, provide specific recommended actions to follow to further the investigations, and attempt to bring these open homicide cases to a successful conclusion. He will provide written assessment as to which cases should or could be closed based on comprehensive review and determination of solvability, the investigative actions taken by the detectives, and other factors	20,000
11/27/2019	In-Kind	The donation of all training and travel expenses for Commander Randy Griffin to attend the JINSA conference in Tel Aviv. Israel. The donation will cover Hotel, air fair, and per diem expenses for the Cmdr.	7
12/9/2019	In-Kind	One horse will be donated to Horse Mounted Unit. This horse will be used to replace a recently euthanized horse.	9,500
12/10/2019	In-Kind	The Washington DC Police Foundation will donate 80 stuffed animals to be used to give to disadvantage children for Christmas.	1,280
12/11/2019	In-Kind	The donation of 30 coats will be distributed to disadvantaged children for Christmas by MPD's Community Outreach workers.	300

Authorized Date	Type	Donation Description	Value
12/12/2019	In-Kind	Code 3 association agrees to donate 5 gifts cards valued at $300 each. These cards will be used as incentives for a job well done for MPD's approved incentive program.	1,500
12/19/2019	In-Kind	The donation of GYM equipment that will be used in MPD's GYM.	30,000
1/23/2020	Financial	The donation of $2,000 will be used to purchase, badges, stickers and pencils. To be used as giveaways for school programs.	2,000
1/31/2020	Financial	The donation of $6,000 with be used to purchase equipment for MPD''s Side By Side Band. The band performs for many community events.	6,000
1/31/2020	In-Kind	This is a donation of coats that will be distributed to needy children by MPD's outreach coordinators. MPD's coordinators have a great relationship with people in the community, they will know exactly what child in need would benefit from a coat.	2,500
2/13/2020	In-Kind	Variety of children outdoor play equipment to be used for community outreach events.	5,000
2/14/2020	In-Kind	The donation of 25 backpacks filled with school supplies will be distributed by the community outreach staff. The backpacks are valued at $40.00 each.	1,000
2/26/2020	In-Kind	The donation of 22 Redskin to be used for MPD's approved incentive program	3,018
2/28/2020	In-Kind	The donation of two tickets for the opening of the DC United game. To be used for MOD's approved incentive program	76
3/18/2020	In-Kind	Due to the Coronavirus emergency The Washington D C Police Foundation will donate 12, 528 5 Hour Energy Bottles/378 40 ct. Rescue wipes / 15,000 Hand Sanitizers/ 7,200 Cliff Bars.	34,119
4/6/2020	In-Kind	The donation of 450 mask to be used by MPD police Officers during this state of emergency to help to prevent the virus from spreading.	2,700
4/15/2020	In-Kind	the donation of 100 N4 95 Face mask, to be used by MPD officers while on duty.	999
4/20/2020	In-Kind	The donation of 80 meals to the 3rd District midnight shift during the pandemic emergency.	1,000
4/27/2020	In-Kind	The donation of cups of ice cream for MPD's first responders during this pandemic	500
4/28/2020	In-Kind	The donation of 250 meal tickets valued at $550 to be distributed in 5D to families in need.	550
4/29/2020	In-Kind	The donation of 7 cases of mask, 12 5-gallon tubs of hand sanitizers. to be distributed to police officers for protection during the emergency pandemic.	10,600
5/1/2020	In-Kind	Donation of lunches for Offices during the emergency virus pandemic.	576
5/5/2020	In-Kind	The donation of 1,000 protective mask to be used by MPD Officers during the emergency pandemic valued @ $9.99 each.	9,990
5/7/2020	In-Kind	The donation of misc. Items during the emergency pandemic, Starbucks Coffee, Cookies, energy drinks and assorted mars products for the Police Officers.	31,196
5/12/2020	In-Kind	The donation of 2,950 KN95 Mask to be used by MPD Police Officers during the emergency pandemic,	15,000
5/18/2020	In-Kind	The donation of 8,000 KN95 mask valued @ $2.50 each will be used by MPD Officers during the emergency pandemic.	20,000
5/21/2020	In-Kind	The donation of 3 canine dogs that will be used by the Special Operation Division.	75,000
5/27/2020	In-Kind	The donation of room and board at an Air BNB for 3 recruits during this emergency pandemic.	1,374
5/27/2020	In-Kind	The donation of meals for all 7 Districts and Police Headquarters for April and May. This will be an on-going donation until the emergency pandemic is over.	554,990

Authorized Date	Type	Donation Description	Value
5/28/2020	In-Kind	Donation of Flowers for an Officer that loss 3 family members to COVID 19.	200
5/28/2020	In-Kind	The donation of GYM equipment for the Officers GYM at 3D.	750
5/28/2020	In-Kind	The donation of PPE supplies to protect MPD Officers during the emergency pandemic. Items donated: KN95 Masks, Gloves, Surgical Masks, Hand Sanitizer.	13,067
5/29/2020	In-Kind	The donation of 1,000 N-95 AND KN95 masks needed for MPD Officers.	2,950
5/31/2020	In-Kind	The donation of 7,000 standard surgical mask for MPD Police Officers to be used during the emergency pandemic.	1,750
6/5/2020	In-Kind	The Donation of 4 pallets of energy bars and 2 pallets of water to be used by police officers during the pandemic.	9,733
6/5/2020	In-Kind	The donation of 11,700 Power Crunch Bars and 27,216 individual units of 5 hour energy drinks. To be used by MPD officers during the emergency pandemic.	59,045
6/17/2020	In-Kind	The donation of 40 K-9 eye protectors, ear protectors and booties will be donated to MPD's K-9 unit.	9,896
6/29/2020	Financial	MPD will purchase maintenance and repair services for License Plate Reader (LPR) equipment	210,000
7/20/2020	In-Kind	The donation of water and granola bars to be used by the Officers during the emergency pandemic.	10,757
7/31/2020	In-Kind	The donation of Starbucks coffee for all Officers from March 31 Thru June 30th. At the start of the emergency pandemic.	100,000
8/5/2020	In-Kind	Meals for all 7 Districts for the month of June. During the emergency pandemic.	195,590
8/5/2020	In-Kind	The donation of a variety of snack for all MPD Police Officers during the emergency pandemic. Variety of Granola bars, water, hydration drink mix, fruit.	23,901
8/7/2020	In-Kind	The donation of Covid 19 Safety Children Books to be given to children in the community.	584
8/7/2020	In-Kind	The donation of Covid-19 supplies, gloves, surgical mask, face shields sanitizers and lip repair sticks.	5,950
8/10/2020	In-Kind	The donation of cookies, tea and sparkling water, to be used during the emergency pandemic.	450
8/28/2020	In-Kind	One Pallet of water and one pallet of granola bars to be used by MPD officers.	1,764
9/1/2020	In-Kind	The donation of miscellaneous used office furniture, for MPD Offices in need of furniture.	1,000
9/21/2020	In-Kind	The donation of food for the 2nd, 5th, and 6th District during continuing pandemic.	2,662
9/21/2020	In-Kind	The donation of one hundred and twenty $15 gift cards for meals from Sardis for the 7th District during the emergency Pandemic.	1,800
9/28/2020	In-Kind	The donation of baked goods for the 3rd District.	187
9/28/2020	In-Kind	The donation of play equipment for the approved MPD outreach program.	234

FY 21 Donations

Authorized Date	Type	Description	Value
10/21/2020	In-Kind	The donation of meals for all shifts in the 2nd District during the emergency pandemic.	8,310
10/21/2020	In-Kind	The donation of bicycle helmets that will be distributed by MPD approved Community Outreach Program Staff.	5,999

Authorized Date	Type	Description	Value
10/21/2020	In-Kind	The donation of 4,603 care packages to be distributed to all MPD employees for 9/11 law enforcement appreciation day. The care packages consist of Starbucks coffee and operation gratitude souvenirs.	65,639
10/23/2020	In-Kind	The donation of 100 kids protective face mask to be distributed by the Community Outreach staff at a 2D Halloween event.	500
10/26/2020	In-Kind	The donation of 175 Halloween bags filled with protein shakes and bars, crackers, nuts and candy for the Officers at 1D.	169
10/28/2020	In-Kind	The donation of one trained German Shepherd that will be used for police patrol and firearms detector for MPD canine patrol unit.	1
10/29/2020	In-Kind	The donation of lacrosse sticks and sporting goods to be used to hand out candy in a safe way for Halloween Distribution by MPD Community Outreach staff.	1,340
11/3/2020	In-Kind	The donation of one German Shepherd to be used for Patrol Services and Firearms Detector.	1
11/4/2020	In-Kind	The donation of 12 boxes of coats to be given out to children of need by MPD's approved community outreach program.	2,640
11/6/2020	In-Kind	The donation of water and soft drinks and a variety of snack items. To be distributed to all Police Districts.	1,100
11/22/2020	In-Kind	The donation of two mountain bikes will be donated to MPD's bike unit and will be used for DC street Patrol.	5,500
12/1/2020	In-Kind	The Donation of 400 T-Shirts for MPD Patrol Officers, for MPD's Summer Crimes Initiative.	2,040
12/1/2020	In-Kind	The donation of food for one DC Police Officer that has been placed on sick leave because he has Covid-19.	65
12/1/2020	In-Kind	Camera Equipment and necessary technology equipment to film tours and MPD speaking event and virtual training for the approved MPD Community Engagement Academy.	408
12/1/2020	In-Kind	Supplies for MPD's approved student STARS program, 300 "Be a buddy not a bully" kits, 75 "Be the change you wish to see in the world" middle school planners.	358
12/16/2020	Financial	$1,000 to be used for the tip line reward fund for the information that will lead to the arrest and conviction of the person responsible for the death of Carmelo Duncan.	1,000
12/31/2020	In-Kind	The donation of toys, books, coats, hats and gloves decorations, candy snack packs, food for underprivileged children. To be used for all 7 MPD Police District's approved Community Outreach Holiday activities.	39,440
1/6/2021	In-Kind	The donation of 100 Surface Pro Devices including Keyboard covers and 3-year warranty for MPD approved Cadet Program.	58,966
1/6/2021	In-Kind	The donation of 7000 handwarmers to be used by MPD Police Officers during the Inaugural Events.	9,353
1/8/2021	In-Kind	The donation of FUR Night Vision Goggles for MPD's K9 unit.	10,845
1/14/2021	Financial	MPD has paid for a block of rooms for other Police Officers that will attend the Presidential Inauguration from other states. MCCA would like to donate the cost of four rooms for four of the Officers that will attend the Inauguration.	2,333
1/19/2021	In-Kind	Officer support items, 60 care packages for Officers injured during the Capitol riots. 5,360 hot meals and 3,800 Starbucks coffee gift cards for Officer to be used for inauguration events.	95,908
1/19/2021	In-Kind	Food for the MPD Community outreach MLK outreach event. This donation supports the mission of the MPD.	14,622

Authorized Date	Type	Description	Value
1/19/2021	In-Kind	The donation of cold weather clothing and face mask to be distributed by MPD Community Outreach Staff for MPD approved Community Outreach program.	1,374
1/26/2021	In-Kind	The donation of 100 hours of consulting services valued at $100 per hour. The consultant will review and analyze open homicide cases from calendar year 2018 and 2019. The goal of review and analysis is to identify any missed investigative opportunities, provide specific recommended actions to further the investigations and attempt to bring these open homicides cases to a successful conclusion.	10,000
2/4/2021	In-Kind	The donation of 22 Children Activity Books to be used by MPD's Community Outreach Staff.	255
2/5/2021	Financial	The funding will support Multiple virtual listening sessions with the Chief of Police and the community as he transitions into his new role. Marketing and public promotion for the sessions. Food/and Refreshments for future in-person sessions (based on status with the public health emergency). These sessions will be designed to have direct community engagement and recruitment of community members.	26,500
2/17/2021	In-Kind	The donation of Valentines supplies for all seven districts for MPD's approved community outreach support.	244
2/17/2021	In-Kind	The donation for MPD's Community Outreach food distribution, at MPD's approved community outreach events.	1,279
2/25/2021	In-Kind	The donation of 100 coats to be given away at a community outreach event in the 7th District.	1,028
2/26/2021	In-Kind	The donation of TEAL RIBBONS for MPD's Sexual Assault Awareness Month.	51
3/18/2021	In-Kind	The donation of soccer balls, basketballs, footballs, mesh balls, volleyballs and frisbees, to be used for Victim Services approved Ballers program. This program is designed to promote positive relationships between MPD and members of the community.	589
3/25/2021	In-Kind	Donation of Easter Items for MPD's Community Outreach events for all 7 Districts. The items consist of candy, plastic eggs, baskets and a special Officer appreciation Basket for 7D.	430
3/30/2021	In-Kind	The donation of one Easter coffee snack packs to be distributed to 1D Officers.	399
4/8/2021	Financial	The donation of $5,000. 00 with be used for the Caremelo Duncun Tip fund. This is the child that was shot and killed in the District.	5,000
4/14/2021	Financial	Will purchase the maintenance and repair services for the License Plate Reader (LPR) equipment, will also support the salary of the program manager for this project.	260,000
4/14/2021	In-Kind	The donation of Nationals Tickets to be used for an MPD approved incentive program.	3,100

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

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

a. How many crimes were committed on the CCT, MBT, or MVT in FY20 and FY21, to date? How many of these crimes resulted in an arrest?

All data is provided by calendar year, not fiscal year.

Of the three trails for which crime data was requested, only one (Metropolitan Branch Trail) had crime data reported.

- CCT:
  - CY 2019: 0 crimes, 0 arrests
  - CY 2020: 0 crimes, 0 arrests
  - CY 2021 YTD (as of 3/18/2021): 0 crimes, 0 arrests
- MVT:
  - CY 2019: 0 crimes, 0 arrests
  - CY 2020: 0 crimes, 0 arrests
  - CY 2021 YTD (as of 3/18/2021): 0 crimes, 0 arrests
- MBT:
  - The Metropolitan Branch Trail was the location for 5 crimes in CY 2020, down 77 percent from CY 2019, when there were 22 crimes.
  - As of March 18, 2021, there have been 2 crimes in YTD 2021, which is the same as the same period in 2020.
  - Three of the 5 cases from CY 2020 were cleared by arrest. None of the cases in 2021 have been cleared by arrests. There were no additional arrests on the MBT.

DC Code Index Crimes on Metropolitan Branch Trail			
CY2018 vs CY2019 vs CY2020			
Offense Description	**2019**	**2020**	**2021 YTD**
Robbery	4	4	0
Motor Vehicle Theft	0	0	0
Theft from Auto	1	0	0
Theft	1	0	0
Total Index Crime	**6**	**4**	**0**
Simple Assault	16	1	2
Grand Total	**22**	**5**	**2**

Simple Assault is not an index crime but has been included for this analysis because it had been a primary public safety concern on the trail.

156. How many citations were issued in FY20 and FY21, to date, for illegal U-turns across a bike lane? For parked vehicles in a bike lane? Driving/operating in a bike lane?

All data is provided by calendar year, not fiscal year.

The infractions for illegal U-turns across a bike lane or operating in a bike lane do not align with the specific violation codes provided by the Department of Motor Vehicles (DMV). Please direct questions about violation codes to the DMV.

Stopping, standing, or parking in a bike lane

- **CY 2019**: 3,011
- **CY 2020**: 1,191
- **CY 2021YTD**: 425 (as of 3/18/2021)

a. What instruction does MPD provide to its sworn officers on not blocking bike lanes with their vehicles?

MPD members are required to know all Departmental policies and General Orders. In the academy, they are also taught that they must obey all laws and regulations. The Academy reinforces that police are exempt from parking and moving rules and regulation only when responding to an emergency call; when in pursuit of an actual or suspected violator; or when responding to a fire alarm. If they meet the above criteria they are exempt as outlined below in 18 DCMR 2002.2:

In circumstances authorized in 2002.1, the driver of an authorized emergency vehicle **may do any** of the following:

- Park or stand, irrespective of the provisions of this subtitle;
- Proceed past a red or stop signal or stop sign, but only after slowing down as may be necessary for safe operation;
- Exceed the prima facie speed limit so long as it does not endanger life or property; except that this provision does not apply to ambulances; and
- Disregard regulations governing direction of movement or turning in specified directions.

Knowing that they are only exempt upon the very limited circumstances when officers are exempt and they are to follow traffic rules and regulations otherwise, recruit officers are specifically taught that blocking bike lanes with vehicles is a traffic violation.

General Order 301.1 on vehicle operations states, "Members operating departmental vehicles shall give their full time and attention to the operation of that vehicle and shall comply with all applicable traffic regulations." General Order 303.1 covers traffic enforcement, stating, "On-duty members shall not…park Department vehicles in such a manner that will impede the flow of traffic or create hazardous conditions."

In June 2020, the Department updated its policy and issued a Circular 20-02 that specifically states, "No vehicle may enter a bicycle lane for any purpose other than when necessary to execute safely the following maneuvers:

- To turn into a private road;
- To turn into an alley or driveway, provided the turn shall be made as close as practicable to the alley or driveway;
- To turn onto an intersecting roadway, provided the turn shall be made as close as practicable to the intersecting roadway, but no further than 25 feet from the intersection;
- To enter a legal parking space or legal area for stopping or standing a vehicle;

- To follow the direction of a police officer; or
- To comply with emergency vehicles and apparatus (18 DCMR § 2210).

In addition, language in the circular clearly states, "**No vehicle may stop, stand, or park in a bicycle lane**."

157. Please provide information on the number of non-photo enforcement traffic citations issued in FY20 and FY21, to date.

The number of moving violations issued by officers is below. Approximately a third of the moving violations were warning tickets.

	CY2020	CY2021 Q1
Actual	40,946	7,354
Warning	19,817	3,593
Total	60,763	10,947

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

Sincerely,

Robert J. Contee III
Acting Chief of Police

cc: Muriel Bowser, Mayor
Chris Geldart, Acting Deputy Mayor for Public Safety and Justice

[i] MPD COBALT/Data Warehouse system data as of 11/3/2020. Arrest totals are based solely on the Top (most severe) arrest charge. One person may be booked on more than one arrest charge. Data available includes arrests made by MPD in the District of Columbia. This data may not match arrest information previously released via MPD's Annual Reports.

Arrest data were compiled from three sources:

- Arrest reports utilizing the "school-based event" checkbox
- Arrest records maintained by the School Safety Division of MPD
- Arrest records involved a custody order at a school location (determined by school address)

Manual review of records was conducted to exclude cases where:

- Disparate events were by cleared by a single arrest
- Additional charges were added after booking

WARNING: The information contained in this document is provided in accordance with DC Code § 16-2333, Police and other law enforcement records. (a) Law enforcement records and files concerning a child shall not be open to public inspection nor shall their contents or existence be disclosed to the public unless a charge of delinquency is transferred for criminal prosecution under section 16-2307, the interest of national security requires, or the court otherwise orders in the interest of the child. (b) Inspection of such records and files is permitted by- (4) law enforcement officers of the United States, the District of Columbia, and other jurisdictions when necessary for the discharge of their current official duties Disclosure to non-law enforcement personnel may be a violation of DC Code § 16-2336 which is punishable by a fine of not more than $ 250 or imprisonment for not more than ninety days, or both. Pursuant to section 16-2332(d-1)(5) of the D.C. Official Code, recipients are advised that this information may only be re-disclosed to law enforcement officers and only to the extent necessary to preserve public safety or the safety of the respondent. Any other use or disclosure of the information shall be governed by this section and sections 16-2331 and 16-2333, and that unauthorized re-disclosure may be prosecuted under section 16-2336.

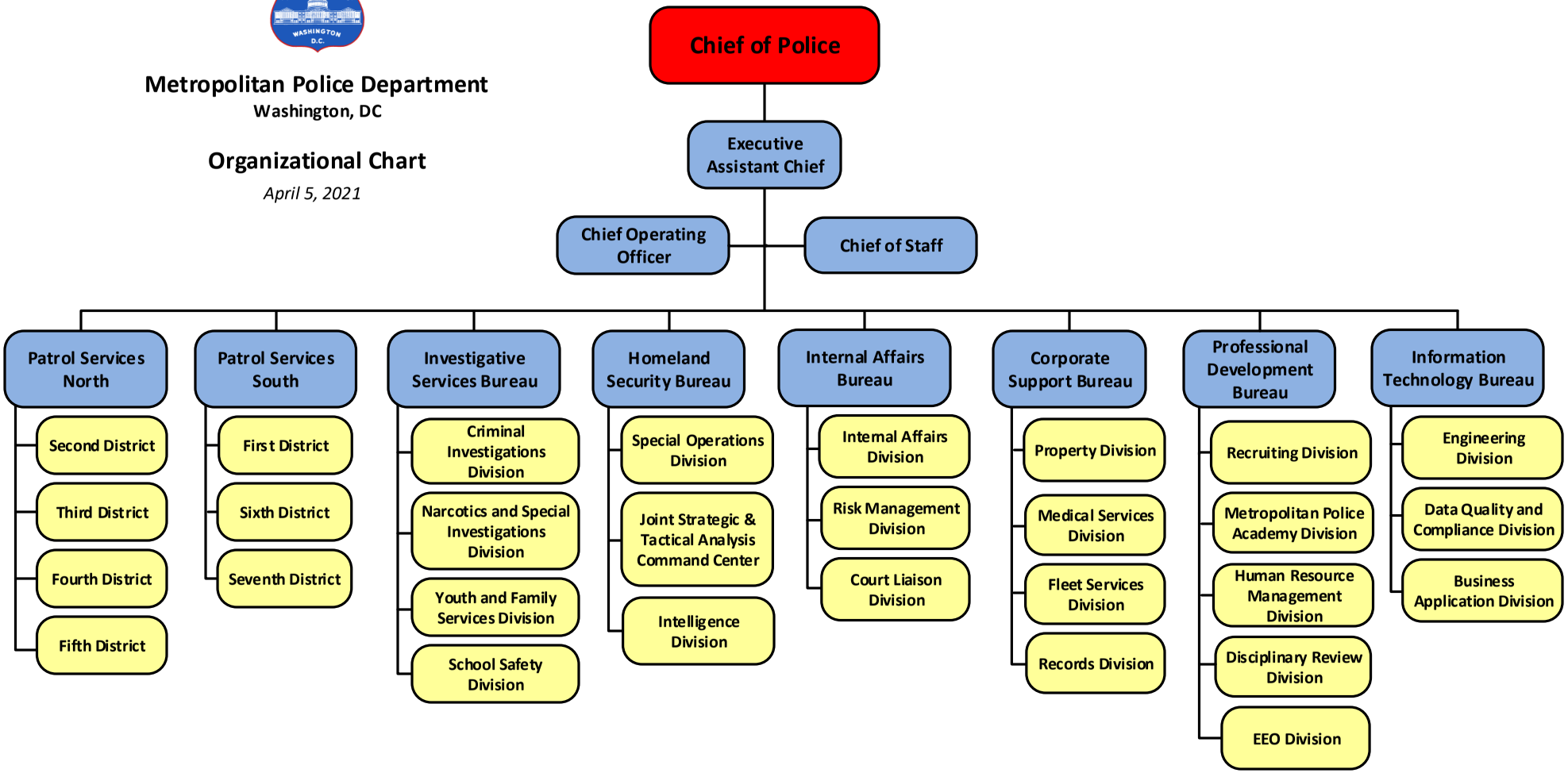
Spring 2021 Performance Hearing Letter Attachments

3/11/21

Metropolitan Police Department
Washington, DC

Organizational Chart

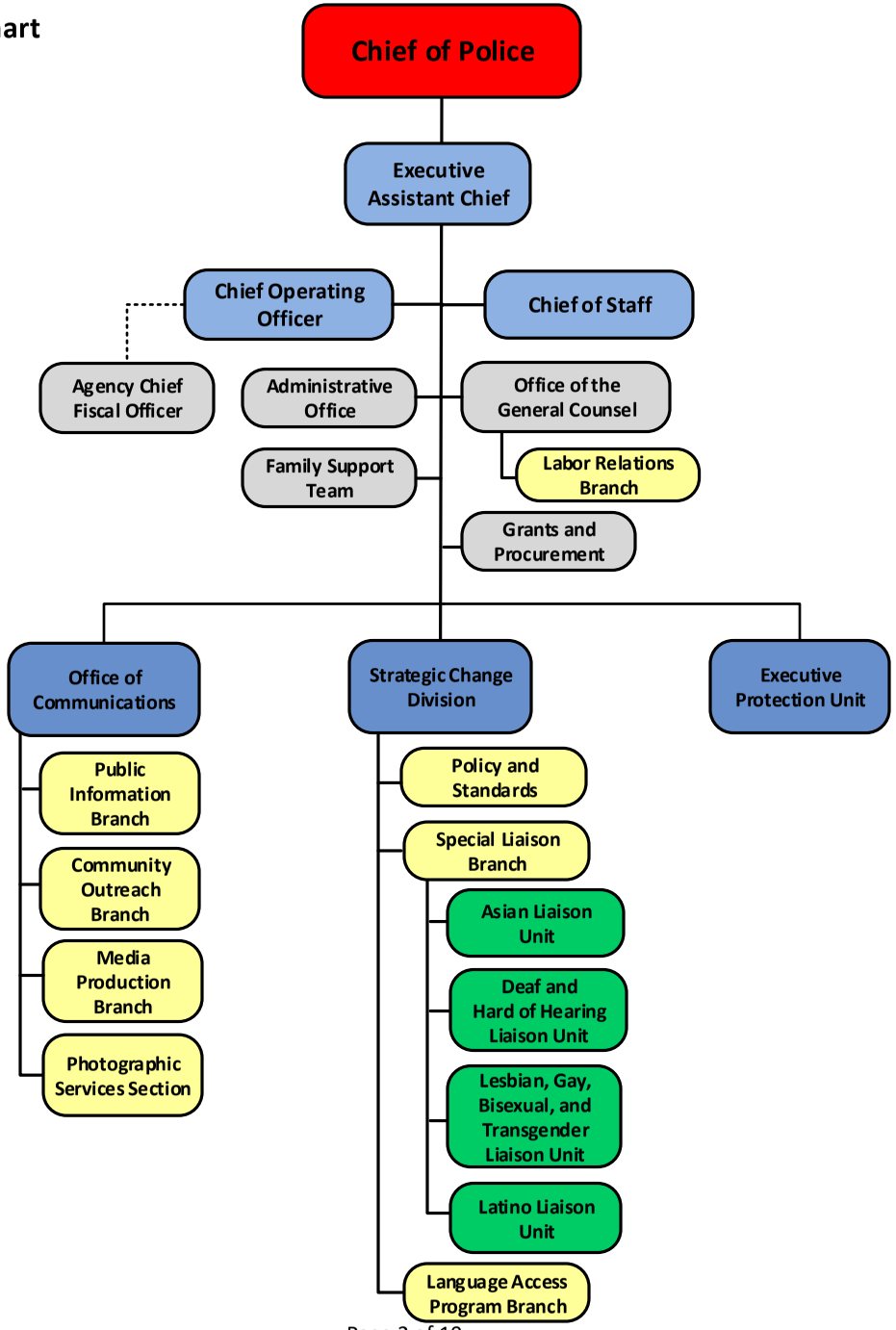
April 5, 2021



Executive Office of the Chief of Police

Organizational Chart

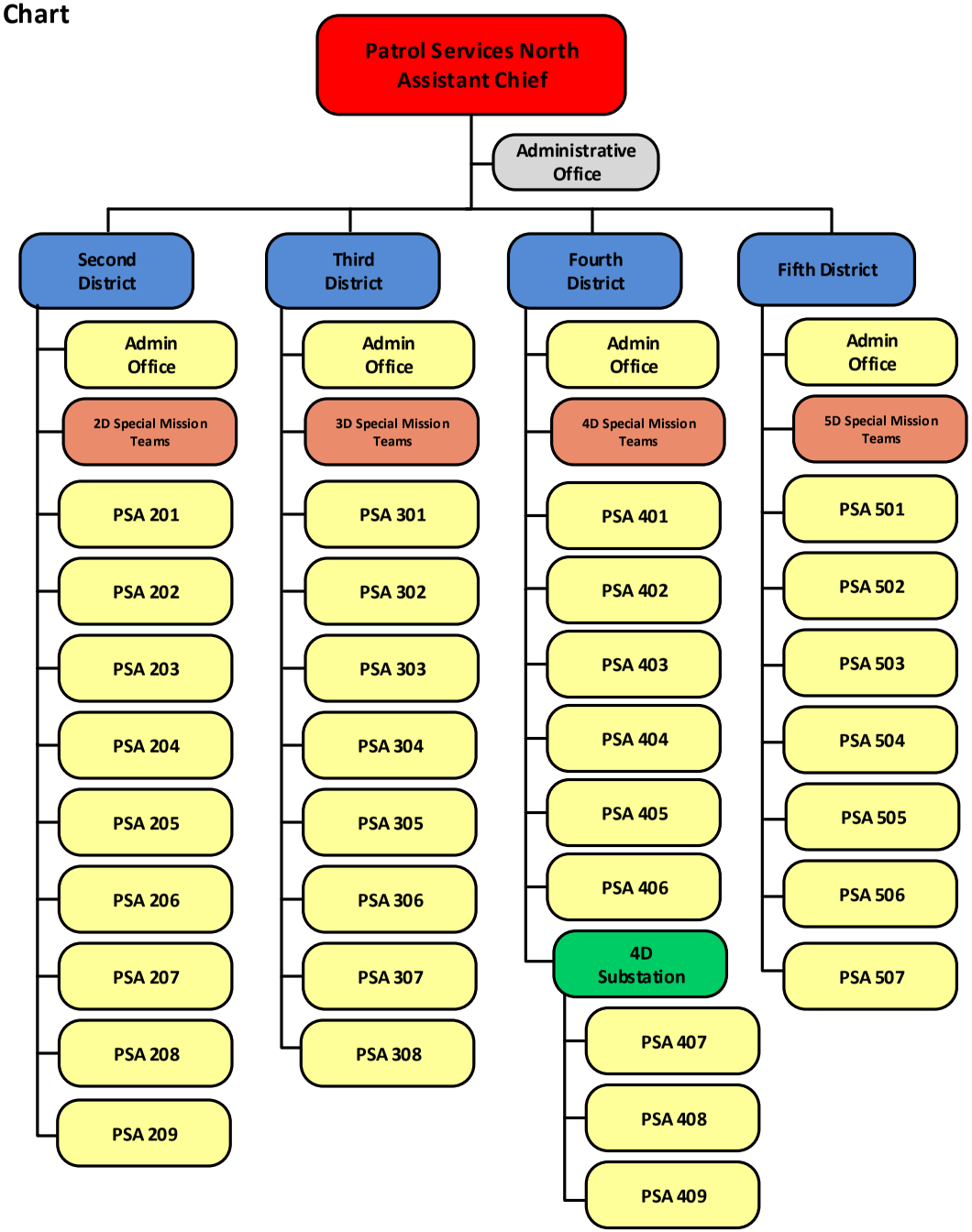
April 5, 2021



Patrol Services North

Organizational Chart

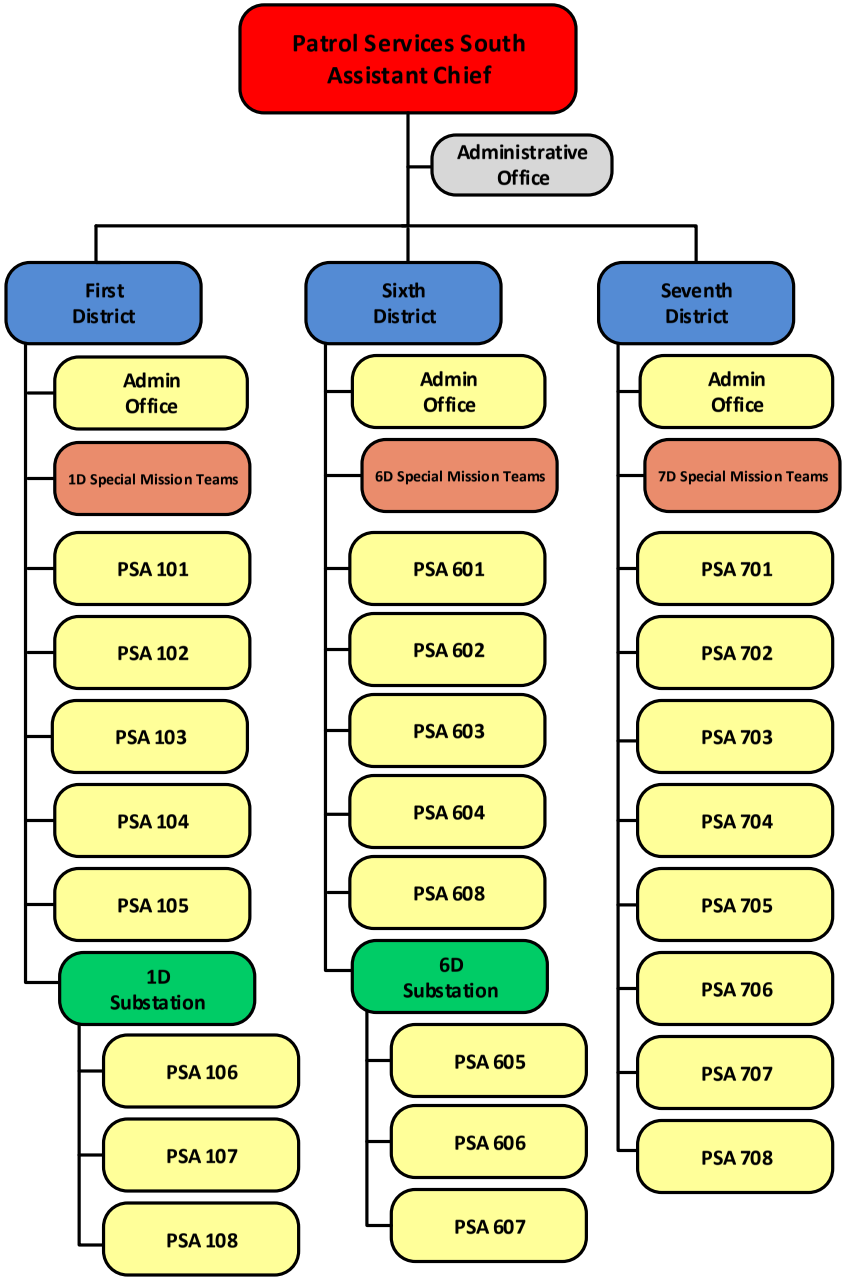
April 5, 2021



Patrol Services South

Organizational Chart

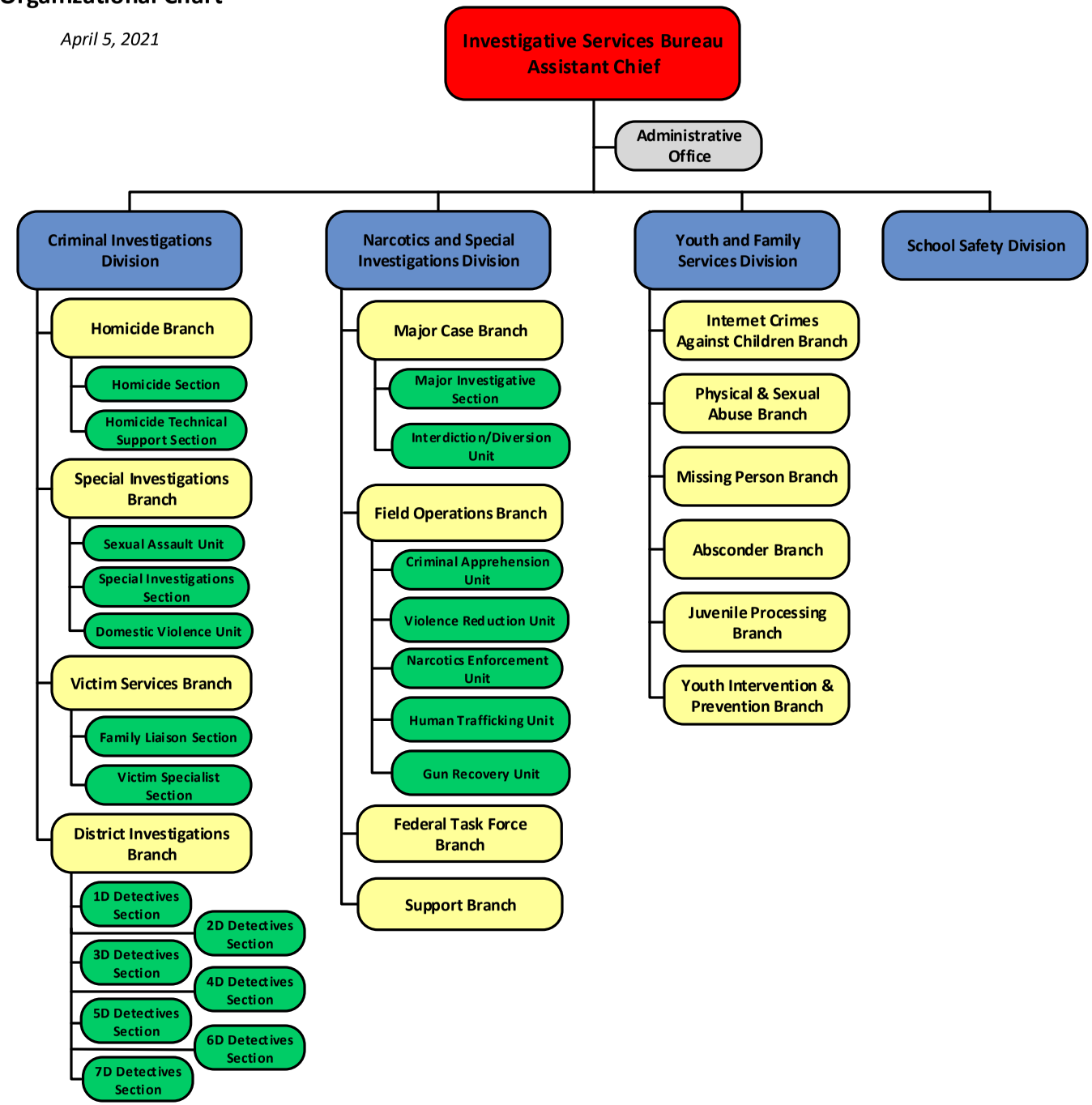
April 5, 2021



Investigative Services Bureau

Organizational Chart

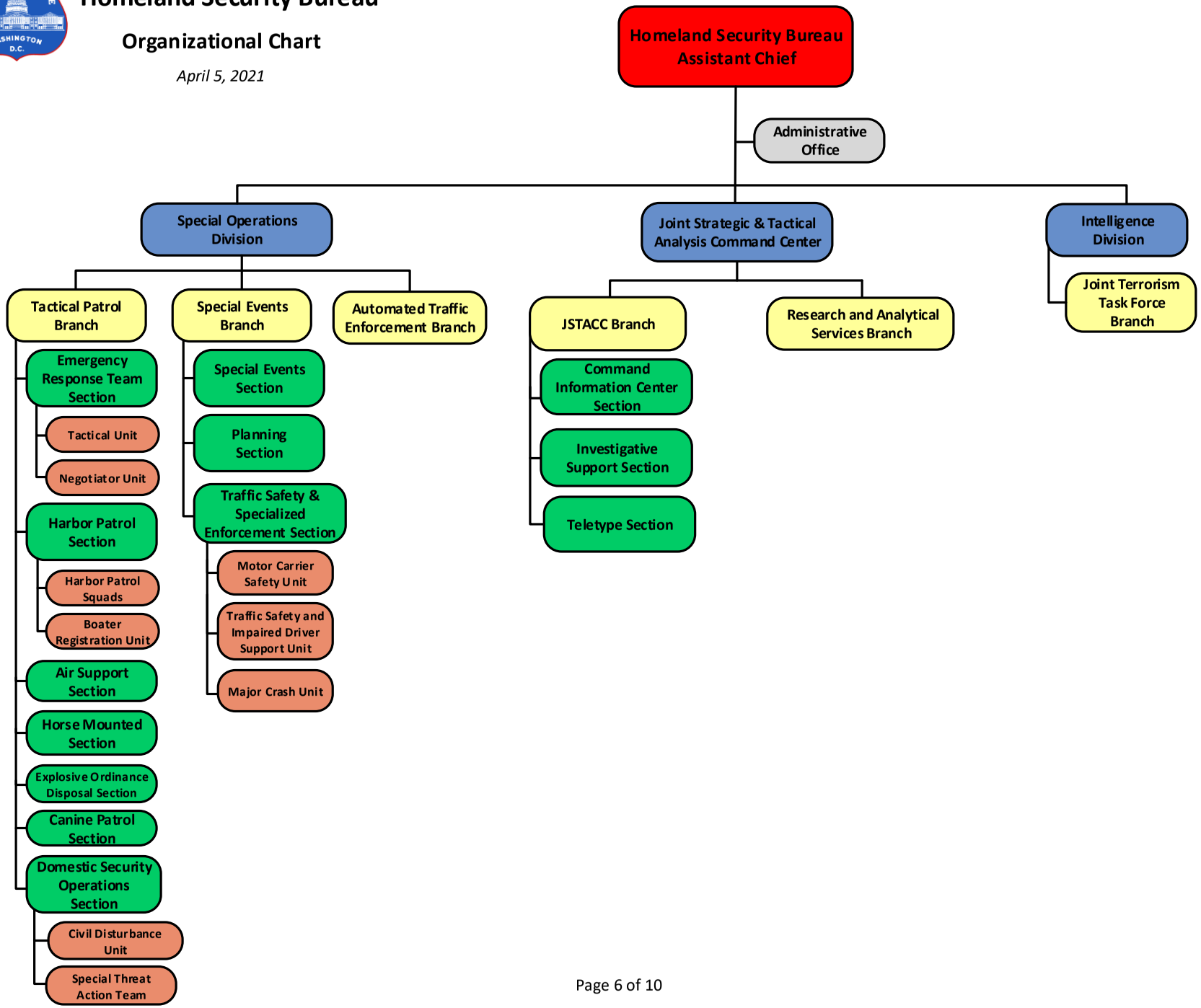
April 5, 2021



Homeland Security Bureau

Organizational Chart

April 5, 2021



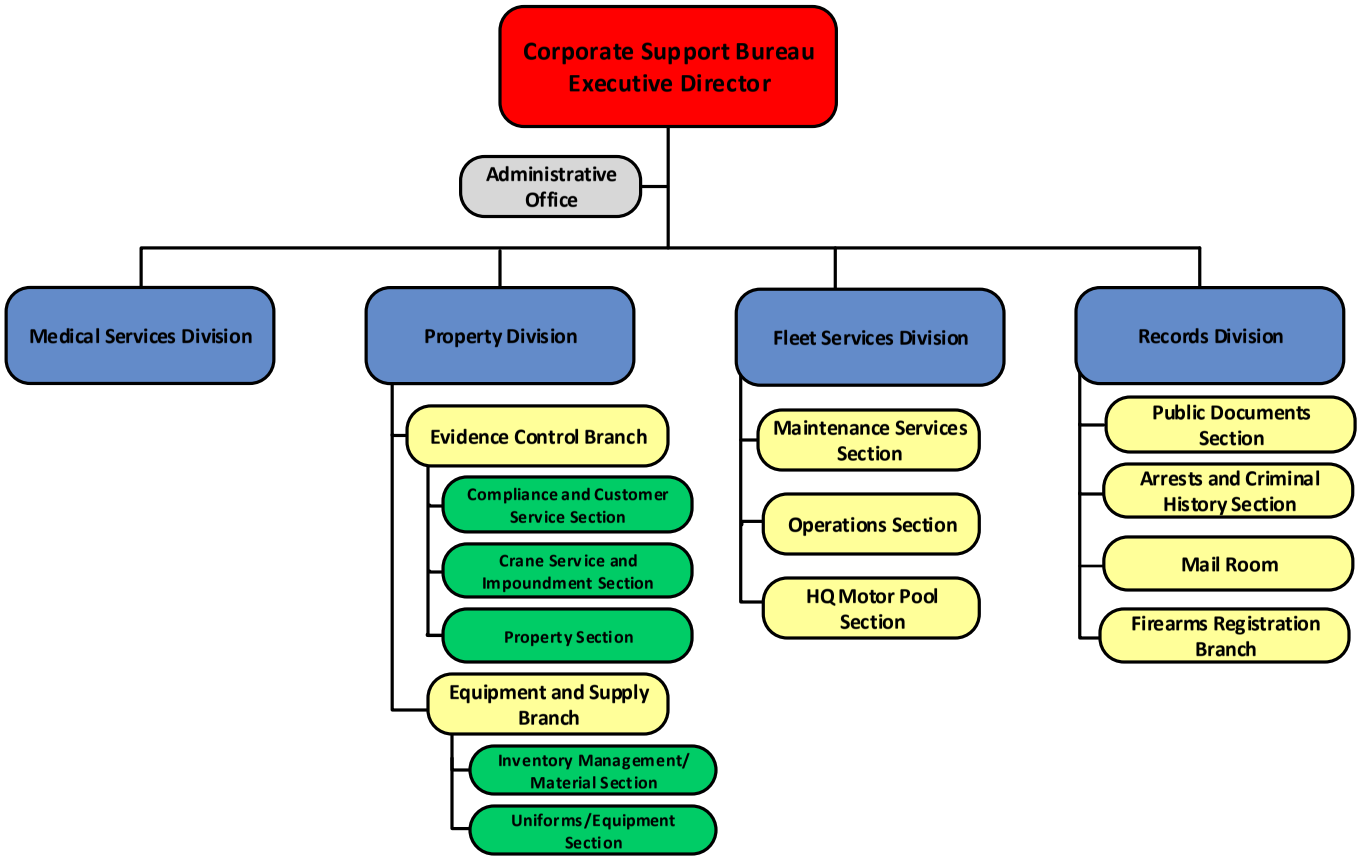
Internal Affairs Bureau
Organizational Chart

April 5, 2021

Corporate Support Bureau

Organizational Chart

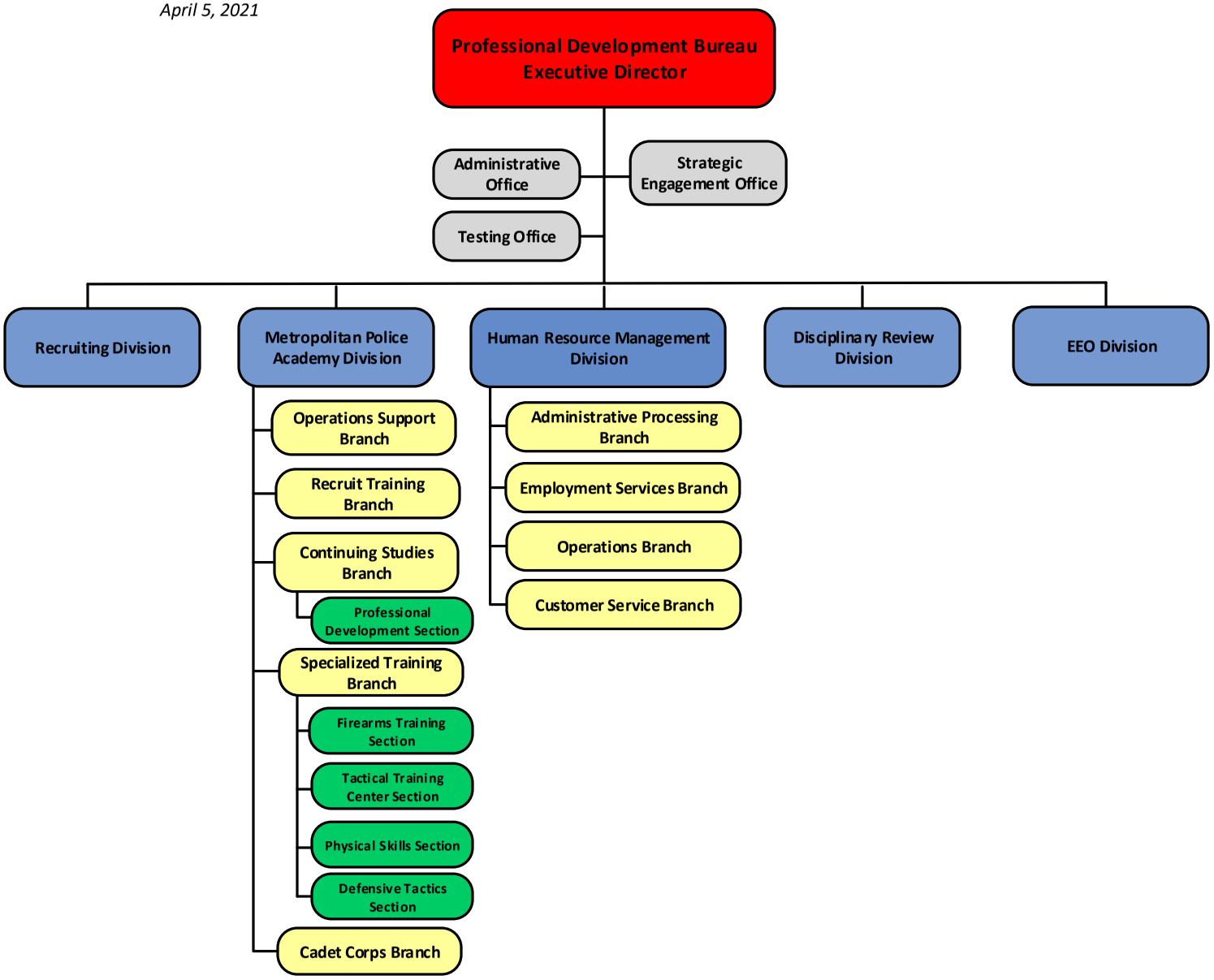
April 5, 2021



Professional Development Bureau

Organizational Chart

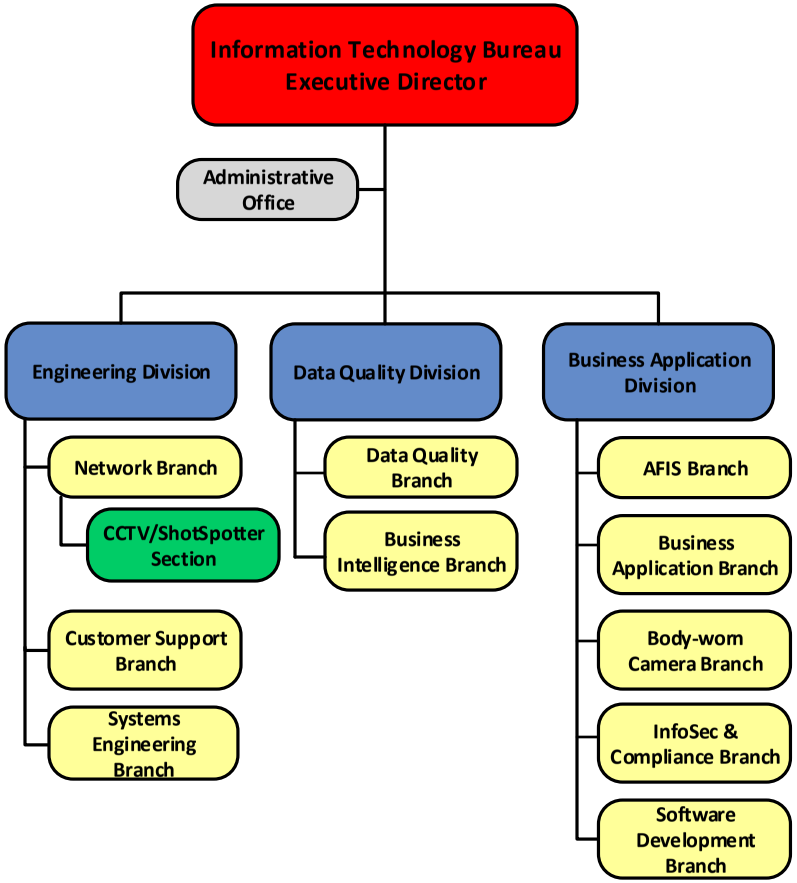
April 5, 2021



Information Technology Bureau

Organizational Chart

April 5, 2021



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Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	F	00000003	Detective Grade II	Zhang,Qiao	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00000005	Sergeant	Loveday,John E	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00000007	Officer	Mazloom,Richard J.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	8.3 yrs
FA0	21	2001	2600	F	00000014	Detective Grade I	Brackett,Seamus F	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00000015	Officer	Attardo,Anthony M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	9001	9400	V	00000020	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00000024	Officer	Mateo,Alex I.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00000035	Officer	Valentine,Kevin L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	1001	1500	F	00000039	Officer	Johnson,Travis M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00000047	Officer	Tyson,Rudolph P.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	1001	1500	F	00000059	Lieutenant	Williams,Bredet P	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	22.2 yrs
FA0	21	1001	1500	F	00000064	Officer	Gaumond,Scott G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00000065	Officer	Davis,Marc J	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00000066	Sergeant	Simic,Filip	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.8 yrs
FA0	21	2001	2600	F	00000076	Detective Grade II	Williams,John S.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12 yrs
FA0	21	2001	2600	F	00000089	Detective Grade I	Johnson,Trina D.	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	23.1 yrs
FA0	21	2001	2700	F	00000095	Sergeant	Johnston,Adam Jon	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00000099	Sergeant	Maradiaga,George D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.8 yrs
FA0	21	9001	9200	F	00000111	Lieutenant	Parker,Jeffrey N	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	28.7 yrs
FA0	21	6001	6300	V	00000119	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00000126	Officer	Young II,Joseph A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	AMP1	1040	F	00000141	Fingerprint Examiner	Brown,Kenita J.	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00000142	Officer	Rodriguez,Denise	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00000143	Sergeant	Stewart Jr.,Steven A.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	15.5 yrs
FA0	21	2001	2600	F	00000146	Detective Grade I	Crowley,Sean P	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	21.4 yrs
FA0	21	9001	9200	F	00000165	Officer	Marshall,Charles E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.7 yrs
FA0	21	9001	9400	F	00000172	Criminal Research Specialist	Ferguson,Kanisha M	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	3.2 yrs
FA0	21	6001	6600	F	00000173	Senior Police Sergeant	Kelly,Lisa A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.5 yrs
FA0	21	1001	1500	F	00000178	Sergeant	Chastanet,James A	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	17.8 yrs
FA0	21	AMP1	1040	F	00000193	IT Specialist (Data Mgmt/Syst)	Alisam,Lakshmi P.	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	5.6 yrs
FA0	21	2001	2600	F	00000194	Detective Grade II	Ellis,Jennifer L.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9.3 yrs
FA0	21	9001	9200	F	00000199	Officer	Johnson Jr.,Morris E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.5 yrs
FA0	21	2001	2700	F	00000211	Senior Police Officer	Whittington,Tammy T	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.7 yrs
FA0	21	2001	2700	F	00000217	Detective Grade II	Gerrish,Wayne P	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.1 yrs
FA0	21	1001	1500	F	00000226	Officer	Hong,Jay	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	11 yrs
FA0	21	1001	1500	F	00000227	Sergeant	Ritchie,Christopher	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	17.8 yrs
FA0	21	9001	9400	F	00000228	Sergeant	Merrick,Robert G	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	30.4 yrs
FA0	21	100F	120F	F	00000230	Accounts Payable Technician	Williams,Chiquita L	8	8	DS0007	61,406.00	10,807.46	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00000234	Officer	Boyd,Chanel	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	5001	5400	F	00000239	Lieutenant	O'Harran,Michael	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00000240	Officer	Long,Keri L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00000254	Officer	Massey,Tameika J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00000257	Officer	Petty,James W.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	1001	1500	V	00000275	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	1001	1500	F	00000282	Officer	Cory,Todd W	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00000290	Sergeant	Childs,Caitlin E.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.6 yrs
FA0	21	1001	1500	F	00000292	Officer	Samaraay,Imar	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	6001	6600	F	00000309	Athletic Trainer	Taylor,Stephen A	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	2.9 yrs
FA0	21	100C	150C	F	00000312	Technical Writer	Mell,Shana M	13	8	DS0077	116,145.00	20,441.52	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00000325	Senior Police Sergeant	Foust,Jurithia	4	3	PS0004	93,928.00	16,531.33	1.00	Temp	0.6 yrs
FA0	21	2001	2700	F	00000332	Officer	Peyton,Titus J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	7001	7300	F	00000333	Sergeant	Pappalardo,Stephen	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	12.8 yrs
FA0	21	2001	2700	F	00000337	Senior Police Officer	Ramadhan Jr.,Allee A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00000349	Officer	Worthington,Jerome E.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00000366	Officer	Butler,Ashley C	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2.4 yrs
FA0	21	9001	9101	F	00000385	Detective Grade I	Emmons,Scott E	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	23.6 yrs
FA0	21	9001	9200	F	00000402	Dog Handler	Felenchak,John G	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	32.2 yrs
FA0	21	1001	1500	F	00000409	Officer	Smith,Chaz - Royrie Keith	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00000410	Master Patrol Officer	Ba Th,Mikal H	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00000412	Sergeant	Shedd,Randy B	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.7 yrs
FA0	21	1001	1500	F	00000424	Officer	Mcallister,Neil R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.7 yrs
FA0	21	1001	1500	F	00000444	Master Patrol Officer	Garrison,Martin E	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.8 yrs
FA0	21	9001	9400	F	00000455	Officer	Ilarraza Rivera,Angie M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	14.6 yrs
FA0	21	1001	1500	F	00000459	Officer	Bailey,Devon E.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00000469	Fleet Servicer	Culley,Raleigh J.	8	5	WS0029	58,843.20	10,356.40	1.00	Reg	4.7 yrs
FA0	21	2001	2600	F	00000474	Detective Grade II	Samuels,Philemon A.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.7 yrs
FA0	21	100C	110C	V	00000476	Data Scientist		12	0	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	1001	1500	F	00000486	Officer	Arakelian,Stephen	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00000492	Sergeant	Fox,Sheri A	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00000504	Officer	Pederson,Marissa	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00000510	Officer	Dyke,Christopher R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00000512	Officer	Arroyo,Michelle	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	2001	2600	F	00000515	Detective Grade I	Bolden,John O	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00000525	Officer	Cruz Jr.,Alfredo	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00000539	Officer	Holmes,Jerry S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	5001	5400	F	00000559	Senior Police Sergeant	Harrison,Lance D	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00000584	Officer	Bethel,Jovan D	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00000589	Officer	Abreu,Eric A.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	2001	2700	F	00000590	Officer	Anderson Jr.,Rodney R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00000601	Officer	Lewis,Ashley E	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00000607	Officer	Taylor,Brian D.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00000616	Officer	Koenigsmann,Nicole	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00000621	Officer	Mullen,Mark Andrew	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00000622	Officer	Almanzar,Yenli	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00000627	Officer	Evans,Laini M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.6 yrs
FA0	21	2001	2300	F	00000628	Officer	Wilson,Bryan C.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	2001	2900	F	00000642	Detective Grade II	Rivera,Pedro	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00000675	Officer	Castro,Raul J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	9001	9400	V	00000690	Telecom Equipment Operator		7	0	DS0067	52,269.00	9,199.34	1.00	Reg	
FA0	21	9001	9200	F	00000692	Officer	O'Leary,Jody T.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	9001	9400	F	00000693	Telecom Equipment Operator	Banks,Constance M	7	6	DS0067	59,964.00	10,553.66	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00000697	Officer	Roberts,Sherman S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.7 yrs
FA0	21	1001	1500	F	00000698	Officer	Alvarez,Esteban	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00000701	Officer	Ahmed,Ahnaf N	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	2.2 yrs
FA0	21	1001	1500	V	00000704	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00000706	Crime Scene Search Officer	Paskalis,Jean Paul g	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19 yrs
FA0	21	6001	6600	F	00000717	Police Cadet	Muse,Marquis D	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.1 yrs
FA0	21	9001	9200	F	00000719	Senior Detective Grade I	Corbett,Dwayne	3	4	PS0004	90,770.00	15,975.52	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00000721	Officer	Barner,Tracey T.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	6001	6300	F	00000722	Human Resources Specialist	Brooks,Zena P	13	3	DS0087	93,325.00	16,425.20	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00000728	Officer	Abreu,Anthony M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	7001	7300	F	00000729	Senior Police Officer	Jones Warren,Lashon	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00000730	Captain	Dorsey,Christopher A.	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	14.9 yrs
FA0	21	1001	1500	F	00000745	Sergeant	Burgos,Jose A.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00000751	Officer	Thompson,Earl C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00000752	Officer	Coughlin,Jacob A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00000762	Officer	Doby,Jacques A.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	8.2 yrs
FA0	21	2001	2700	F	00000764	Officer	Hinostroza,Harvy	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	9001	9400	F	00000766	Sergeant	Gallagher,Keenan J.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00000769	Officer	Goode,Tiamber	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	2001	2700	F	00000772	Officer	Turner,Gregory H.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00000783	Officer	Zech,Wade C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	9001	9200	F	00000788	Senior Police Officer	Washington,Nathaniel L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	2001	2300	F	00000789	Officer	Griffin,Shamika Stevette	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00000798	Senior Police Officer	Lowery Jr.,Roger S	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.2 yrs
FA0	21	1001	1500	F	00000802	Officer	Conover,Brian N	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	V	00000804	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00000817	Officer	Voglezon,Javon A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00000819	Officer	Figuereo,Ana A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00000833	Officer	Martinez,Confesor	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	9001	9200	F	00000839	Sergeant	Dolan,Joseph G	4	6	PS0001	117,166.00	20,621.22	1.00	Reg	31.4 yrs
FA0	21	2001	2600	F	00000841	Detective Grade II	Perrin,Jimmy K	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00000842	Lieutenant	Ollivierre,Marlon F	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	18.9 yrs
FA0	21	1001	1500	V	00000861	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00000864	Detective Grade II	Sepulveda,Thomas	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.3 yrs
FA0	21	2001	2600	F	00000875	Detective Grade II	Yulfo,Wilfred	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00000884	Officer	Liriano,Anderson	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.9 yrs
FA0	21	2001	2600	F	00000887	Detective Grade I	Brador,Brian	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00000920	Officer	Brown,Charlee L.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00000921	Officer	Annunziata,Toni-Ann	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2600	F	00000927	Detective Grade II	Vivieca,Danessa	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	2001	2600	F	00000930	Senior Police Officer	Johnson Sr.,Cornell L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00000933	Officer	Jeskie,John W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	1.9 yrs
FA0	21	6001	6300	F	00000938	Administrative Officer	Parrish,Felicia	9	10	DS0087	65,747.00	11,571.47	1.00	Reg	21.7 yrs
FA0	21	1001	1500	V	00000953	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2700	F	00000955	Officer	Davies,Casey W.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	2001	2600	V	00000959	Captain		7	1	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	1001	1500	F	00000962	Officer	Polanco,Gabriel A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	2001	2900	F	00000970	Senior Police Officer	Chaplin,Timothy J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00000971	Officer	Hamm,William Franklin	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00000976	Officer	Berges,Cody J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00001013	Officer	Lewis-Hinds,Jessica	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	2001	2600	F	00001015	Senior Police Officer	Warren,Robbie J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00001032	Officer	Perez,Michael A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00001034	Sergeant	Sakulich,Alexis Ella	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.8 yrs
FA0	21	2001	2600	F	00001042	Detective Grade II	Leo,Chad E	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00001052	Lieutenant	Cady,Jarlath A	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00001054	Sergeant	Kennedy,Eric I. K.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.3 yrs
FA0	21	1001	1500	F	00001067	Officer	Rosario-Berroa,Alex W	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00001068	Officer	Mena,Jeffrey O	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00001071	Officer	Baez,Daniel	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00001078	Officer	Ellahi,Omer S.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	2001	2600	F	00001079	Detective Grade II	Mallory,Benjamin J.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00001104	Officer	Hopkins,Colin N.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00001118	Officer	Halpin,Kevin M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.6 yrs
FA0	21	1001	1500	F	00001119	Sergeant	Geer,Jonathan M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.9 yrs
FA0	21	1001	1500	F	00001120	Sergeant	Merzig,John E.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00001135	Officer	Murphy III,Robert R	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00001136	Officer	Watson,Maurice T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00001151	Officer	Akhtar,Owais	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00001153	Officer	Higgs Jr.,Eric	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00001164	Officer	Kelly,Matthew J.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	V	00001165	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00001170	Detective Grade I	MacBean,Alexander P.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	16 yrs
FA0	21	2001	2600	F	00001171	Detective Sergeant	Rizzi,Nic	4	5	PS0001	104,146.00	18,329.70	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00001177	Officer	Cepeda,Alex R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00001185	Sergeant	Welsh Jr.,Terrence M.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00001188	Senior Police Sergeant	Hedgecock,John M	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00001192	Sergeant	Strassman,Joshua D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00001194	Master Patrol Officer	Rosario,Hiram	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	32.2 yrs
FA0	21	1001	1500	F	00001202	Sergeant	Ferrera,Fabian M	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00001208	Officer	Dengler,Norbert J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	1001	1500	F	00001215	Officer	McKenzie,Ryan M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00001220	Officer	Torres,Orlando	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00001230	Sergeant	Antoine,Lennox R	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00001244	Officer	Thornton,Solomon E.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	V	00001246	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00001247	Officer	Weiland,Curtis J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	AMP1	1040	F	00001251	Closed Circuit Television Spec	Ojinnaka,Emeka Darlington	11	8	DS0077	81,508.00	14,345.41	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00001253	Officer	Namdar,Mark	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	20.3 yrs
FA0	21	1001	1500	V	00001268	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	1001	1500	F	00001272	Officer	Bundy,Antonio	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00001275	Sergeant	Austin,Joseph A.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.1 yrs
FA0	21	1001	1500	F	00001276	Officer	Hall,Christopher E.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00001278	Officer	Paige Jr.,James E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	9001	9200	F	00001306	Officer	Gilgeous,Royston	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs
FA0	21	2001	2600	F	00001308	Detective Grade I	Moore,Sean R	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00001320	Officer	Fisher,Michael E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	2001	2600	F	00001321	Detective Grade II	Jones,Thomas M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00001335	Officer	Eagle,Brian	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	2001	2700	F	00001339	Officer	Hubbard,Dena M.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	6.9 yrs
FA0	21	2001	2700	F	00001344	Sergeant	Nickerson,Matthew	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00001357	Officer	O'Shea,Brian M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00001358	Officer	Leasure,Jesse N	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00001359	Officer	Lopez,Erica R.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00001385	Officer	Solomon,Linwood W.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00001387	Senior Police Officer	Luckett,Glenn	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.7 yrs
FA0	21	1001	1500	F	00001408	Lieutenant	Steinhilber,Wayne C	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	20.5 yrs
FA0	21	AMP1	1040	F	00001432	Closed Circuit Television Spec	Patterson,Michael	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	7.4 yrs
FA0	21	1001	1500	F	00001435	Sergeant	Duncan,Antonio D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	26.6 yrs
FA0	21	1001	1500	F	00001436	Officer	Alua,William O.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00001442	Officer	Contreras,Evelin	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00001447	Officer	Sibley,Eric F	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00001455	Officer	Laurore,Louis M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00001456	Officer	Lloyd III,Antonio	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00001458	Officer	Farley,Alexander	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00001476	Officer	Harmon,Mosette S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	33.2 yrs
FA0	21	1001	1500	F	00001489	Officer	Lynn,Heather N	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00001492	Officer	Wilson,Jerika L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00001508	Officer	Slopac,Victor	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00001512	Sergeant	Devlin,Joseph Benjamin	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00001514	Officer	Newbold,Wayne D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00001527	Officer	Garcia,Jose A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	16.9 yrs
FA0	21	100F	110F	F	00001530	Financial Manager	Parker,Lorrelle C	14	9	DS0007	140,849.00	24,789.42	1.00	Reg	10.4 yrs
FA0	21	1001	1500	F	00001533	Sergeant	Rolin,Sanave	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	16.8 yrs
FA0	21	7001	7300	F	00001543	Sergeant	Ehrlich,Richard S	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	20.8 yrs
FA0	21	2001	2900	F	00001547	Officer	James,Israel	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.7 yrs
FA0	21	2001	2700	F	00001549	Officer	Denton,Christopher J	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	4.2 yrs
FA0	21	2001	2600	F	00001570	Lieutenant	Siegel,Scott D	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	19.2 yrs
FA0	21	2001	2600	F	00001587	Investigator	Faison,Warren M.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00001596	Senior Police Officer	Johnson,Leon D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.4 yrs
FA0	21	100C	160C	F	00001623	Director, Office of Communicat	Sternbeck,Dustin D.	15	0	DS0086	153,603.84	27,034.28	1.00	Reg	5.2 yrs
FA0	21	2001	2600	F	00001631	Detective Grade II	Lockett,Uthman Y.N.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00001632	Officer	Lafranchise,Brian J.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	9001	9200	F	00001633	Senior Police Officer	Mitchell,Kia M.	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	2001	2700	F	00001635	Officer	Brown,Scott William	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00001636	Officer	Bingham,Abigail B.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00001639	Officer	Matthews,Michaelangelo	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.2 yrs
FA0	21	2001	2600	F	00001643	Family Liaison Specialist	Castro,Marlene	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	16.9 yrs
FA0	21	1001	1500	F	00001684	Officer	Mervilus,Hardy	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00001685	Officer	Gautreaux,Judy	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00001690	Crime Scene Search Officer	Maslona,Jeffrey	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00001691	Officer	Simmons Jr.,Enrique A.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16 yrs
FA0	21	6001	6600	F	00001697	Officer	McDonald,Taylor O	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.2 yrs
FA0	21	2001	2700	F	00001698	Senior Detective Grade I	Gerrish,Jacqueline C	3	4	PS0004	90,770.00	15,975.52	1.00	Term	2.6 yrs
FA0	21	1001	1500	F	00001704	Officer	Sandula,Darla A.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00001707	Officer	Pena,Mailenny	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00001710	Officer	Valentine,Robert	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	9001	9200	F	00001711	Officer ERT Personnel	Cunningham,Wendell J w	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	33.9 yrs
FA0	21	2001	2900	V	00001726	Cellblock Processing Tech		9	1	DS0067	58,307.00	10,262.03	1.00	Reg	
FA0	21	1001	1500	F	00001728	Officer	Prade,Steven R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.9 yrs
FA0	21	2001	2300	F	00001735	Officer	Greig,Peter C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.5 yrs
FA0	21	2001	2600	F	00001744	Detective Grade II	Washington,Melvin R	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00001749	Officer	Kearney,Lucius R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	2001	2700	F	00001762	Officer	Vaillancourt,Michael P.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00001768	Officer	Paredes,Aris A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	15.3 yrs
FA0	21	1001	1500	F	00001772	Officer	Cameron,Edward P.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	2001	2700	F	00001779	Police Specialist	Goodman,Judith A	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	45.8 yrs
FA0	21	1001	1500	V	00001785	Officer		1	7	PS0001	84,058.00	14,794.21	1.00	Reg	
FA0	21	1001	1500	F	00001788	Officer	Rodney,Robert G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00001804	Officer	Gonzalez Rivera,Jose A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00001810	Officer	Dozier,Courtney	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	F	00001813	Officer	Harvell,Laschon	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.1 yrs
FA0	21	1001	1500	F	00001822	Officer	Blagrove Sr.,Othneil J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	2001	2900	F	00001837	Commander	Wheeler Taylor,Pamela	9	1	PS0002	159,499.00	28,071.82	1.00	Reg	30.9 yrs
FA0	21	1001	1500	V	00001840	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00001857	Officer	Bauserman,Franklin H	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00001859	Officer	Negron,Victor M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00001866	Officer	Bassett,Evan G.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00001871	Sergeant	Wheeler,Leslie A	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.7 yrs
FA0	21	2001	2900	F	00001889	Detective Grade II	Hemmer,Daniel C.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	15.2 yrs
FA0	21	AMP1	1040	F	00001890	Officer	Hoffstetter,Ernst A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	9001	9200	F	00001891	Officer	Wells Jr.,Robert T.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	F	00001910	Detective Grade II	Yammine,Simon B	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00001914	Lieutenant	McDonald,John C	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00001915	Officer	Greene Jr.,Anthony E.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.7 yrs
FA0	21	2001	2600	V	00001917	Detective Grade I		3	1	PS0001	78,408.00	13,799.81	1.00	Reg	
FA0	21	2001	2700	F	00001919	Officer	Rogers,Justin E.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00001924	Sergeant	Sanders,Darnell M	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00001926	Sergeant	Ferretti Jr.,Robert C	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00001935	Officer	Stewart,Nikki C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00001936	Officer	Reddy,Matthew D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00001944	Officer	Williams-Jones,Robin A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	6001	6600	F	00001956	Program Coordinator (Training)	Cooper,Imani	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00001957	Officer	Carr,Quentin C.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00001963	Officer	Ferguson,Derrick E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	2001	2600	F	00001987	Detective Grade II	Devine,Brian J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.1 yrs
FA0	21	1001	1500	V	00001998	Officer		1	2	PS0001	65,863.00	11,591.89	1.00	Reg	
FA0	21	1001	1500	F	00002002	Sergeant	Park,Jin	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00002004	Sergeant	Smith,Andrew John	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00002005	Officer	Reyes,Manuel	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00002006	Officer	Donneys,Alexander	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00002007	Officer	Muniz,John D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00002011	Officer	Shakir,Sultan A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	2001	2600	F	00002014	Detective Grade I	Then,Franklyn A	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	22.7 yrs
FA0	21	1001	1500	F	00002026	Sergeant	Woody,Christopher M.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.1 yrs
FA0	21	1001	1101	F	00002030	Captain	Mongal,Aubrey P	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00002033	Officer	Graziano,John E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00002036	Officer	Niewenhous III,Robert S.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00002039	Officer	Persaud,Andre N	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.8 yrs
FA0	21	1001	1500	F	00002045	Officer	Bland,Timothy C	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00002049	Officer	Porter,Bryan S.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00002050	Sergeant	Mongal,Tyshena R	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00002086	Officer	Thompson,Kyia	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	6.6 yrs
FA0	21	1001	1500	V	00002087	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00002096	Officer	Lovelace,Morris	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	100C	120C	F	00002105	Executive Protection Officer	Phillip,Dereck M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.1 yrs
FA0	21	9001	9200	F	00002111	Senior Police Officer	Davis,Darrell J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.9 yrs
FA0	21	1001	1500	F	00002112	Officer	Tinsley,Morgan T.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00002115	Senior Police Officer	Hunt,Tyrone	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2 yrs
FA0	21	1001	1500	F	00002116	Officer	Fletcher,Christian J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	2001	2600	F	00002117	Detective Grade I	Wilson Jr.,James E	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	23.3 yrs
FA0	21	2001	2900	F	00002120	Officer	Trifu,Peter D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00002126	Officer	Augburn,Derek Chad	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1101	F	00002134	Officer	Knight,Tabatha R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.4 yrs
FA0	21	1001	1500	F	00002137	Officer	Clawson,Jennifer Lynn	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	9001	9400	F	00002162	Officer	Parks,Sally	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	2001	2600	F	00002164	Detective Grade II	Katz,Jordan D	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.6 yrs
FA0	21	9001	9200	F	00002171	SCUBA Diver	Gaglione,Christopher L	1	9	PS0001	95,672.00	16,838.27	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00002185	Sergeant	Korson,Todd M	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	21 yrs
FA0	21	9001	9200	V	00002186	Sergeant		4	4	PS0001	98,623.00	17,357.65	1.00	Reg	
FA0	21	1001	1500	F	00002188	Master Patrol Officer	Hart,Courtney X	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.3 yrs
FA0	21	2001	2600	F	00002189	Senior Police Sergeant	Bratcher-Johnson,Darlene C	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.5 yrs
FA0	21	2001	2700	F	00002191	Officer	Roe,Ryan J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00002206	Officer	Adams,Roberto	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00002208	Officer	Hernandez,Jose Francisco	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00002211	Officer	Zechman,Matthew	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	9001	9200	F	00002213	Officer ERT Personnel	Dumantt,Timothy	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.8 yrs
FA0	21	1001	1500	F	00002214	Lieutenant	Lavenhouse,Nikki F.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	12.9 yrs
FA0	21	9001	9400	F	00002215	Officer	Sturgis,Andre L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00002216	Officer	Williams,Elphine H.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00002217	Officer	Rutledge,Rynell E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	2001	2600	F	00002229	Detective Grade II	ACETO,Laura L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.8 yrs
FA0	21	100C	171C	F	00002232	Program Manager, Grants	Johnson,Marvin	14	0	DS0086	148,162.51	26,076.60	1.00	Reg	16.9 yrs
FA0	21	2001	2900	V	00002242	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	F	00002243	Officer	Desir,Rony	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2700	F	00002244	Officer	Vigil,Brock C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00002245	Sergeant	Koenig,James M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	20.7 yrs
FA0	21	2001	2600	F	00002246	Detective Grade II	Viggiani,Charles R.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16 yrs
FA0	21	100C	120C	F	00002247	Executive Protection Officer	Hardaway,Raymond J.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.5 yrs
FA0	21	9001	9200	F	00002259	Bomb Technician / Dog Handler	Kimble,Kristian P	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	24.3 yrs
FA0	21	5001	5800	F	00002260	Records & Systems Manager	Sutton,Robert R	14	0	DS0086	118,626.11	20,878.20	1.00	Reg	32.7 yrs
FA0	21	2001	2600	F	00002261	Senior Detective Grade I	Moore,Phillipe	3	4	PS0004	90,770.00	15,975.52	1.00	Term	6.5 yrs
FA0	21	1001	1500	F	00002269	Officer	Valentin-Aponte,Karen	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00002274	Officer	Allen,Joshua V.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00002283	Lieutenant	Tran,Dien-Long T.L.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00002284	Sergeant	Dude,Derek A	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00002296	Officer	Smith,Marcus Abraham	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00002297	Officer	Novick,Cory J.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00002313	Officer	Quasie,David F.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	2001	2600	F	00002315	Detective Grade II	Kacelowicz,Robert T	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00002319	Officer	Morales,Yezid A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00002336	Officer	Bittner,Kevin T.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	2001	2300	F	00002338	Officer	Tabor Jr.,Willie F	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24 yrs
FA0	21	9001	9200	F	00002347	Dog Handler	Collins,Gregory Allen	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.9 yrs
FA0	21	AMP1	1040	V	00002352	IT Specialist		13	0	DS0077	94,858.00	16,695.01	1.00	Reg	
FA0	21	2001	2600	F	00002355	Detective Grade II	Arikpo,Karen N	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24 yrs
FA0	21	9001	9200	F	00002358	Officer	Flynn,Patrick J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00002366	Officer	Johnson,Kyle P.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00002372	Sergeant	Alemian,Gregory H	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00002380	Officer	Schwarz,Nicholas Michael	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00002386	Officer	Philpotts,Gregory M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00002389	Officer	Harris,Crescent L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.7 yrs
FA0	21	6001	6600	F	00002395	Master Patrol Officer	Burgeson,Ronald B	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.5 yrs
FA0	21	2001	2600	F	00002396	Detective Grade I	Milochik,Michael J	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	19.4 yrs
FA0	21	1001	1500	F	00002407	Officer	Cushnie,Shaka L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00002408	Captain	Harrington,Daniel J	7	3	PS0002	135,173.00	23,790.45	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00002410	Officer	Atkins,Brenton H	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.5 yrs
FA0	21	2001	2600	F	00002414	Detective Grade II	White,Paris J.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00002418	Sergeant	Sarin,Hokly	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00002420	Officer	Pope III,Curtis L	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1101	F	00002421	Sergeant	Dipasquale,Christopher S	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23 yrs
FA0	21	1001	1500	F	00002434	Officer	Schramm,Donald A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.8 yrs
FA0	21	100C	120C	F	00002436	Executive Protection Officer	Roccato,Christina Marie	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00002452	Officer	Frank,Christopher M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	V	00002453	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00002460	Officer	Vanacore,Christopher W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00002461	Officer	Botlero,Tushar V.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	2001	2600	F	00002465	Detective Grade I	Weeks,William R	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	20.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9200	F	00002467	Officer	Rock,Gregory M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	100F	110F	F	00002490	Financial Manager	Pelham,Christiana O	14	8	DS0007	137,256.00	24,157.06	1.00	Reg	32.5 yrs
FA0	21	6001	6600	F	00002530	Training Instructor (Firearms)	Marino,John D	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	21.1 yrs
FA0	21	2001	2600	F	00002539	Detective Grade II	Pinto,Scott S	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00002552	Lieutenant	Hackerman,William C.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00002554	Officer	Newman,Jason S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00002561	Master Patrol Officer	Mason,Richard D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21 yrs
FA0	21	2001	2300	F	00002570	Officer	Mullins,Cathelyn C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00002572	Officer	Danso,Philip K	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00002578	Officer	Cunneen,Christopher	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	2001	2600	F	00002579	Detective Grade II	Tridico,Philip J.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.1 yrs
FA0	21	1001	1500	F	00002585	Officer	Johnson,Kierra	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.9 yrs
FA0	21	2001	2600	F	00002587	Detective Grade II	Langenbach,James A	1	9	PS0001	94,172.00		1.00	Reg	17 yrs
FA0	21	2001	2300	V	00002594	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00002597	Officer	Salamone,John T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00002603	Officer	Melendez,Brianna T.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00002604	Officer	Cress,Wade D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	9001	9200	F	00002606	Officer	Nobriga,Lee R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00002607	Officer	Rapp,William C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00002619	Officer	Buerster,David J	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00002630	Officer	Parsons Jr.,Craig E.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00002645	Officer	O Malley,Kevin J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	20.7 yrs
FA0	21	2001	2600	F	00002652	Detective Grade II	Torres,Roberto	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.8 yrs
FA0	21	2001	2900	F	00002654	Officer	Burley,Kyle	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20 yrs
FA0	21	9001	9200	F	00002655	Dog Handler	Shifflett,Ryan D.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00002670	Officer	Rodriguez,Edward	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00002671	Sergeant	Bowman,Michael E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	19.5 yrs
FA0	21	9001	9200	F	00002672	Officer	Williams,Roger	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00002675	Officer	Stokes,William L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	100C	160C	F	00002678	Community Outreach Coordinator	Staten,Derek L.	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00002683	Officer	Militar,Josemaria	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00002686	Officer	Lattimore,Michael G.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00002687	Officer	Pelzer,James I.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	2001	2600	F	00002698	Senior Police Sergeant	Davila Jr.,Juan R	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.4 yrs
FA0	21	2001	2600	F	00002701	Master Patrol Officer	Conjura,Joseph E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00002702	Officer	Bates,Kyle R.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00002713	Officer	deFreytag,Kyle H	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	AMP1	1040	F	00002715	IT Specialist (Customer Supt)	Cannon,Harvey Q	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	26.9 yrs
FA0	21	2001	2600	F	00002718	Lieutenant	Chambers,Jennifer Barba	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00002719	Senior Police Officer	Hawkins,Cameron	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1 yrs
FA0	21	1001	1500	F	00002720	Senior Police Officer	Cole,Kieca D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.7 yrs
FA0	21	9001	9400	F	00002728	Senior Police Officer	Rivera,Gerald	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	6001	6600	F	00002729	Payroll Assistant	Roberts,Anne F	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	33.5 yrs
FA0	21	1001	1500	F	00002746	Officer	Smith,Marcus P.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00002748	Officer	Reagan,Daniel P.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	2001	2600	F	00002749	Detective Grade II	Carter,Dominique M.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00002754	Sergeant	Jenkins,Allan C	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	21.6 yrs
FA0	21	9001	9200	F	00002761	Officer	Varvounis,Alexandros	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00002764	Master Patrol Officer	Boyd Jr.,Alfred L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.8 yrs
FA0	21	7001	7300	V	00002765	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00002771	Sergeant	Hudson,Joseph A	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00002774	Officer	Wooten,Demaris K	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00002784	Officer	Oyenola,Tobiloba S.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00002794	Officer	Sopata,David A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.7 yrs
FA0	21	9001	9400	F	00002803	Criminal Research Specialist	Maldonado,Brian	11	1	DS0078	66,542.00	11,711.39	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00002806	Officer	Stathers,John A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00002808	Sergeant	Ursiny,Michael	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	20 yrs
FA0	21	1001	1500	F	00002809	Officer	Gonzalez,Raymond A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	2001	2300	F	00002815	Senior Police Sergeant	Treadwell,Adrian D	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.4 yrs
FA0	21	2001	2900	F	00002824	Detective Grade II	Pryor,Robert	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.1 yrs
FA0	21	2001	2300	F	00002826	Officer	Roccato Jr.,Leonard C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	2001	2300	F	00002829	Officer	Goodwin,Samantha M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00002831	Officer	Griffin,Dalton L	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00002834	Officer	Sanchez,Johel A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	2001	2600	F	00002838	Sergeant	Mack,Craig D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21.7 yrs
FA0	21	100C	150C	F	00002846	Senior Police Officer	Wheeler,Myra R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.6 yrs
FA0	21	1001	1500	F	00002848	Senior Police Officer	Lane,Sonya R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.9 yrs
FA0	21	1001	1500	F	00002868	Officer	Laye,Jessamyn P.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00002875	Officer	Ashfaq,Rana A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	9001	9200	F	00002888	Sergeant	McDavid,Marc	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00002891	Officer	Bennett,Terry L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.6 yrs
FA0	21	2001	2700	F	00002894	Senior Police Officer	Turner,Carole H	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00002895	Officer	Ndrenika,Enea	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	9001	9400	F	00002900	Officer	Phifer,Tricia	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00002910	Officer	Gbatu,Alphonso T.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00002926	Officer	Parker Jr.,William Arthur	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00002928	Officer	Chamberlain,Matthew	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00002942	Officer	Jarvie,Joshua D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00002953	Officer	Peterson-Johnson,Johnatha	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00002970	Officer	Mease,Alicia T.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	11 yrs
FA0	21	1001	1500	F	00002971	Officer	Mungwa,Taniform E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00002972	Sergeant	DiTullio,Stephan B.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6 yrs
FA0	21	2001	2300	F	00002983	Senior Police Officer	Taylor,Tracy	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00002984	Officer	Packer,Leonor C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.2 yrs
FA0	21	2001	2600	F	00002985	Detective Grade II	Warcholak,Tammi L.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00002989	Officer	Jamison,Sean	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	9.8 yrs
FA0	21	1001	1500	F	00002996	Officer	Chastang,Juan H	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00003001	Officer	Jones,Ryan J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	9001	9200	F	00003006	Dog Handler	Hogan,Patrick F	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.1 yrs
FA0	21	9001	9200	F	00003022	Commander	Glover,Robert T	9	1	PS0002	159,499.00	28,071.82	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00003023	Officer	Malloy,Marcus O.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00003036	Sergeant	Smith,Audra L	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23 yrs
FA0	21	2001	2700	F	00003043	Detective Sergeant	Sloan,Curtis R	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	33 yrs
FA0	21	1001	1500	F	00003044	Officer	Banjoko,Moshood A	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.2 yrs
FA0	21	2001	2800	F	00003045	Sergeant	Korczynski,Jason E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.9 yrs
FA0	21	1001	1500	F	00003046	Officer	Salsburg,Steven D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00003052	Sergeant	Nevel,Dustin M	4	6	PS0001	108,729.00	19,136.30	1.00	Reg	19.5 yrs
FA0	21	6001	6600	F	00003053	Master Patrol Officer	Gibbs,Kenneth M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00003056	Officer	Garrison,Aaron T	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	2001	2700	F	00003066	Detective Grade II	Witkowski,Vincent W	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24 yrs
FA0	21	1001	1500	F	00003067	Officer	Pagliuco,Julian L	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00003077	Officer	Fitch III,John J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.7 yrs
FA0	21	1001	1500	F	00003078	Officer	Jackson Jr.,Anthony	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00003079	Officer	Clark,Victoria Gipson	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00003083	Officer	Johnson,Carrie N.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2700	F	00003087	Captain	Kim,Han S	7	2	PS0002	122,375.00	21,538.00	1.00	Reg	13.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00003095	Officer	Ball,James Raymond	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00003098	Officer	Luna,Ralph	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00003101	Captain	Frenzel,Peter J.	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	14.7 yrs
FA0	21	9001	9200	F	00003105	Officer	Brosey III,Theodore R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	6001	6600	V	00003112	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00003130	Senior Police Officer	Allen,Terrence O	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.2 yrs
FA0	21	1001	1500	F	00003134	Officer	Dennis Jr.,Ferney B.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00003140	Officer	Oehmke,Justin V.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00003141	Officer	Jordan,Kristina N.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00003142	Officer	Gonzalez Polanco,Harolin M	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00003143	Officer	Alarcon II,Byron E	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	2001	2300	F	00003147	Officer	Bonney,Curt W	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	2001	2700	F	00003148	Detective Grade II	Iannacchione,Michael L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.9 yrs
FA0	21	100F	110F	F	00003176	Staff Assistant	Smith,Alicia M	7	7	DS0007	55,249.00	9,723.82	1.00	Reg	0.1 yrs
FA0	21	9001	9400	F	00003183	Officer	Watlington,Robert W.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00003184	Captain	Jenkins III,Francis	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	18.7 yrs
FA0	21	1001	1500	F	00003185	Officer	Varone,Brandon	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	2001	2600	V	00003186	Senior Detective Grade I		3	0	PS0004	90,770.00	15,975.52	1.00	Reg	
FA0	21	1001	1500	F	00003188	Officer	Hernandez Martinez,Josue E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00003191	Sergeant	Truby,Justin M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00003204	Officer	Buynak,Cory	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00003218	Officer	Livezey,Chadd M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00003224	Officer	Mcelwee,Anthony L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00003227	Officer	Rivera-Euceda,Dany A	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00003239	Lieutenant	Huntley,Donna N.	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00003259	Officer	Moreno Ventura,Milagro	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	2001	2600	F	00003269	Detective Grade I	Batko,Matthew T.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	13.5 yrs
FA0	21	5001	5800	F	00003273	Lieutenant	Micciche,Christopher J	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	25 yrs
FA0	21	2001	2600	F	00003281	Detective Grade II	O'Bannon,James E.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.1 yrs
FA0	21	9001	9400	V	00003285	Criminal Research Specialist		12	0	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	2001	2600	F	00003286	Detective Grade II	Shaatal,Adam H.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00003291	Officer	Lisko,Christopher J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	2001	2600	F	00003292	Detective Grade II	Bemiller,Darenn J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.3 yrs
FA0	21	2001	2700	F	00003294	Electronics Surveillance Techn	Faverio,Anthony W	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	18.5 yrs
FA0	21	9001	9400	F	00003306	Senior Police Officer	Mcclinton,Jermone C	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00003307	Officer	Valentines,Heilys P.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00003314	Officer	Downey,Kenneth J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	6001	6600	F	00003315	Senior Police Officer	Ruiz,Robert	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00003316	Officer	Larsen,Spencer D.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1101	F	00003323	Officer	Gunter,Melissa V.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.5 yrs
FA0	21	100C	160C	F	00003328	A/V Production Specialist	Lynch,Marilyn N	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	22.8 yrs
FA0	21	1001	1500	F	00003336	Captain	Bray,Brian S	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	26.6 yrs
FA0	21	1001	1500	F	00003346	Officer	Delucca,Anthony	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00003349	Officer	Chagnon,David J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	2001	2600	F	00003350	Detective Grade II	Douglas Hopple,Melissa Ma	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00003362	Officer	Al-Shrawi,Ahmed A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00003377	Officer	Green,Matthew	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	2001	2600	F	00003381	Officer	Spriggs,Dana Q.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00003384	Officer	Millington,Jerrita Cornelia	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00003392	Officer	Stoutamire,Jasma R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00003399	Officer	De La Cruz,Christopher	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	2001	2600	F	00003401	Detective Grade II	Gendelman,Dmitry	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00003404	Officer	Hendrick,Anthony J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9400	F	00003421	Criminal Research Specialist	Percy,Kara	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	6.1 yrs
FA0	21	9001	9200	F	00003422	Quality Assurance Specialist	Sarchashmah,Sayed J.	13	4	DS0077	103,981.00	18,300.66	1.00	Reg	3.7 yrs
FA0	21	9001	9400	F	00003430	Officer	Fleming,Andre L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.3 yrs
FA0	21	9001	9400	F	00003431	Officer	Jackson,Tamika L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00003438	Sergeant	Bennett,Joshua A.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00003444	Officer	Miller,Imari Y	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00003445	Officer	Batshon,Adeeb S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	2001	2600	F	00003449	Officer	Thomas,Jessica J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00003460	Lieutenant	Schaut,Patrick D	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	23.2 yrs
FA0	21	1001	1500	V	00003461	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00003463	Officer	Abdu,Amir A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.9 yrs
FA0	21	7001	7300	F	00003464	Sergeant	Merritt,Eboni M	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	19.9 yrs
FA0	21	AMP1	1055	F	00003465	Officer	Hibbard,Gregory S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00003466	Officer	Cruz Alvarez,Hiram R	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	9001	9200	F	00003479	Senior Police Sergeant	Jackson,Keith A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	1001	1101	F	00003488	Assistant Chief	Greene,Lamar D	10	3	PS0002	213,678.00	37,607.33	1.00	Reg	26.8 yrs
FA0	21	9001	9200	F	00003491	Senior Police Officer	Garibay,Oscar U	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	2001	2600	F	00003494	Detective Grade II	Ellingsworth,Thomas G	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	19.2 yrs
FA0	21	2001	2700	F	00003495	Officer	Harmon,Gerald	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00003502	Sergeant	Hubyk Jr.,Gregory M	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	11.4 yrs
FA0	21	9001	9200	F	00003520	SCUBA Diver	Miller,Michael R.	1	8	PS0001	91,261.00	16,061.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00003527	Officer	Watson,Antonio R	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.2 yrs
FA0	21	9001	9200	F	00003530	Lieutenant	Jones,Daren R	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	25 yrs
FA0	21	1001	1500	F	00003531	Sergeant	Harger,Richard E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	26.4 yrs
FA0	21	1001	1500	F	00003544	Officer	Shegan,Jody S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.7 yrs
FA0	21	1001	1500	F	00003552	Officer	Bolton,Kanika N	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00003554	Officer	Cover,Bryan A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	25 yrs
FA0	21	1001	1500	F	00003559	Officer	Chibessa,Oliyad A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00003561	Officer	Arnone,Nicole M	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2900	F	00003567	Captain	Williams,Michelle J	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	26.6 yrs
FA0	21	100C	120C	F	00003571	Senior Police Officer	Isom,Daryl C	1	5	PS0004	76,243.00	13,418.77	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00003573	Officer	Iracks,Ricardo F.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00003574	Officer	Johnson,Jeremiah N.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00003578	Officer	Caballero,Enrique D	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00003585	Sergeant	Hogans,Kenyon J	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00003603	Officer	Prince,Sheree A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00003611	Officer	Adams,Bryan C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	2001	2900	F	00003612	Detective Sergeant	Zurowski,Robert	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	26.7 yrs
FA0	21	1001	1500	F	00003613	Detective Sergeant	Cowan,Tiffani D	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	20.8 yrs
FA0	21	100F	120F	F	00003618	Accounting Tech II	Bruce,Stefany F	9	8	DS0007	67,579.00	11,893.90	1.00	Reg	11.7 yrs
FA0	21	9001	9200	F	00003627	Officer	Jefferson,Timothy	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00003632	Sergeant	Maxwell,Reginald E	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00003635	Officer	Nash,Vernon C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19 yrs
FA0	21	1001	1500	F	00003636	Officer	Pugh,Mark D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00003641	Officer	Williams,Tracey	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00003644	Officer	Stewart,Edward C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.7 yrs
FA0	21	1001	1500	F	00003648	Officer	Williams,Marvin A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	2001	2600	V	00003649	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00003653	Officer	Cushnie,Keven M.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00003654	Officer	Flores,Glenda M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00003655	Officer	Clifford Iv,Maurice C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00003658	Lieutenant	Hamelin,Michael J	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	21.1 yrs
FA0	21	1001	1500	F	00003666	Lieutenant	Sprague,John L.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.5 yrs

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FA0	21	1001	1500	F	00003677	Officer	Riley,Karmyn A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	2001	2600	F	00003678	Detective Grade I	Morales Jr.,Jose A	3	7	PS0001	105,080.00	18,494.08	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00003691	Officer	Jarboe,David A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	6001	6900	F	00003696	Officer	Kelly,Kiriaki G.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00003702	Officer	Pritchett,David C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00003724	Officer	Sanchez,Brayan A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00003753	Lieutenant	Small,Ryan P.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	16.2 yrs
FA0	21	1001	1500	F	00003791	Sergeant	Buck,Robert D.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.8 yrs
FA0	21	2001	2700	F	00003802	Clerical Assistant	Copeland,Gail	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	28.1 yrs
FA0	21	9001	9200	F	00003814	Fleet Servicer	Gately,James T	11	10	DS0087	79,314.00	13,959.26	1.00	Reg	29.3 yrs
FA0	21	AMP1	1055	F	00003817	Compliance Monitor	Pearson,LaToria A	12	3	DS0077	87,440.00	15,389.44	1.00	Reg	4.1 yrs
FA0	21	9001	9200	F	00003827	Officer ERT Personnel	Hawkins IV,Walter H.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00003831	Officer	Leo,Diana C.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	7001	7700	F	00003851	Senior Police Officer	Jefferson,Thomas A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.6 yrs
FA0	21	1001	1500	F	00003857	Sergeant	Grubbs,Harrison Charles	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00003860	Officer	Barusefski,Robert E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	5001	5800	V	00003862	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	V	00003870	Sergeant		4	0	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	2001	2900	F	00003873	Officer	Ruiz,Crystal A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00003874	Officer	Turner,Maurice E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	6001	6600	F	00003875	Senior Police Officer	Johnson,David E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00003882	Officer	Ward,Ryan	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	2001	2700	F	00003884	Officer	Koble,Joshua P	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00003892	Officer	Franz,Peter J.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00003893	Officer	Chambers,Christina M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2700	F	00003894	Officer	Gill,William Nathaniel	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00003896	Officer	Harris,Clifford J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00003901	Officer	Chan,Andrew M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00003906	Officer	Billies,Sean Richard	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00003908	Officer	Short,Raoul H	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00003910	Officer	Blake,Cleveland A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00003916	Sergeant	Mccumbers,Danny	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	22.5 yrs
FA0	21	1001	1500	F	00003918	Officer	Garcia Borjas,Sandra	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	6001	6600	V	00003923	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00003932	Officer	Watson II,Alves E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	2001	2600	F	00003934	Investigator	Geiger,Taylor L.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00003935	Officer	Luckenbill,Shannon L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	9001	9101	F	00003937	Sergeant	Montano,Francisco	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00003939	Officer	Anderson,Julian	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	9001	9200	F	00003940	Officer ERT Personnel	Smith,Nicholas D.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00003941	Officer	Anderson,Marketta S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	2001	2700	F	00003957	Officer	Butler,Rochelle C	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	2001	2600	F	00003963	Detective Grade II	Monahan,James M.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.6 yrs
FA0	21	9001	9200	F	00003964	Officer	Torrence,Roderick S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.8 yrs
FA0	21	6001	6600	F	00003970	Officer	Evans,Melvin C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19 yrs
FA0	21	1001	1500	F	00003974	Officer	Casciano,Bennett P.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00003979	Officer	Douglas,Sherwin L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	2001	2900	F	00003981	Officer	Davis,Bryan James	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.2 yrs
FA0	21	1001	1500	F	00003984	Officer	Hart,John Z	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00003989	Senior Police Officer	Davis Jr.,Sylvester	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.8 yrs
FA0	21	2001	2700	F	00003992	Officer	Green,Kief D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	2001	2700	F	00003993	Electronics Surveillance Techn	Green,Keith D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	18.8 yrs
FA0	21	9001	9200	V	00003998	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00004000	Senior Police Sergeant	Mayo,Warren A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.1 yrs
FA0	21	1001	1500	F	00004003	Officer	Kapres,Eli H.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00004004	Officer	Graves,Donnell L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	9001	9200	F	00004008	Officer	Crisman,James A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00004009	Officer	Wallace,Juan T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.6 yrs
FA0	21	1001	1500	F	00004010	Officer	James,Kip S.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00004011	Officer	Clark,Nakia	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00004012	Lieutenant	Wright Jr.,Ronald J	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	28.9 yrs
FA0	21	1001	1500	F	00004015	Officer	Copeland,Emmanuel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.6 yrs
FA0	21	2001	2600	F	00004019	Detective Grade II	Edelen,Robert R	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00004023	Senior Police Sergeant	Russell,Cynthia A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00004025	Officer	Grannis,Elizabeth J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	9001	9200	F	00004026	Bomb Technician / Dog Handler	Washington Jr.,William D	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	24.8 yrs
FA0	21	1001	1500	F	00004035	Officer	Harper,Aaron	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	10.5 yrs
FA0	21	1001	1500	F	00004044	Officer	Hays,Brian C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	100C	120C	F	00004045	Executive Protection Officer	Abreu,Carlos A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.3 yrs
FA0	21	2001	2900	F	00004046	Detective Grade II	Bonaci,Christine A.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00004049	Officer	Craft,Cortney P	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	2001	2900	F	00004054	Officer	Nevitt,Christopher B	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00004059	Officer	Murphy,Shawn G	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00004062	Officer	Kelly,Robert J	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	2001	2600	F	00004070	Detective Grade I	Roche,Eric F	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00004071	Officer	Gosha-Jorden,Malik A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00004072	Officer	Davis,Levon E	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00004074	Officer	Sweeney,Shannon D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	100F	120F	V	00004078	Accounts Payable Technician		8	0	DS0007	50,207.00	8,836.43	1.00	Reg	
FA0	21	1001	1500	F	00004088	Officer	Pankowski,Walter S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00004090	Officer	Davis,Ashley M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2700	F	00004091	Officer	Turner,William L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.9 yrs
FA0	21	2001	2600	F	00004092	Sergeant	Mccloskey,Sean W	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	17 yrs
FA0	21	100C	150C	F	00004107	Officer	Nguyen,Steven	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00004109	Officer	Nguyen,Minh N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	9001	9400	V	00004121	Criminal Research Specialist		9	0	DS0078	55,230.00	9,720.48	1.00	Reg	
FA0	21	1001	1500	F	00004144	Officer	Mendoza,Maria Del Pilar	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00004202	Officer	Oliver,Kiana M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00004246	Sergeant	Podorski,Jonathan R	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00004255	Officer	Durham V,Nelson R.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004257	Lieutenant	Pongratz,Jonathon D	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00004258	Officer	Hil Jamate,Anselmo	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00004260	Officer	Edmondson,Christopher M.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004262	Officer	Jones,Isabella M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	2001	2700	F	00004270	Officer	Javelle,John P.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00004276	Officer	Haynes,Dallan P.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	F	00004281	Officer	Nava,Michael A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00004282	Officer	Haws,Jackson D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00004283	Officer	Salazar,Max L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	1001	1500	V	00004288	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00004296	Senior Police Officer	Hill,Theresa A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.3 yrs
FA0	21	9001	9200	F	00004297	Bomb Squad Tech	Brown,Bret F	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00004300	Officer	Duran,Juan Francisco	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00004306	Officer	Ramirez,Jaime A.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00004317	Senior Police Sergeant	Beslow,Crystal A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.9 yrs
FA0	21	1001	1500	F	00004319	Senior Police Officer	Evans,Melvin C	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.9 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00004321	Officer	Harry,Joshua C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00004324	Sergeant	Weinfeld,Savyon I	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	20.5 yrs
FA0	21	7001	7700	V	00004333	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00004335	Officer	Higgins,Johan L.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	9001	9200	F	00004337	Captain	Branch,John D	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	28.7 yrs
FA0	21	1001	1500	F	00004344	Senior Police Officer	Brown,Juanita A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00004353	Officer	Fields,Michael T	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	2001	2600	F	00004359	Detective Grade II	Kiel,Charles L.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00004360	Officer	Burton,Jermel D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00004363	Officer	Finn,Matthew J.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004365	Officer	Rutherford,Jerin M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00004366	Officer	Bronstein,Marina H.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	9001	9200	F	00004367	Officer	Baker,David R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.1 yrs
FA0	21	1001	1500	V	00004376	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00004391	Sergeant	Sullivan,Kevin E	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00004392	Officer	Hernandez Jr.,Charlie	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	6001	6020	F	00004396	Lieutenant	Wagner,Brad S	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	23.3 yrs
FA0	21	9001	9200	F	00004398	Sergeant	Gross,Tyrone O	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00004399	Senior Police Sergeant	Lawrence,Nacal A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00004409	Officer	Tiernan,Brandon W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	2.4 yrs
FA0	21	1001	1500	V	00004413	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00004416	Senior Police Officer	Weston,Antoine K	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.4 yrs
FA0	21	2001	2900	F	00004417	Sergeant	Jones,Jeffrey M.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00004418	Officer	Owens,Stephen M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00004419	Officer	Robinson,Ronald S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.7 yrs
FA0	21	9001	9200	F	00004422	Master Patrol Officer	Reisinger,Christopher J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00004423	Sergeant	Holson,Trevor G.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00004424	Officer	LaPier,Nicholas A.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00004426	Officer	Perez,Jesus M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.2 yrs
FA0	21	1001	1500	F	00004439	Officer	Rios,Cynthia	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	9001	9200	F	00004440	Bomb Squad Tech	Mann,Christopher S	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	30.6 yrs
FA0	21	2001	2700	F	00004441	Officer	Hamilton,Denise	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.7 yrs
FA0	21	100F	120F	F	00004444	Accounts Payable Director	Etinoff,Rosanne L	14	10	DS0007	144,441.00	25,421.62	1.00	Reg	23.7 yrs
FA0	21	1001	1500	F	00004446	Officer	Reid,Andre J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	2001	2600	F	00004448	Detective Grade II	Miller,Edward A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.4 yrs
FA0	21	1001	1500	F	00004449	Officer	Letourneau,Mason J.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004451	Officer	Sharpe,Anthony D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.3 yrs
FA0	21	9001	9200	F	00004452	Dog Handler	Reynolds,Craig A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00004453	Officer	Flanigan,Ralph K	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	V	00004454	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00004456	Detective Sergeant	Trainor,Joseph P	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	26.6 yrs
FA0	21	1001	1500	F	00004462	Sergeant	Danho,Elias S.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00004471	Officer	Maxwell,Brad T	1	2	PS0001	75,052.00	13,209.15	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00004475	Officer	Roberts,Larry L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	9001	9400	F	00004476	Officer	Peake Jr.,Richard D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.7 yrs
FA0	21	2001	2700	F	00004478	Detective Grade II	Smith,Christopher P	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00004479	Officer	Hardy,Rhonda S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00004485	Officer	Khan,Sadiqul I	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	2001	2600	F	00004494	Investigator	Love,James J.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.9 yrs
FA0	21	2001	2600	F	00004496	Detective Grade I	Bank,Jeremy Max	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00004508	Officer	Bishop,Lance D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00004514	Officer	Harris,Adrian W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	9001	9400	F	00004518	Officer	Brennan,John D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.4 yrs

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FA0	21	1001	1500	F	00004520	Officer	Arrington,Gregory S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	20.2 yrs
FA0	21	9001	9400	F	00004523	Officer	Overmyer,Robert W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.9 yrs
FA0	21	6001	6020	F	00004528	Senior Police Sergeant	Taylor Jr.,Robert T	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00004529	Officer	Leon,Maria Dolores	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00004555	Officer	Tsenzuul,Ormimi B.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2900	F	00004583	Detective Grade II	Easter,Annette A	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.3 yrs
FA0	21	5001	5800	F	00004612	Property & Evidence Ctrl Tech	Hernandez,Martavia R	8	8	DS0078	61,407.00	10,807.63	1.00	Reg	2.6 yrs
FA0	21	1001	1500	V	00004639	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00004642	Commander	Griffin,Randy D	9	2	PS0002	162,081.00	28,526.26	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00004658	Officer	Cote,Brandon J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00004662	Officer	Cano,Matthew	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	2001	2600	F	00004672	Investigator	Sharma,Vijay K.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00004674	Officer	Lucas,Mark J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00004680	Officer	Medina,Jason N.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00004684	Officer	Lewis,Muhammad	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004686	Officer	Drozdz,Bartlomiej A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00004692	Officer	Possinger,Scott Russell	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00004697	Officer	Thomas,Joseph H.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20 yrs
FA0	21	1001	1500	F	00004702	Officer	Brown,Latasha T	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00004709	Officer	Sexton,Jordan T	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	6001	6600	F	00004711	Police Cadet	Young,Monet	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.9 yrs
FA0	21	1001	1500	F	00004725	Officer	Branch,Calvin W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.7 yrs
FA0	21	1001	1500	F	00004727	Officer	Balas,Evan C	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00004730	Sergeant	Black,James M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.3 yrs
FA0	21	1001	1500	F	00004732	Officer	Maples,Shaidana C.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	6001	6600	F	00004735	Senior Police Sergeant	Chambers,Raymond B	4	3	PS0004	93,928.00	16,531.33	1.00	Term	2.4 yrs
FA0	21	2001	2700	F	00004739	Officer	Reese,Michael	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00004742	Sergeant	Bray,Adam M.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.2 yrs
FA0	21	2001	2700	F	00004745	Officer	Choi,Eddie Woon	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	F	00004752	Officer	Brown Jr.,Arthur J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00004759	Officer	De'Plour,Aleksander A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00004765	Officer	Moody,Timothy L.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004766	Officer	Bahammou,Yassine	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	V	00004767	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00004769	Officer	Johnson,Joseph M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.7 yrs
FA0	21	2001	2600	F	00004773	Investigator	Hicks,Emma	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	V	00004776	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00004780	Officer	Bryant Jr.,Robert L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.7 yrs
FA0	21	1001	1500	F	00004781	Officer	Boone Jr.,Anthony K	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00004790	Officer	Johnson Jr.,Charles	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00004806	Officer	Palmiscno I,Jacob S.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004810	Officer	Zalewski,Robert	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	AMP1	1055	F	00004817	Compliance Monitor	Ogunnubi,Samuel O	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00004818	Sergeant	Quaresma,Gregory D	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	10.8 yrs
FA0	21	2001	2600	F	00004819	Detective Grade II	Bukvic,Alen	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00004829	Officer	Agyeman,Kwaku	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00004830	Officer	Hall,Daniel C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.5 yrs
FA0	21	1001	1500	F	00004831	Lieutenant	BRESCIA,PATRICK N.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	16 yrs
FA0	21	2001	2600	F	00004847	Detective Grade I	Pepperman,Michael L	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00004848	Officer	Molinari,Michael David	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00004849	Officer	Rodrigues,Duke T.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004855	Officer	Poupart,Maxwell Cotter	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00004856	Officer	Coward III,Lloyd L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	V	00004859	Detective Sergeant		4	4	PS0001	98,623.00	17,357.65	1.00	Reg	
FA0	21	1001	1500	F	00004863	Officer	Brown,Albert A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	9001	9200	F	00004869	Officer	Jaffe,James E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	1001	1500	F	00004871	Master Patrol Officer	Underwood,Robert C	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	28.6 yrs
FA0	21	1001	1500	F	00004875	Sergeant	Roberts,Kerron A.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.4 yrs
FA0	21	9001	9400	F	00004876	Criminal Research Specialist	Knowles,Jessica M.	12	4	DS0077	89,997.00	15,839.47	1.00	Reg	4.8 yrs
FA0	21	1001	1500	F	00004877	Officer	Ross Jr.,Dwayne M.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004882	Officer	Blanc,Rudiette	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00004890	Officer	Velasquez,Bryan E.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004892	Officer	White,Quintin M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00004896	Sergeant	Carey,Quenterra R	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6 yrs
FA0	21	2001	2900	V	00004898	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00004901	Officer	Agyemang,Kofi	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00004902	Officer	Vongkeo,Phokham J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.4 yrs
FA0	21	2001	2900	F	00004903	Detective Grade II	Hoffman,Sarah E	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00004904	Officer	Dejager,Michael S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00004910	Lieutenant	Ross,Jason P	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00004913	Officer	Carela,Ashley	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00004919	Officer	Howerton,Da'Qwone L.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	4.1 yrs
FA0	21	2001	2600	F	00004925	Master Patrol Officer	Littlejohn,Michael G	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.7 yrs
FA0	21	1001	1500	F	00004927	Officer	Sanders,Warren Conway	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.8 yrs
FA0	21	2001	2300	F	00004928	Officer	Anderson,Bryan N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00004929	Senior Police Officer	Richards Sr.,Carlos A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	6001	6600	F	00004930	Officer	Rivera Jr.,Oscar A	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.9 yrs
FA0	21	9001	9200	F	00004933	EOD Dog Handler	Rodriguez,Aida E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.9 yrs
FA0	21	2001	2300	F	00004935	Officer	Hawkins,Cedric L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.6 yrs
FA0	21	9001	9200	F	00004936	Lieutenant	Wilkins,Ronald T	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	26.7 yrs
FA0	21	1001	1500	F	00004945	Officer	Wilcox,Olivia J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19 yrs
FA0	21	2001	2600	F	00004956	Detective Grade I	Hamer,John E	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	21.1 yrs
FA0	21	1001	1500	F	00004957	Officer	Aikin,David J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	2001	2600	F	00004958	Detective Grade II	Boyd,Kristal N	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00004959	Officer	Haskins,Rodney C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00004961	Officer	Owen,Robert L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	2001	2700	F	00004963	Officer	Cullen-Dega,Jaime A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00004964	Officer	Fisher,Charles C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2700	F	00004967	Electronics Surveillance Techn	Boone,Kenneth E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00004969	Officer	Washington Jr.,Donnie A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00004979	Officer	Smith,Johannes Neff	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	2001	2600	F	00004983	Detective Sergeant	Boone,Thomas E	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	26.7 yrs
FA0	21	1001	1500	F	00004987	Captain	Boteler Jr.,James M	7	2	PS0002	128,493.00	22,614.77	1.00	Reg	18.5 yrs
FA0	21	2001	2300	F	00004989	Officer	Whalen,Monica Y	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00004993	Officer	Jones,Milan A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	2001	2300	F	00005010	Officer	Bernard II,George S	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.3 yrs
FA0	21	2001	2300	F	00005016	Officer	Peterson,Darnell S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.4 yrs
FA0	21	9001	9200	F	00005024	Electronics Mechanic	Priestly,Darryl	11	10	WS0029	78,624.00	13,837.82	1.00	Reg	21.2 yrs
FA0	21	2001	2900	F	00005026	Detective Grade II	Buck,Kathleen W.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.3 yrs
FA0	21	1001	1500	F	00005029	Officer	Davis,Duane C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.6 yrs
FA0	21	2001	2700	F	00005042	Senior Police Officer	Norris,Vincent E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	9001	9400	F	00005047	Criminal Research Specialist	Bleecker,Arielle R	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00005055	Officer	McClinton,Hanif	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00005073	Officer	Bain,Mendel D.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	F	00005083	Officer	Davis,Michael J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	9001	9200	F	00005086	Officer	Couch,Terry D.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	7.3 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00005093	Staff Assistant	Harper,Tremaine R	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00005101	Officer	Amigo,Jonathan K	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.5 yrs
FA0	21	2001	2700	V	00005102	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005112	Officer	Bush,Meredith M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00005127	Officer	Todd,Davon A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.9 yrs
FA0	21	2001	2600	F	00005133	Detective Grade II	Plumley,Kristopher T.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00005138	Officer	Benjamin,Adam J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00005145	Officer	Smith,Austin K	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	100C	171C	F	00005164	Grants Management Specialist	Clark,Marcella M	13	8	DS0077	116,145.00	20,441.52	1.00	Reg	22 yrs
FA0	21	100C	150C	F	00005165	Officer	Walker,Desiree M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00005179	Officer	Bishop,Martin L	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	7001	7300	F	00005184	Detective Grade II	Eames,Michael J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00005187	Officer	Allison,Anthony J	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00005206	Officer	Almy,David M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00005207	Officer	Givens,Matthew D.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00005209	Officer	Brandt,Taylor N	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00005219	Officer	Thomas,Assante	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00005226	Officer	Mardy,Isaac	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00005227	Officer	Downs,Christopher	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00005228	Sergeant	Hoak,Perry	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00005232	Officer	Bryant Jr.,Alton	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	2001	2600	F	00005238	Officer	Gartland III,James F	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	1001	1500	V	00005242	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005246	Officer	Rodriguez,Kevin	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00005250	Officer	Todman,Jasmine I	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00005252	Officer	Stevenson,Diondre L	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	9001	9200	F	00005253	Officer	Wickham,Christopher L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.3 yrs
FA0	21	1001	1500	F	00005255	Officer	Rathbun,Noah Elijah	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00005259	Captain	Bellavance,Dustin M.	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00005261	Officer	Rich,Melonique A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00005270	Senior Police Officer	Garner,Darrell D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.6 yrs
FA0	21	1001	1500	F	00005279	Officer	Spooner,Virginia	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	7001	7700	F	00005281	Legal Assistant	Foster El,Valencia M	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	21.2 yrs
FA0	21	2001	2600	V	00005283	Detective Grade II		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	V	00005284	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00005287	Lieutenant	Meagher,James	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	23.3 yrs
FA0	21	1001	1500	V	00005294	Captain		7	0	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	1001	1500	F	00005296	Senior Police Officer	Saunders,Richard A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.4 yrs
FA0	21	1001	1500	F	00005297	Officer	Mcfadyen,Matthew B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.4 yrs
FA0	21	1001	1500	F	00005298	Officer	Brown,Derrick	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.8 yrs
FA0	21	1001	1500	F	00005302	Officer	Eley,Destiny L	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00005303	Officer	Checo,Jimmy	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	2001	2600	V	00005304	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005307	Officer	Baker,Michael L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.6 yrs
FA0	21	2001	2700	V	00005308	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	V	00005316	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005318	Officer	Atwater,Davonya M	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	2.1 yrs
FA0	21	2001	2900	F	00005319	Senior Police Officer	McNeill,James R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00005320	Officer	Veizaj,Kevin	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00005326	Officer	Eligado,Oliver I	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2.6 yrs
FA0	21	9001	9200	F	00005331	Officer	Smith,Kenan D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	1001	1500	F	00005332	Officer	Jaeger,Marck F	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	2001	2300	V	00005335	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	F	00005356	Detective Grade II	McConnell,Carol M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00005378	Master Patrol Officer	Fletcher,Junis T	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00005381	Officer	Steinbach,James C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	7001	7300	F	00005382	Senior Police Officer	Morais,Nelson M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.8 yrs
FA0	21	2001	2600	F	00005385	Senior Police Officer	Stargel,Raymond A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.8 yrs
FA0	21	1001	1500	F	00005390	Officer	Bretschneider,Timo	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	2001	2600	F	00005400	Senior Police Officer	Lovely-Coley,Cynthia A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.8 yrs
FA0	21	1001	1500	F	00005404	Master Patrol Officer	Singleton Jr.,Ronald J	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.7 yrs
FA0	21	2001	2600	F	00005405	Detective Grade II	Gheen,Dennis M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21 yrs
FA0	21	2001	2600	F	00005408	Officer	Moorman,Demika D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	2001	2600	F	00005426	Detective Sergeant	Hakir,Zunnobia B	4	5	PS0001	104,146.00	18,329.70	1.00	Reg	19.4 yrs
FA0	21	2001	2600	F	00005472	Detective Grade II	Marlow,Justin T.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	13 yrs
FA0	21	1001	1500	V	00005487	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005492	Officer	Taylor,Azriel Seante	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00005493	Officer	Carpenter,Angelique R	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00005500	Officer	Eberhardt,Terrance E	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00005501	Lieutenant	Modl,Carline M.	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	15 yrs
FA0	21	100F	110F	F	00005516	Budget Analyst	Holst,Elizabeth A	12	3	DS0007	87,443.00	15,389.97	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00005530	Officer	Nettles,Andre R	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	AMP1	1055	F	00005534	Senior Police Sergeant	Blakely,Keith E	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.2 yrs
FA0	21	100C	120C	F	00005539	Executive Protection Officer	Gonzalez,Emma B	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	AMP1	1040	F	00005543	Offset Press Operator	Adams,Paul F	10	7	WS0029	69,014.40	12,146.53	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00005545	Officer	Montague,Alexander M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	AMP1	1055	F	00005550	Inspector	Dickerson,Kimberly M	8	3	PS0002	150,410.00	26,472.16	1.00	Reg	22.4 yrs
FA0	21	1001	1500	F	00005554	Sergeant	Jevric,Enis	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00005556	Officer	Stith,Kenneth G.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	2001	2600	F	00005558	Detective Grade II	Lafrance,Joseph E	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17 yrs
FA0	21	2001	2800	F	00005560	Crime Scene Search Officer	Ramadhan,Tina	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.3 yrs
FA0	21	1001	1101	F	00005568	Sergeant	Labofish,Jeffrey	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	20.5 yrs
FA0	21	2001	2300	F	00005569	Officer	Davis,Kenneth A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.5 yrs
FA0	21	1001	1500	F	00005576	Officer	Kerim,Essonani M	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00005577	Officer	Hairston,Lydia C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	9001	9400	F	00005590	Captain	Woodson,Paulette D	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	31.3 yrs
FA0	21	9001	9200	F	00005591	Bomb Technician / Dog Handler	Higdon,Thomas J	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	22.9 yrs
FA0	21	2001	2700	F	00005595	Detective Grade II	Mcconnell,Kevin M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.6 yrs
FA0	21	9001	9200	F	00005598	Detective Grade II	Mitchell,Willis Jr	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.7 yrs
FA0	21	9001	9200	F	00005599	EOD Dog Handler	Greene,James R.	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.4 yrs
FA0	21	5001	5900	F	00005601	Senior Police Sergeant	David,Tamara D	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00005612	Officer	Beyer,Christopher C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2600	F	00005613	Detective Grade II	Hall,Christopher A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	17.2 yrs
FA0	21	2001	2600	F	00005618	Senior Detective Grade I	Williams,Kenneth T	3	4	PS0004	90,770.00	15,975.52	1.00	Term	4 yrs
FA0	21	1001	1500	F	00005622	Officer	Mundy Jr.,George T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00005623	Officer	Smith,Terence W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs
FA0	21	9001	9400	F	00005624	Officer	Brown,Christopher M	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00005627	Sergeant	Sucato,John	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	20 yrs
FA0	21	1001	1500	F	00005637	Officer	Campbell,Tyrone M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7.7 yrs
FA0	21	2001	2600	F	00005638	Detective Grade II	Feser,Richard T	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00005640	Officer	Cherry,Gerri A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	V	00005641	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005642	Officer	Ackerman,Blake	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	2001	2900	F	00005643	Officer	Galtney III,Willie L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	V	00005647	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6900	V	00005650	Investigator (Applicant)		12	1	DS0077	82,326.00	14,489.38	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00005652	Sergeant	Mercier,Todd M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	24.1 yrs
FA0	21	9001	9200	F	00005656	Officer	Luckett,James M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.4 yrs
FA0	21	1001	1500	F	00005657	Officer	Miller,Caroline A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	F	00005659	Officer	Murphy,Stephen A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.8 yrs
FA0	21	1001	1500	F	00005661	Officer	Moore,Carter Quillen	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00005663	Officer	Alcorn,Zachary P	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00005665	Officer	Shoemaker,Patrick	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00005673	Officer	Holley,Nadiya I	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	2001	2300	V	00005675	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	1001	1500	F	00005678	Officer	Knight I,Jamid A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	V	00005680	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00005681	Officer	Rice-Moore,Justin L.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	2001	2600	F	00005691	Lieutenant	Kentish,Kevin B	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00005693	Officer	Harmon,Marcus	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00005697	Officer	Grimes,Russell E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	1001	1500	V	00005700	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00005701	Senior Police Officer	Chatman Jr.,Gary V	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.8 yrs
FA0	21	1001	1500	F	00005706	Officer	Carroll,Kiani R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	7001	7500	V	00005709	Investigator (EEO)		12	0	DS0087	76,126.00	13,398.18	1.00	Reg	
FA0	21	9001	9200	F	00005712	Dog Handler	Holder,John R	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00005714	Officer	Amaya,Jonathan D.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	AMP1	1070	F	00005728	Officer	Buckner,Edwin K	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	1001	1500	V	00005731	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00005732	Detective Grade II	Hernandez,Larry	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.5 yrs
FA0	21	2001	2700	F	00005737	Officer	Hodges,Sean R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00005741	Officer	Barillaro,Robert G.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	14 yrs
FA0	21	9001	9200	F	00005744	Officer ERT Personnel	Chih,Stephen	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.4 yrs
FA0	21	2001	2600	F	00005748	Detective Grade I	Dailey,Matthew	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00005750	Senior Police Officer	Henley,Albert L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.7 yrs
FA0	21	1001	1500	F	00005756	Officer	Kenny II,Norman L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00005758	Officer	Jackson,Rachee M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	2001	2700	F	00005762	Officer	Kasco,Michael S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	5001	5800	F	00005764	Property & Evidence Ctrl Tech	Campbell,Renee M	8	6	DS0078	58,207.00	10,244.43	1.00	Reg	3.6 yrs
FA0	21	100C	160C	F	00005766	Officer	Carew,Hugh E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.4 yrs
FA0	21	2001	2600	F	00005767	Detective Grade II	King,Robert A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00005768	Officer	Baker,Anthony W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.5 yrs
FA0	21	2001	2600	F	00005772	Detective Grade I	Truby,Gabriel J	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00005784	Officer	Collins,David M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00005795	Officer	Diaz,Robert	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	6001	6600	F	00005798	Senior Police Officer	Webster,Kevin J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	9001	9400	F	00005800	Officer	Nikitakis,Nicholas C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00005802	Officer	Greene,Xavier Bv	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00005804	Officer	Ford,Timothy A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00005809	Officer	Saunders,Diamond D	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	2001	2600	F	00005813	Lieutenant	Petz,Christopher J	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00005814	Officer	Carruth,Michael T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	2001	2101	F	00005816	Lieutenant	Saunders,Mark R	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	22.5 yrs
FA0	21	2001	2600	F	00005817	Detective Grade II	Roff,Jonathan M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00005818	Officer	Stokes,Christopher L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00005828	Officer	Holman,Nicholas R.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00005836	Master Patrol Officer	Williams,Shannon A	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00005848	Officer	Williams Jr.,Jerome	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	6001	6600	F	00005851	Sergeant	Skelton,Paul	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.3 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9200	F	00005858	Bomb Squad Tech	Le,David T	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00005859	Officer	Christian,Christopher	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00005869	Officer	Luo,Hannah Q	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	9001	9200	F	00005890	Marine Machinery Mechanic	Hill,Anthony J	10	8	WS0029	71,011.20	12,497.97	1.00	Reg	0.1 yrs
FA0	21	2001	2700	F	00005899	Officer	Collado,Madeline	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	1001	1500	V	00005908	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00005921	Officer	Francois,Pierre R	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00005957	Lieutenant	Stacks,Brian C.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	14.3 yrs
FA0	21	1001	1500	V	00005959	Fleet Servicer		11	0	WS0029	59,904.00	10,543.10	1.00	Reg	
FA0	21	9001	9400	F	00005964	Criminal Research Specialist	Tedrow,Joseph P	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00005970	Officer	Mulkeen,William	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	100F	110F	F	00005993	Budget Officer	Temple,Eboni	14	5	DS0007	126,479.00	22,260.30	1.00	Reg	16.5 yrs
FA0	21	9001	9200	F	00006027	Dog Handler	Roselle,Steven V	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.8 yrs
FA0	21	1001	1500	F	00006029	Officer	Chaplin,Justice N.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00006038	Officer	Carter,Lamont C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs
FA0	21	2001	2900	F	00006039	Detective Grade II	Dickinson,Melia R.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00006040	Officer	Jattan,Zahre A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00006045	Officer	Greve,Kasey E.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00006050	Officer	Cruz Paulino,Pamela	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00006054	Lieutenant	Sheldon,Peter M	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	22.8 yrs
FA0	21	1001	1500	F	00006057	Officer	Eley,David L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	2001	2600	F	00006059	Detective Grade II	Collins,Travis J.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00006062	Officer	Chance,Johniqua J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00006063	Officer	Karanikolis,Gus	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	2001	2300	F	00006064	Senior Police Sergeant	Carter,Demetrica K	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	2001	2600	F	00006069	Detective Grade II	French,Luke J	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00006070	Officer	Weber,Alicia K	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00006071	Officer	Ro,Mitch S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.3 yrs
FA0	21	2001	2600	F	00006073	Detective Sergeant	Andriani,Lance C	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00006078	Officer	Hargrove Jr.,Timothy E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00006086	Officer	Giuffre,Aiden	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	AMP1	1055	F	00006089	Officer	Palmer,Jordan W.L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00006090	Officer	Ferrufino-Lopez,Yesis A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	AMP1	1040	F	00006097	IT Specialist (Project Mgmt)	Ravishankar,Thagaduru S.	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00006111	Officer	Toussaint,Claudy J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00006116	Officer	Shipmon II,Rodgers D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00006119	Officer	Mack,Marc-Anthony	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00006123	Officer	Garcia,Carlos A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00006125	Officer	Mcgee,Samuel C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	V	00006126	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	7001	7101	F	00006133	Lieutenant	Figueras,Raul A	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	26.6 yrs
FA0	21	7001	7500	F	00006134	Investigator (EEO)	Haines,Doreen A.	12	5	DS0087	85,570.00	15,060.32	1.00	Reg	7.3 yrs
FA0	21	1001	1500	V	00006135	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	7001	7300	F	00006136	Sergeant	Fawzi,Farid H	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	20.7 yrs
FA0	21	1001	1500	F	00006138	Officer	Collins,Bryant D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00006139	Captain	Bryant,Tasha T.	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00006141	Senior Police Officer	Dobbins,John L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.2 yrs
FA0	21	1001	1500	F	00006145	Master Patrol Officer	Brown,Garry L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00006147	Officer	Cameron,Brendon Robert	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	9001	9200	F	00006149	Officer	Roberts,Michael E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00006156	Officer	Abdi,Abdulkadir M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	2001	2600	F	00006157	Detective Grade II	Brown,Brian A.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	15.4 yrs
FA0	21	9001	9200	F	00006158	Senior Police Officer	Bell,Christopher	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	100C	120C	V	00006161	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00006162	Officer	Barnes Shelton,Barbara A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00006164	Officer	Fields,Kalynn N.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00006168	Captain	Porter,Franklin J	7	2	PS0002	122,375.00	21,538.00	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00006169	Lieutenant	Parker,Sanetta L.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.9 yrs
FA0	21	2001	2600	F	00006174	Detective Grade I	Adams,David D	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00006178	Officer	Brown,Robert L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00006180	Officer	Thompson,Everett G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.6 yrs
FA0	21	1001	1500	F	00006181	Officer	Pearson,Michael L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00006190	Officer	Hass,Erica	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00006194	Officer	Tarver,Sakinah A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00006198	Officer	Mohsin,Kareem A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00006199	Officer	Bergler,Alexander	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00006201	Officer	Adams,Brian C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.9 yrs
FA0	21	1001	1500	F	00006205	Officer	Miller,Cyrus	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	V	00006206	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00006207	Officer	Foster Jr.,Carnell L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00006210	Officer	Reed,Larry	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	9001	9200	F	00006213	Officer	Hebron,Steven A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00006215	Officer	Williams,Rayshawn D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00006220	Sergeant	Duvall,Manuelle I	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	17 yrs
FA0	21	2001	2600	F	00006224	Captain	Heraud,Carlos T	7	2	PS0002	122,375.00	21,538.00	1.00	Reg	17.3 yrs
FA0	21	1001	1500	F	00006225	Lieutenant	Avery,Christopher F	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	31 yrs
FA0	21	1001	1500	V	00006226	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00006236	Officer	Young,Samantha	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00006242	Officer	Staten III,Joseph	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00006244	Officer	Hernandez,Francisco A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	9001	9200	F	00006248	Dog Handler	Corcoran,Sean P	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	28.3 yrs
FA0	21	9001	9200	F	00006249	Dog Handler	Corcoran,James P	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.9 yrs
FA0	21	1001	1500	F	00006258	Officer	Hart,Lashonda S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00006263	Officer	Lee,Han Jik	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00006266	Officer	Stewart Jr.,Jeffrey L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.3 yrs
FA0	21	1001	1500	V	00006269	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00006271	Detective Grade II	Tyler III,James B	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00006289	Officer	Alpizar,Jose	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00006302	Officer	Carrion,Ricardo M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	15.9 yrs
FA0	21	1001	1500	F	00006306	Officer	Wilkins,Lacey C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	2001	2300	F	00006310	Officer	Moore,Tyra N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	2001	2600	F	00006313	Detective Grade II	Evans,David W	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.9 yrs
FA0	21	1001	1500	F	00006319	Officer	Martinez,Miguel	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	9001	9200	F	00006336	Detective Grade II	Nguyen,Phuson D	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	AMP1	1040	F	00006357	Legal Instruments Examiner	Lee,Muriel A	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	41 yrs
FA0	21	2001	2600	V	00006360	Captain		7	1	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	9001	9400	F	00006370	Criminal Research Specialist	Cooper,Nicholas A	11	2	DS0077	68,680.00	12,087.68	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00006382	Senior Police Officer	Greenwood,Mark A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.9 yrs
FA0	21	6001	6900	F	00006396	Investigator (Applicant)	Perrin,Joyce E	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00006413	Officer	Mcconnell,Mark E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00006421	Officer	Shoemaker,Jessica L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	9001	9200	V	00006425	Sergeant		4	5	PS0001	103,551.00	18,224.98	1.00	Reg	
FA0	21	2001	2600	F	00006428	Detective Grade II	Wildey,David C	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00006449	Officer	Brown,Robert Kenneth	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00006453	Officer	Alobo,Sarah	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	2001	2300	V	00006458	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	

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FA0	21	1001	1500	F	00006460	Officer	Brewster-McCarthy,Brandor	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00006462	Senior Police Officer	Alexander,Freedom Raheen	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00006463	Officer	Ross,Isaiah J.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2600	F	00006464	Investigator	Bingner,Allison L.	1	5	PS0001	77,744.00		1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00006465	Officer	Brooksbank,Ryan A	1	3	PS0001	69,155.00		1.00	Reg	2.5 yrs
FA0	21	1001	1500	V	00006466	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00006467	Officer	Chen,Jonathan S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	2001	2300	F	00006473	Senior Police Officer	Paige,Rolando G	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	1001	1500	V	00006475	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00006476	Officer	Mills,Tamarha	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	2001	2700	F	00006479	Lieutenant	Makal,Lashay N	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00006481	Sergeant	Morris,Charles R.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.2 yrs
FA0	21	2001	2600	F	00006483	Senior Police Officer	Macwilliams Sr.,Christopher	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00006488	Sergeant	Cropper,Jayson	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00006490	Officer	Burke,Ren W	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	2001	2600	F	00006491	Detective Sergeant	Rodriguezgil,Miguel A.	4	3	PS0001	94,523.00	16,636.05	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00006494	Officer	Jones,Jeremy D	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00006495	Officer	NG III,Silvio	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00006498	Officer	Eckert,Brad P	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	V	00006499	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00006503	Officer	Darmstead,Brett A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00006504	Officer	Deloach,Kenneth	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2600	F	00006505	Detective Grade I	Howard,Chad	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	20.7 yrs
FA0	21	1001	1500	F	00006508	Officer	Longarello,Frank A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	6001	6600	F	00006512	Senior Police Officer	Coleman,Curtis D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.1 yrs
FA0	21	1001	1500	F	00006515	Master Patrol Officer	Simms,Anthony J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00006517	Officer	Matory,Marshond	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	6001	6600	F	00006519	Senior Police Officer	Tolson,Kevin M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.1 yrs
FA0	21	2001	2600	F	00006522	Senior Detective Grade I	Giannakoulias,Konstantinos	3	4	PS0004	90,770.00	15,975.52	1.00	Term	2.9 yrs
FA0	21	1001	1500	F	00006523	Officer	Burke,William S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.9 yrs
FA0	21	6001	6300	F	00006527	Human Resources Specialist	Harris,Ganiat A	13	9	DS0087	110,191.00	19,393.62	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00006529	Officer	Gillett,Caleb B	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00006545	Officer	Tejera Jr.,Carlos	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	6001	6600	V	00006552	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00006554	Officer	Agosto,Ruben	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.3 yrs
FA0	21	1001	1500	F	00006559	Officer	Osbourne,Jade D	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00006560	Officer	Long Jr.,Leonard	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	V	00006566	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2300	F	00006567	Senior Police Officer	Harris Jr.,Donald	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00006568	Sergeant	Patrick,Charles B	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21.8 yrs
FA0	21	1001	1500	F	00006572	Officer	Tong,Michael H	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00006573	Officer	Sankey,Tiffany	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00006574	Officer	Fulcher,Frantz	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	14.9 yrs
FA0	21	1001	1500	F	00006582	Officer	Farris,Eric D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00006585	Officer	Payne,Tiffany C	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	9001	9400	F	00006588	Senior Police Officer	Shinton,Matthew	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00006592	Officer	Slaughter,Marcia L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.7 yrs
FA0	21	1001	1500	V	00006596	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00006597	Officer	Britt,Taelor	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2900	F	00006603	Lieutenant	Dawidowicz,Andrew M.	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	16 yrs
FA0	21	9001	9200	V	00006610	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	F	00006611	Officer	Sheaffer,Robert C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.1 yrs
FA0	21	1001	1500	F	00006618	Officer	Hugee,Dustyn C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.6 yrs

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FA0	21	6001	6600	V	00006624	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00006628	Officer	Powell,Isaiah J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	2001	2900	F	00006639	Officer	Roman,Jesus De los a	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.8 yrs
FA0	21	1001	1500	F	00006641	Officer	Johnson,Conner G	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	2001	2600	F	00006651	Detective Sergeant	Carlson,Douglas J	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	25 yrs
FA0	21	6001	6900	F	00006654	Officer	Savoy,Sean P	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23 yrs
FA0	21	2001	2800	F	00006655	Crime Scene Search Officer	Hampton,Eric A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.4 yrs
FA0	21	1001	1500	F	00006656	Lieutenant	Lakomec,Mark C	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	21.6 yrs
FA0	21	2001	2600	F	00006665	Detective Grade I	Washington,Marvin D	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	23.2 yrs
FA0	21	9001	9200	F	00006667	Officer	Caldwell,Shawn M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.4 yrs
FA0	21	9001	9200	F	00006668	Bomb Squad Tech	Vick,Gary	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	27.7 yrs
FA0	21	2001	2600	F	00006671	Officer	Carpenter,Kenneth C	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	19.5 yrs
FA0	21	2001	2900	F	00006673	Detective Sergeant	Murchison Jr.,Larry E	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	30.5 yrs
FA0	21	1001	1500	F	00006676	Sergeant	Jenkins,Micheal C	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00006678	Officer	Wong,Kuo Lai	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.4 yrs
FA0	21	1001	1500	F	00006701	Officer	Freundel,James R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00006708	Officer	Singh,Parminder	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	1001	1500	F	00006734	Officer	Davis III,Wilbert W	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00006752	Sergeant	Wong,Elizabeth A	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00006804	Officer	Rahim,Ammar	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00006808	Officer	Ramos,Carlos E.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	6001	6300	F	00006818	Lead Human Resource Specialist	Mbambo,McEwan Y	14	4	DS0087	113,617.00	19,996.59	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00006824	Officer	John,Christopher O	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00006863	Officer	Shaw,Marcus Hamilton	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.2 yrs
FA0	21	2001	2700	F	00006867	Officer	Carruthers,John G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24 yrs
FA0	21	1001	1500	F	00006869	Officer	Smith,Carol	1	1	PS0001	76,244.00	13,418.94	1.00	Reg	8.2 yrs
FA0	21	2001	2600	F	00006874	Senior Police Officer	Coley Paci,Julia E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00006875	Sergeant	Tyler,McCall K.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00006876	Officer	Garber,Marvin W.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00006883	Officer	Officer,Trevor K	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00006891	Officer	Seegobin,Shellyann K.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	2001	2700	F	00006899	Officer	Laury,Christina Diane	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	1001	1500	F	00006905	Officer	Smith,Colby Alexander	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00006911	Lieutenant	Mendez Jr.,Raul	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	20 yrs
FA0	21	2001	2900	F	00006916	Detective Grade II	Oxenreider-Murphy,Lori A.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.5 yrs
FA0	21	AMP1	1040	F	00006924	Senior Police Officer	Beslow,Archie R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.3 yrs
FA0	21	1001	1500	F	00006929	Officer	Wytch III,Venson O	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00006931	Lieutenant	Bader,Ellen F	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00006933	Officer	Lieto,Katherine V	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	2001	2700	F	00006935	Detective Grade II	Del Po,Kirk M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	36.9 yrs
FA0	21	1001	1500	F	00006936	Officer	Shazier,Justin Michael	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00006937	Officer	Green,Toby L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00006939	Sergeant	Weiss,Andrew Alex-Paul	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.5 yrs
FA0	21	2001	2600	F	00006943	Detective Grade II	Pugh,John P.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.4 yrs
FA0	21	2001	2600	F	00006946	Investigator	Chaconas,Peter Christopher	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00006949	Officer	Cook,Nicholas A.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00006950	Officer	Perez,Zurisadai	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	9001	9200	F	00006952	Lieutenant	Robinson,Darnel L	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00006954	Officer	Chasten,Rickie J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	2001	2600	V	00006959	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00006963	Detective Grade II	Howard,Chanel	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.4 yrs
FA0	21	1001	1500	F	00006965	Officer	Colkley,Jacques M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	1001	1500	V	00006967	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00006969	Senior Police Officer	Smalls,Anita L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00006971	Master Patrol Officer	Faunteroy,Ronald L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.7 yrs
FA0	21	1001	1500	F	00006972	Officer	Stagon,Brandon B.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	8.2 yrs
FA0	21	9001	9200	F	00006989	Officer	Crabb,Thomas J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.2 yrs
FA0	21	2001	2600	F	00006996	Senior Police Sergeant	Holden,Alberta R	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	2001	2900	F	00006997	Detective Grade II	Rogers,Ashleigh N.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00007000	Senior Police Officer	Smith,Clark U	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00007001	Officer	Hale Jr.,Larry I.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00007002	Officer	Deciutiis,Nicholas J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.7 yrs
FA0	21	1001	1500	F	00007003	Officer	Adams,Jason	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00007005	Officer	Henderson,Phillip Edward	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00007008	Officer	Wang,Joshua Y.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00007010	Officer	Green,Lauren N	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00007012	Officer	Zelaya,Jairo A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	9001	9200	F	00007013	Sergeant	Jackson,Gregory G	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00007014	Officer	Hopper Jr.,Arthur C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	10.6 yrs
FA0	21	2001	2700	F	00007021	Sergeant	Jaquez,Jose L.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00007023	Sergeant	Architzel,Michael E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22 yrs
FA0	21	9001	9200	F	00007024	Senior Police Officer	Rogers,Enoch F	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.3 yrs
FA0	21	1001	1500	F	00007026	Officer	Rimel,Joseph D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	F	00007029	Officer	Costa,Paul J	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	9001	9200	F	00007039	Officer	White,Darrin D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.3 yrs
FA0	21	1001	1500	F	00007040	Officer	Fiske,Kyle P	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00007044	Officer	Binkley,Marc W	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00007048	Officer	Beck,Nicole C	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	9001	9200	F	00007054	Officer ERT Personnel	Wascavage II,Mark R	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	28.7 yrs
FA0	21	1001	1500	F	00007061	Officer	Braggs,Derek-James	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00007063	Officer	Weingard,Bryan D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.3 yrs
FA0	21	9001	9400	F	00007064	Senior Police Officer	Regan,Paul C	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.7 yrs
FA0	21	1001	1500	F	00007065	Officer	Ahmed,Timur	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	AMP1	1040	F	00007070	Officer	Dickson Jr.,Phillip	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24 yrs
FA0	21	9001	9200	F	00007072	Bomb Squad Tech	Leone,Mark C	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	24 yrs
FA0	21	2001	2600	F	00007076	Officer	Gray,Marvin R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.6 yrs
FA0	21	1001	1500	V	00007077	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00007079	Officer	Moon,Hyung S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.3 yrs
FA0	21	100C	120C	F	00007080	Executive Protection Officer	Milner Jr.,Robert W	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00007082	Officer	Johnson II,Charles E.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.9 yrs
FA0	21	2001	2900	F	00007088	Detective Grade II	Palchak,Timothy R	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.4 yrs
FA0	21	1001	1500	F	00007090	Officer	Williams,Gia T.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00007106	Officer	Gottesmann,Adam J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	100F	120F	F	00007109	Accounts Payable Supervisor	Lamar,Dorian D	11	2	DS0007	68,677.00	12,087.15	1.00	Reg	7.4 yrs
FA0	21	9001	9200	F	00007110	Officer ERT Personnel	Hall,Robert P.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.5 yrs
FA0	21	1001	1500	F	00007115	Officer	Zurowski,Thomas E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.6 yrs
FA0	21	6001	6600	F	00007116	Officer	Mocca,Michael A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.1 yrs
FA0	21	1001	1500	F	00007119	Officer	Glenn,Gary L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00007131	Officer	Foster-Bey,Shantaley L.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	9001	9400	F	00007141	Officer	Hobbs,Steven J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	2001	2300	F	00007160	Officer	Portillo,Santos A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.2 yrs
FA0	21	1001	1500	V	00007183	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00007227	Fleet Servicer	Fletcher,Stephen J	10	10	WS0029	75,004.80	13,200.84	1.00	Reg	33 yrs
FA0	21	1001	1500	F	00007232	Officer	Engler,Tristan S	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	F	00007233	Officer	Jegede,Ayomide A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00007237	Senior Police Sergeant	Hunt,Peter A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs

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FA0	21	5001	5101	V	00007252	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	2001	2300	F	00007259	Commander	Coligan,Michael K	9	2	PS0002	170,185.00	29,952.56	1.00	Reg	20.8 yrs
FA0	21	2001	2700	F	00007260	Officer	Thomas,Kirkland Andrew	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00007262	Officer	Pratt Jr.,Michael L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00007266	Sergeant	Ruiz,Maximino	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	14.9 yrs
FA0	21	1001	1500	V	00007274	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00007276	Officer	Cleary,Walker J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	2001	2700	F	00007277	Sergeant	Floyd,Adam D.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.3 yrs
FA0	21	1001	1500	F	00007283	Officer	Wiggins,Tiffany N.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.6 yrs
FA0	21	2001	2700	F	00007291	Officer	Jacobs,James V	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	2001	2600	F	00007303	Detective Grade I	Bolding,Justin Nathaniel	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00007311	Officer	McCauley Jr.,Peter W	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2600	F	00007323	Detective Grade II	Davis,Diane L.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	14.7 yrs
FA0	21	1001	1500	F	00007333	Officer	Anderson,Joshua B.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00007337	Officer	Thompson,Shaun Michael	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	2001	2600	F	00007339	Lieutenant	Smith III,Thomas H	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	23.1 yrs
FA0	21	9001	9200	F	00007345	Officer	Carter,Richard D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	6001	6600	V	00007349	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00007353	Officer	Wallace,Shayne	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	2001	2600	F	00007354	Detective Grade II	McDonald,Timothy J	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	F	00007356	Officer	Reid,Daniel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00007367	Officer	Crane,Seth Christian	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00007370	Sergeant	Creveling,Andrew P	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00007372	Officer	Dutt,Jaindra	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00007374	Sergeant	Mastony,Jason C	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	10.8 yrs
FA0	21	2001	2600	F	00007380	Detective Grade II	Santana,Ucrania L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00007383	Captain	Christian,Bryan F	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	26.9 yrs
FA0	21	1001	1500	F	00007386	Officer	Gong,Andrew	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	100F	120F	F	00007399	Accountant	King,Richard J	12	7	DS0007	97,664.00	17,188.86	1.00	Reg	11.9 yrs
FA0	21	2001	2600	F	00007402	Detective Grade II	Parker,Andre C	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19 yrs
FA0	21	1001	1500	F	00007406	Officer	Anderson,Charles F.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	5001	5900	F	00007410	Compensation Claims Specialist	Smithson,Tamicka A.	12	5	DS0087	85,570.00	15,060.32	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00007417	Officer	Young,Shaniece S	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	2001	2300	F	00007424	Sergeant	Gainey,Kai L	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	28.3 yrs
FA0	21	2001	2300	F	00007426	Officer	Ouzts,Marcellus L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00007431	Officer	Frederique,James	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00007438	Officer	Fowler,Brandi	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00007439	Officer	Mcgee,Malita M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	9001	9400	F	00007446	Officer	Washington III,Vinson M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00007458	Sergeant	Orgel,Ryan C.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00007461	Officer	Craig Jr.,James R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	5001	5900	F	00007468	Senior Police Sergeant	Price,Darryl A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4 yrs
FA0	21	100F	110F	F	00007494	Senior Accountant	Johnson,Iris M	13	8	DS0007	116,146.00	20,441.70	1.00	Reg	35.1 yrs
FA0	21	1001	1500	F	00007507	Officer	Rider,Matthew David	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00007511	Sergeant	Brumfield,Taniqua	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.8 yrs
FA0	21	2001	2600	F	00007541	Lieutenant	Tarr,Derek R	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00007544	Officer	Turner,Michelle	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00007558	Lieutenant	Larsen,Peter D	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	30.2 yrs
FA0	21	1001	1500	F	00007561	Officer	Singh,Harmandeep	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00007570	Officer	Allen,Sean E.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	2001	2300	F	00007571	Officer	Douglas Jr.,Arthur G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.3 yrs
FA0	21	100C	120C	F	00007583	Lieutenant	Powell,Reginald L	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	27.9 yrs
FA0	21	1001	1500	V	00007635	Fleet Servicer		10	1	WS0029	57,033.60	10,037.91	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	6001	6900	F	00007636	Investigator (Applicant)	Lynch,Lauren	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00007650	Officer	Biscoe,Vincent D	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00007662	Sergeant	McGrail,Mark Emerson	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00007672	Officer	Couick,Elizabeth J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	2001	2600	F	00007683	Detective Grade II	McLaughlin,Gregory	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.3 yrs
FA0	21	1001	1500	V	00007685	Captain		7	0	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	1001	1500	F	00007687	Sergeant	Krimmel,Matthew G.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16 yrs
FA0	21	1001	1500	F	00007694	Senior Police Officer	Hall,Richard H	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.2 yrs
FA0	21	1001	1500	F	00007716	Sergeant	VanDyke,Robert Martin	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.2 yrs
FA0	21	9001	9200	F	00007721	Boat Vessel Registrar	Smith,Samuel M	9	9	DS0077	69,342.00	12,204.19	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00007730	Lieutenant	Robison,George T	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	16.4 yrs
FA0	21	1001	1500	F	00007733	Officer	Rahman,Norman	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00007736	Senior Police Officer	Boyd,Orvin G	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	2001	2300	V	00007739	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00007745	Sergeant	Evans,Timothy E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	34.9 yrs
FA0	21	1001	1500	F	00007746	Senior Police Sergeant	Hughes,Corinne	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4 yrs
FA0	21	2001	2700	F	00007754	Officer	Weaver,James	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20 yrs
FA0	21	1001	1500	F	00007761	Officer	Hardy,Emmanuel J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.9 yrs
FA0	21	2001	2600	F	00007764	Detective Grade II	Jones,Dwight D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00007766	Master Patrol Officer	Morris,Matthew B	1	0	PS0001	102,098.00	17,969.25	1.00	Reg	27.9 yrs
FA0	21	2001	2600	F	00007768	Officer	Benites Jr.,Manuel	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.1 yrs
FA0	21	9001	9200	F	00007769	Detective Sergeant	Thorne,Terry J	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	26.5 yrs
FA0	21	1001	1500	F	00007778	Officer	Clark,Christopher M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00007782	Officer	Rock,Ludovick P	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00007800	Sergeant	Minier,Ricardo A	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.8 yrs
FA0	21	2001	2900	F	00007806	Senior Police Officer	Bryant,Lachele A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.7 yrs
FA0	21	1001	1500	V	00007819	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	5001	5800	F	00007832	Motor Vehicle Operator	George,Maurice Eric	8	9	WS0029	65,915.20	11,601.08	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00007837	Officer	Burke,Matthew James	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	9001	9200	F	00007838	Program Analyst	Beam,Brandi	12	2	DS0077	84,883.00	14,939.41	1.00	Reg	1.6 yrs
FA0	21	5001	5800	F	00007873	Motor Vehicle Operator	Coles,Arthur A	8	10	WS0029	67,683.20	11,912.24	1.00	Reg	33.1 yrs
FA0	21	1001	1500	F	00007880	Officer	Lopez Martinez,Alfonso	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	9001	9200	F	00007887	Sergeant	Schaefer,James M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	42.2 yrs
FA0	21	2001	2700	F	00007892	Lieutenant	Barcus,Zeb E.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.1 yrs
FA0	21	9001	9400	F	00007899	Lieutenant	Martello,Francis J	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00007914	Officer	Cole,Collin C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00007916	Sergeant	Compher III,Zachary W.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.1 yrs
FA0	21	2001	2800	F	00007918	Crime Scene Search Officer	Deprince,Michael A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00007919	Officer	Gutierrez,Gabriel V	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00007925	Captain	Pulliam,Michael J	7	3	PS0002	128,736.00	22,657.54	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00007938	Officer	Roberson,Sheron L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00007941	Officer	Humphrey,Maggie-May	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	6001	6600	F	00007943	Officer	Apollon,Peter	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	7001	7300	F	00007944	Lieutenant	Pearce,Deborah M	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00007947	Officer	Allen,Che T.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00007948	Officer	Smith,Glenn B.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	2001	2700	F	00007958	Officer	Minzak,Mark A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00007963	Sergeant	Grossman,Erica N.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.7 yrs
FA0	21	1001	1500	F	00007970	Crime Scene Search Officer	Gallagher Jr.,Henry	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20 yrs
FA0	21	1001	1500	F	00008033	Senior Police Officer	Harris,Willie R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00008049	Officer	Ali,Abdo	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00008053	Officer	Lligui,Bryan	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	100C	150C	F	00008066	Sergeant	Brown,Nicole L.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9200	F	00008070	Detective Grade II	DePeralta,Victor J.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.1 yrs
FA0	21	6001	6600	F	00008071	Sergeant	Riley,Paul D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00008075	Officer	Robinson,Wanda G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	1001	1500	F	00008076	Officer	Davis,Andre M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	6001	6600	V	00008079	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	6001	6010	F	00008080	Senior Police Sergeant	Jova,Alberto	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00008105	Officer	Au Buchon,Alan	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	2001	2900	F	00008115	Detective Grade II	Elliott,Robert J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.5 yrs
FA0	21	1001	1500	F	00008117	Master Patrol Officer	Treu,Mark	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20 yrs
FA0	21	9001	9200	F	00008120	Dog Handler	Carr,Karen D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.9 yrs
FA0	21	1001	1500	F	00008122	Lieutenant	Savoy,Tatjana A	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00008123	Officer	Glean,Michael F	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.7 yrs
FA0	21	2001	2600	F	00008125	Detective Grade I	Wise,Brian P	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00008126	Officer	Hansohn,John D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.9 yrs
FA0	21	1001	1500	F	00008127	Officer	Sidera,Cyrus O	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00008132	Officer	Heyward,Kori A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.9 yrs
FA0	21	6001	6600	V	00008135	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00008136	Officer	Barker,Stanley C.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	11.4 yrs
FA0	21	5001	5900	F	00008137	Program Manager, (Medical Serv	Hughes,Abigail J.	13	0	DS0086	105,749.00	18,611.82	1.00	Reg	3.5 yrs
FA0	21	2001	2300	F	00008140	Officer	Fernandez,Melvyn E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.8 yrs
FA0	21	1001	1500	F	00008143	Officer	Phan,Michael NMN	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	V	00008228	Master Patrol Officer		1	5	PS0001	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00008247	Officer	Cruz,Angel M.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	V	00008250	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00008253	Detective Grade II	White,James A	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00008254	Officer	Sawyer,Bridgette C	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00008258	Captain	Dorrough,Jonathan M.	7	3	PS0002	128,736.00	22,657.54	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00008268	Officer	Panhorst,Mark D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00008270	Officer	Greene,Amina J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.2 yrs
FA0	21	2001	2600	F	00008281	Lieutenant	Hickman,Jaron C	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	19.5 yrs
FA0	21	2001	2600	F	00008282	Investigator	Ames,Molly A	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.6 yrs
FA0	21	6001	6600	F	00008283	Senior Police Officer	Grier,Regenna J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	2001	2600	F	00008287	Family Liaison Specialist	Riley,Megan B.	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00008289	Officer	Mosier,Thomas C	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	F	00008291	Officer	Bell,Stanley M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00008292	Officer	Delozier,Kevin	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00008294	Officer	Lantion,Chukwuemeka	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	7 yrs
FA0	21	6001	6600	V	00008301	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00008303	Officer	DiBartolo,Hope	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00008305	Master Patrol Officer	Gulich,Gary M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	25 yrs
FA0	21	1001	1500	F	00008311	Officer	Jimenez,Jose E.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	16 yrs
FA0	21	2001	2600	F	00008314	Detective Grade II	Metivier,Kimberley J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	28.3 yrs
FA0	21	2001	2300	V	00008331	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	2001	2600	F	00008332	Detective Grade II	Taylor,Scott Bradley	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00008339	Officer	Brazoban,Ralph S.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	2001	2600	F	00008342	Detective Grade II	Skelonc,Daniel P	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	V	00008397	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00008410	Officer	Bines,Cory L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	6001	6600	F	00008458	Senior Police Sergeant	Hitt Jr.,Leo W	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.8 yrs
FA0	21	1001	1500	F	00008466	Officer	Hawkins,Kendall L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2900	F	00008469	Senior Police Officer	Spriggs,Jannique L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00008476	Officer	Sullivan,Brian P	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	9001	9200	F	00008480	Officer	Earhardt,Scott C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00008486	Officer	Evans,Ryan M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	1001	1500	F	00008488	Officer	Oduola,Olugbenga S.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00008494	Officer	Residovic,Dinko	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.3 yrs
FA0	21	2001	2600	F	00008500	Detective Sergeant	Richardson,Andrew K	4	4	PS0001	99,218.00	17,462.37	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00008509	Officer	Rowland,Stella M.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	AMP1	1055	F	00008518	Sergeant	Alma,Jorge E	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	18.5 yrs
FA0	21	2001	2700	F	00008519	Officer	Woods,Lavon A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00008575	Lieutenant	Tyler,Lindsay M.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	14.1 yrs
FA0	21	AMP1	1070	F	00008576	Fleet Program Specialist	Rojas Porro,Jose A	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	17.9 yrs
FA0	21	1001	1500	F	00008581	Sergeant	Sesay,Aminatta S	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.4 yrs
FA0	21	2001	2900	F	00008611	Cellblock Processing Tech	Casey,Phyllis M	9	10	DS0067	75,254.00	13,244.70	1.00	Reg	34.7 yrs
FA0	21	AMP1	1055	V	00008612	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	V	00008616	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2900	V	00008628	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	7001	7101	F	00008634	Senior Police Sergeant	Baum,Scott M	4	3	PS0004	93,928.00	16,531.33	1.00	Term	5.7 yrs
FA0	21	1001	1500	F	00008642	Civilian Pay Technician	Walston,Kim M	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	31.4 yrs
FA0	21	1001	1500	V	00008644	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	1001	1500	F	00008647	Officer	Henderson,Taevon Donte	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00008649	Officer	Alston,Stephen B.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.2 yrs
FA0	21	6001	6600	F	00008653	Officer	Hawkins,Tierra M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00008654	Officer	Hashida,Gunther P	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	100C	120C	F	00008657	Executive Protection Officer	Mckinnon,Dwight	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.9 yrs
FA0	21	1001	1500	V	00008658	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00008660	Officer	Grier,Brytani V	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00008662	Officer	Nguyen,Khanh E	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00008664	Officer	Kurtz,Gregory D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00008666	Officer	Bates,Kiara M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00008674	Officer	Franchak,Stephen J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00008693	Officer	Rodriguez,Jose E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	2001	2600	F	00008701	Detective Grade I	Nasr,Hosam	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	16 yrs
FA0	21	1001	1500	F	00008702	Officer	English,Elmo J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	AMP1	1040	F	00008713	Fingerprint Examiner	Archer,Christopher Scott-M	7	7	DS0078	55,252.00	9,724.35	1.00	Reg	9.2 yrs
FA0	21	1001	1500	F	00008716	Officer	Jones,Ninya S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1101	F	00008719	Staff Assistant	Williams,Betty G	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00008734	Officer	Sentino,Cheryl	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	AMP1	1070	F	00008783	Fleet Services Manager	Hester,George G	15	0	DS0086	167,586.53	29,495.23	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00008786	Officer	Anderson,Howard A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.7 yrs
FA0	21	2001	2700	F	00008787	Officer	Cole,Brittany J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00008795	Officer	Uskievich,Kyle S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	2001	2700	F	00008810	Senior Police Officer	Kirby,Lisa	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.9 yrs
FA0	21	1001	1500	F	00008818	Officer	Sever,Riza N	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00008820	Lieutenant	Donigian Jr.,George H	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	11.8 yrs
FA0	21	1001	1500	F	00008822	Officer	Cluff,Anedrea S	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	9001	9400	F	00008825	Senior Police Officer	Carter,Florena E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.7 yrs
FA0	21	2001	2600	F	00008830	Lieutenant	Preston,Joy S.	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	14.9 yrs
FA0	21	1001	1500	F	00008831	Officer	Szala,Paul S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.8 yrs
FA0	21	9001	9200	F	00008837	Lieutenant	Bagshaw,Jason H	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00008843	Lieutenant	Anderson,Seth R	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	18.9 yrs
FA0	21	9001	9200	F	00008844	SCUBA Diver	Morawski,Michael D	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00008845	Officer	Babula,Joseph K.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00008851	Officer	Houng,Daniel	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	9001	9101	V	00008855	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	V	00008868	Officer		1	4	PS0001	72,611.00	12,779.54	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00008875	Officer	Connie,Isaac B	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	2001	2300	F	00008930	Officer	Jerome,Philippe JM	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	AMP1	1040	F	00008941	Clerical Assistant	Lee,Spurgeon T	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	26.9 yrs
FA0	21	5001	5400	F	00008948	Senior Police Sergeant	Aragona,Edward A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.2 yrs
FA0	21	1001	1500	F	00008950	Officer	Rauch,Aaron L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00008975	Officer	Boddie,Marcus G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	12.2 yrs
FA0	21	1001	1500	F	00008986	Officer	Wilhite,Whitney K.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00008987	Officer	Robinson,John R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2600	F	00008992	Detective Grade I	Hain,Douglas P.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00008995	Officer	Nieves,Joseph	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00008999	Officer	Huang-Racalto,Jason C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	6001	6600	V	00009005	Police Cadet		4	0	DS0079	34,432.00	6,060.03	1.00	Reg	
FA0	21	2001	2600	F	00009006	Detective Grade II	Napper,Sean J.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.8 yrs
FA0	21	6001	6300	F	00009011	Human Resources Specialist	Page,Brandi D	12	3	DS0087	80,848.00	14,229.25	1.00	Term	1.5 yrs
FA0	21	2001	2600	F	00009014	Senior Police Sergeant	Baxa,Christopher B	4	3	PS0004	93,928.00		1.00	Term	1.7 yrs
FA0	21	1001	1500	F	00009019	Officer	Kakay,Mohammed	1	4	PS0001	72,611.00		1.00	Reg	3 yrs
FA0	21	1001	1500	F	00009023	Officer	Willis,Berrita A	1	8	PS0001	88,261.00		1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00009039	Officer	Kidane,Robyel T	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00009040	Officer	Bangura,Bai A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00009044	Officer	Suggs,Philip N	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	16.4 yrs
FA0	21	1001	1500	F	00009055	Sergeant	Rodriguez,Livio H.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.6 yrs
FA0	21	7001	7300	V	00009075	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	5001	5800	F	00009082	Motor Vehicle Operator	Barksdale,George W	8	10	WS0029	67,683.20	11,912.24	1.00	Reg	36.4 yrs
FA0	21	1001	1500	F	00009085	Officer	Fanone,Michael F	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00009104	Officer	Williams Jr.,Asley I.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00009145	Officer	Ayodeji,Hakeem	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	13.7 yrs
FA0	21	1001	1500	V	00009146	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00009147	Officer	Perez,Jermaine D	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	2001	2600	F	00009149	Officer	Milord,Fabien	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00009155	Officer	Bryan,Brandon J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00009157	Officer	Alton,William C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00009159	Officer	Blackwood,Scott A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00009162	Officer	Rivera Gonzalez,Emanuel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2300	F	00009165	Officer	Day,Brittany D	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00009175	Officer	Barkley,Justin T	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00009180	Officer	Penland,James L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	2001	2900	F	00009181	Officer	Sturgis,Michelle	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	9001	9200	F	00009190	Senior Police Officer	Folts,Jeffrey S	1	5	PS0004	76,243.00	13,418.77	1.00	Term	6.7 yrs
FA0	21	1001	1500	F	00009193	Officer	Ortiz,Jayson	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	2001	2700	F	00009197	Officer	DelBorrell,Anthony	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00009201	Officer	Smith,William A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2 yrs
FA0	21	9001	9200	F	00009202	Officer	Culver,Charles D.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.1 yrs
FA0	21	AMP1	1040	F	00009205	IT Specialist	Butler,Lynn D	12	6	DS0077	95,111.00	16,739.54	1.00	Reg	8 yrs
FA0	21	2001	2300	F	00009218	Senior Police Officer	Jones,Charles O	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00009225	Officer	Rekounov,Anton V	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00009266	Officer	Williams,Darius J.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00009271	Sergeant	Herringa,Brian L	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	26.7 yrs
FA0	21	1001	1500	F	00009285	Officer	Cooke-Barnes,Stephen A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00009292	Officer	Casseus,Frantzy	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00009302	Officer	Al-Warith,Ariel K.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	1001	1500	F	00009303	Officer	Rosenthal,Marcus J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	6001	6600	F	00009305	Commander	Ennis,Ralph G	9	4	PS0002	193,755.00	34,100.88	1.00	Reg	26.5 yrs
FA0	21	1001	1500	F	00009308	Officer	Kelly,Erin M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	6001	6600	V	00009313	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2900	F	00009319	Sergeant	Thomas,Stefeni D	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00009324	Officer	Willis,Anthony A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	6001	6600	F	00009327	Officer	Lucas,Mark L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00009331	Officer	Williams,Chase R	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00009367	Officer	Im,Sang J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00009418	Officer	Lin,Jesse J.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00009438	Officer	Boucheron,Marc Mathieu	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.8 yrs
FA0	21	1001	1500	V	00009447	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00009506	Officer	Bickel,Lindsey M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00009520	Officer	Novak,Patrick J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	2001	2600	F	00009522	Detective Grade II	Harrison,Randy	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00009540	Officer	Chapman,Parker B	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00009541	Senior Police Officer	Tipton,Timothy C	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	2001	2600	F	00009551	Detective Grade II	Volpe,Taylor Frey	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9.2 yrs
FA0	21	1001	1500	F	00009557	Officer	Cruz-Hernandez,Wilmar	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00009571	Officer	Conner,Crystal S.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00009574	Officer	Muir,Sarah Anthonnet	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	5001	5800	F	00009595	Property & Evidence Ctrl Tech	Tracey III,Charles D	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	2.1 yrs
FA0	21	9001	9101	F	00009615	Detective Grade II	Horne,Norma J	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.8 yrs
FA0	21	1001	1500	F	00009616	Officer	Roselli II,Victor	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	F	00009625	Officer	Craig,Terrence Kwesi	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	10.2 yrs
FA0	21	1001	1500	F	00009657	Officer	Kolts,Oscar E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00009668	Officer	Rodriguez,Diana E	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00009679	Officer	Dabney,Aaron B.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00009691	Officer	Smith,Barry A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00009710	Officer	Domond III,Pierre-Ricot	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00009720	Officer	Todaro,Christopher J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs
FA0	21	1001	1500	F	00009723	Officer	Thornton,Linwood C	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	2001	2700	F	00009739	Officer	Pearce Best,Jason C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00009740	Officer	Long,Antonio	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.8 yrs
FA0	21	5001	5800	V	00009769	Motor Vehicle Operator		8	1	WS0029	51,771.20	9,111.73	1.00	Reg	
FA0	21	1001	1500	F	00009771	Officer	Fuentes,Jabdiel Aviles	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00009783	Officer	Martin,Randall E	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00009823	Officer	Gray,Zachary H	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00009830	Officer	Mcmillan,Gerard P	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.5 yrs
FA0	21	1001	1500	F	00009831	Officer	Hovsepian,Abraham H.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2600	F	00009836	Detective Grade II	Ricks,Derek A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00009837	Officer	Hamrick,Robert R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	V	00009838	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00009840	Officer	Melton,Erica R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00009843	Officer	Darling-Costley,Ebony Ah-Le	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	V	00009899	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	V	00009901	Sergeant		4	0	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00009917	Officer	Mendryga,Adam D	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00009927	Officer	Maffett,Carter S.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	V	00009961	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	5001	5400	V	00009982	Modus Operandi Technician		7	0	DS0079	45,718.00	8,046.37	1.00	Reg	
FA0	21	1001	1500	F	00010026	Master Patrol Officer	Phillips,Jeffrey	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.7 yrs
FA0	21	1001	1500	F	00010037	Sergeant	Amodeo,Stephen P	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.9 yrs
FA0	21	1001	1500	V	00010039	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00010040	Officer ERT Personnel	Davis,Ralph W	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00010046	Officer	Todd,Mario E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.9 yrs

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FA0	21	2001	2700	F	00010048	Officer	Teel,Orlando	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.7 yrs
FA0	21	AMP1	1040	F	00010092	Fingerprint Examiner	Gross,Karen L	7	5	DS0078	52,074.00	9,165.02	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00010148	Officer	Martin,David M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	2001	2700	F	00010150	Officer	Banks,George H	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00010151	Officer	Briscoe Jr.,John M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00010157	Officer	Pierce,Keith T	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00010187	Sergeant	Hill,Gregory G.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.1 yrs
FA0	21	AMP1	1040	F	00010192	Compliance Monitor	Smith,Dorothea E	11	6	DS0078	77,232.00	13,592.83	1.00	Reg	27.5 yrs
FA0	21	1001	1500	F	00010201	Officer	Amaya,Karen L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00010217	Officer	Arana-Jimenez,Joshua	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.7 yrs
FA0	21	6001	6600	F	00010229	Supervisory Program Coordinator	Hardy,Richard E	12	0	DS0086	105,436.07	18,556.75	1.00	Reg	26.2 yrs
FA0	21	1001	1500	F	00010236	Officer	McCombs,Sharray Latrice	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00010238	Officer	Courtney,David A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00010240	Officer	Dedkov,Denis	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	100C	150C	F	00010244	Senior Police Officer	Morquecho,Joseph E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	6001	6600	F	00010248	Officer	Strong,Michael M	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00010250	Officer	Mercedes-Matos,Nancy E.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00010263	Officer	Navarro,Jessica A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00010293	Officer	Howard,Jacquii	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.8 yrs
FA0	21	AMP1	1040	F	00010298	IT Specialist (Data Mgmt)	Palepu,Manga	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	6.8 yrs
FA0	21	1001	1500	V	00010309	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	2001	2600	F	00010335	Detective Grade II	Rodgers,DeMar	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.9 yrs
FA0	21	1001	1500	F	00010363	Officer	Cawley,Kevin M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00010380	Officer	Latif,Nina N.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00010406	Officer	Lumpkin Jr.,Lloyd	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00010420	Officer	Lizama,Pedro E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	1001	1500	F	00010432	Officer	Izaguirre,Raul E	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	6001	6600	F	00010434	Police Cadet	Nance,Taja M	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.1 yrs
FA0	21	9001	9200	F	00010439	Captain	Caron,Michelle J	7	3	PS0002	128,736.00	22,657.54	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00010447	Officer	Cosio Medina,Ivan H.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00010449	Officer	Johnson,Randolph M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	2.4 yrs
FA0	21	9001	9200	F	00010459	Officer	Galery,Von D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00010478	Officer	Alas,Nelson E.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00010506	Officer	Hale,Larry M.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	14.7 yrs
FA0	21	2001	2600	F	00010541	Detective Sergeant	Fenton,Eric J	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00010554	Officer	Alberti,Tabitha T.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.6 yrs
FA0	21	1001	1500	F	00010555	Officer	Jenkins,Marcellus D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00010565	Officer	VanderMeer,James A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00010566	Officer	Holland Jr.,Kevin D	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00010591	Fleet Servicer	Vieira,Ray A.	8	8	WS0029	64,147.20	11,289.91	1.00	Reg	7.8 yrs
FA0	21	AMP1	1040	F	00010605	IT Specialist (SQL)	Takkellapati,Lokanatha R	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	1.6 yrs
FA0	21	2001	2101	V	00010619	Program Manager (Gun Violence)		10	0	XS0001	156,810.00	27,598.56	1.00	Reg	
FA0	21	5001	5101	F	00010659	E/D Corporate Support	Sarvis,William Boston	16	0	DS0086	185,961.37	32,729.20	1.00	Reg	10 yrs
FA0	21	1001	1500	F	00010662	Sergeant	Huff,Isaac I.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00010679	Officer	Vereen,Anthony W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00010694	Officer	Bolds,Malik S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00010734	Officer	Jefferson,Audrea G.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00010740	Officer	Mays,Amber N	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	V	00010747	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	F	00010749	Officer	Anderson,Sherman O.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00010755	Officer	Onoja,Fredrick Edoka	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	9.2 yrs
FA0	21	2001	2700	F	00010765	Officer	Jones,Markell K	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	9001	9200	F	00010768	Officer ERT Personnel	Chester,Robert	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00010771	Officer	Cruz,Jason	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00010772	Officer	Crowder,Yionice	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	9001	9400	F	00010796	Senior Detective Grade I	Garvey,Oliver G	3	4	PS0004	90,770.00	15,975.52	1.00	Term	4.8 yrs
FA0	21	6001	6010	F	00010797	Customer Service Rep	Clark,Tracy	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	34.1 yrs
FA0	21	2001	2600	F	00010836	Detective Grade I	Greene,Steven Z	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00010850	Officer	Latif-Zade,Daler	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00010853	Officer	Collier,James W	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	9001	9200	F	00010854	Sergeant	Giles,Tony	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	30.8 yrs
FA0	21	1001	1500	F	00010857	Officer	Quinlan,Joseph W.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00010884	Officer	Thomas,Arabia C	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00010885	Officer	Koyejo,Paul D.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	2001	2700	F	00010895	Officer	Lyon,Justin L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00010913	Officer	Hickman,Sean M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00010914	Officer	Lynagh,Gregory F	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	14.1 yrs
FA0	21	2001	2700	F	00010929	Senior Detective Grade I	Pena,Maria E	3	4	PS0004	90,770.00	15,975.52	1.00	Term	5.3 yrs
FA0	21	6001	6900	F	00010933	Investigator (Applicant)	Xavier,Justina F.	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00010945	Officer	Samuels,Keena C	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00010948	Senior Police Officer	Mcclain,Frederick	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00010951	Officer	Modlin,Samuel A.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	15 yrs
FA0	21	2001	2600	F	00010953	Detective Grade II	Jordan,Jonathan	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.7 yrs
FA0	21	1001	1500	F	00010964	Staff Assistant	Griffin-Williams,Crystal	9	3	DS0077	58,758.00	10,341.41	1.00	Reg	4.5 yrs
FA0	21	2001	2700	F	00011002	Officer	Jamieson,Jennifer M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.7 yrs
FA0	21	1001	1500	F	00011065	Officer	Ishakwue,Afam O	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	2001	2700	F	00011070	Officer	Hyder,Christopher M.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00011075	Officer	Koch,Ronald Jacob	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00011086	Officer	White,Jason M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	100C	160C	F	00011096	Visual Information Specialist	Edwards,Errick F.	12	1	DS0077	82,326.00	14,489.38	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00011130	Officer	Seijo,Jose M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00011143	Officer	Dyer,Brayden Z	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	AMP1	1040	F	00011171	IT Specialist (Project Mgmt)	Eugene,Donna Marie	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	7.2 yrs
FA0	21	1001	1500	F	00011177	Officer	Turner,Kayli Diane	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00011181	Officer	Powell,Divonnie	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2.6 yrs
FA0	21	100C	120C	V	00011191	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	V	00011192	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00011199	Officer	Oum,Raphael S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	V	00011228	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00011255	Officer	Douglas,Wade L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00011271	Officer	Cruz,Melvin J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00011275	Officer	Vorndran,Matthew J	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	2001	2300	V	00011291	Contract Compliance Specialist		13	0	DS0077	94,858.00	16,695.01	1.00	Reg	
FA0	21	2001	2600	F	00011298	Detective Grade II	Abdalla,Amir P	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.2 yrs
FA0	21	1001	1500	F	00011317	Officer	Mukoma,Stephen	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	9001	9400	F	00011327	Law Enforcement Analyst	Green,Brannon M.	12	8	DS0077	100,225.00	17,639.60	1.00	Reg	1.4 yrs
FA0	21	2001	2600	F	00011341	Investigator	Wilks,David E.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00011364	Officer	Murray,Brian Emmett	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2600	F	00011365	Detective Grade I	Gargac,David B	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00011374	Officer	Watford,Terrance D	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00011376	Officer	Chillemi,Brendan N.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	2001	2300	F	00011380	Officer	Barnes,Duriel G.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	1001	1500	F	00011386	Officer	Brooks,Brock A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	100C	160C	F	00011395	Marketing Specialist	Palmer,Kevin M	14	10	DS0087	133,537.00	23,502.51	1.00	Reg	18.1 yrs
FA0	21	1001	1500	F	00011401	Officer	Baig,Junaid	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00011411	Officer	Words,Bryon L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	6001	6600	F	00011412	Lieutenant	Archer,Ashley R	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	12.6 yrs
FA0	21	2001	2900	F	00011416	Senior Police Officer	Jackson Jr.,Eric L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.8 yrs
FA0	21	1001	1500	F	00011418	Officer	Pryce,Brandon T.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	100F	110F	F	00011419	Budget Analyst	Pickett,Kimberly D	11	4	DS0007	72,955.00	12,840.08	1.00	Reg	11.6 yrs
FA0	21	9001	9200	F	00011420	Sergeant	Mahl,Matthew N	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	16.9 yrs
FA0	21	100C	150C	F	00011425	Officer	Canales,Guillermo O.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	2001	2600	F	00011432	Investigator	Hurst,Jessica M.	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00011440	Lieutenant	Garvin III,Sylvester	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00011452	Sergeant	Bobick,Brian N	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	19.4 yrs
FA0	21	1001	1500	F	00011465	Officer	Bouaichi,Hakim M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00011476	Officer	Shaver,Kevin R	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00011481	Officer	Smilow,Joshua	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00011486	Officer	Schmidt,Alex M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00011487	Officer	Morgan,Brian A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00011494	Officer	Davis,Ernie E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.2 yrs
FA0	21	1001	1500	F	00011499	Officer	James,Dan	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	6.9 yrs
FA0	21	1001	1500	F	00011503	Senior Police Sergeant	Hawkins,Barbara M	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.2 yrs
FA0	21	1001	1500	F	00011513	Officer	Clemens,Christopher J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	2001	2600	F	00011522	Detective Grade II	Maupin,Yvette D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.1 yrs
FA0	21	9001	9200	F	00011533	Officer ERT Personnel	Campanale III,Anthony T	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00011557	Officer	Ennis,Brianna V.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00011558	Sergeant	Lee,Mark E	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00011560	Officer	Carver,Erica J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	2001	2700	F	00011581	Officer	Tomasula,Nicholas John	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	4.3 yrs
FA0	21	2001	2600	F	00011608	Detective Grade II	Vogel,Alexander V	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00011645	Officer	Major Jr.,Clarence Murray	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.1 yrs
FA0	21	1001	1500	F	00011646	Officer	White,Tevan N	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00011652	Officer	Park,Maximilian H.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00011662	Officer	Guzman,Jose O	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00011664	Sergeant	Vernick,Dale N	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00011677	Sergeant	May,Courtney M	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	7.5 yrs
FA0	21	2001	2700	F	00011686	Officer	Nunez,Apolinar D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	9001	9200	F	00011687	Sergeant	Rogers,James A	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21.7 yrs
FA0	21	1001	1500	F	00011694	Officer	Hillman,Sarah	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	6001	6600	F	00011696	Officer	Peralta,Madeline I	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	6001	6600	F	00011700	Officer	Mazakis,Robert C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	2001	2700	F	00011702	Officer	Bewley,John R.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00011705	Officer	Alvarenga,Kevin	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00011706	Officer	Jimenez,Raymond A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00011717	Officer	Krawczyk,James L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	2001	2600	F	00011721	Investigator	Hines,Steven J.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.8 yrs
FA0	21	100C	150C	F	00011725	Community Outreach Coordinator	Gibb,Yun Fei C.	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	7.5 yrs
FA0	21	1001	1101	F	00011763	Lieutenant	Harding,Kevin L	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	17.5 yrs
FA0	21	6001	6600	V	00011788	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00011790	Detective Grade II	Catlett,Sidney L.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00011791	Officer	Jones,Dennis	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00011798	Officer	Stokes,Melissa R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	2001	2600	F	00011810	Detective Grade II	Moshier,Michael J.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	7 yrs
FA0	21	2001	2900	F	00011830	Detective Grade I	Makanoff,Aaron J.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	14.7 yrs
FA0	21	100C	150C	F	00011836	Technical Writer	Kubu,Bruce E.	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	5.7 yrs
FA0	21	1001	1500	V	00011838	Captain		7	0	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	1001	1500	F	00011856	Officer	Harleston,Tarik Rafeal	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00011872	Officer	Burggraf,Phillip E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00011883	Officer	Rivera,Evelyn M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	1001	1500	F	00011887	Officer	Steffenburg,Mark A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	AMP1	1040	F	00011889	Fingerprint Examiner	Koroma,James E	7	8	DS0078	56,841.00	10,004.02	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00011907	Sergeant	Miller,Stephen M	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00011912	Officer	Wells,James D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00011913	Sergeant	Smith,Dion A	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	20.7 yrs
FA0	21	2001	2600	F	00011916	Detective Grade II	Cuevas,Brett M.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14 yrs
FA0	21	7001	7300	F	00011921	Detective Grade II	Lyke III,William E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	19.7 yrs
FA0	21	1001	1500	F	00011930	Officer	Thorpe,Emily B	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00011931	Officer	Kilinski,Andrew	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00011938	Commander	Kane,Morgan C	9	3	PS0002	181,584.00	31,958.78	1.00	Reg	22.2 yrs
FA0	21	1001	1500	F	00011959	Officer	Casetta,David J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.8 yrs
FA0	21	9001	9200	F	00011961	Officer ERT Personnel	Daniel,Brian C.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.7 yrs
FA0	21	100C	110C	F	00011974	Chief of Police	Contee III,Robert J.	PS3	0	DX0001	270,000.00	47,520.00	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00011976	Officer	Hofmann,Paul C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.1 yrs
FA0	21	1001	1500	F	00011978	Officer	Garrett,Niger J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	11 yrs
FA0	21	1001	1500	V	00011982	Captain		7	0	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	100C	110C	V	00011997	Executive Assistant Chief		11	0	XS0001	196,012.00	34,498.11	1.00	Reg	
FA0	21	1001	1500	F	00012004	Officer	Bergeron,Kevin J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	2001	2600	F	00012005	Detective Grade II	Brake,Daren R.	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	15.6 yrs
FA0	21	100C	160C	F	00012020	Computer Specialist	Castelli,Kaylin Junge	13	0	DS0086	113,983.94	20,061.17	1.00	Reg	22.4 yrs
FA0	21	100F	110F	F	00012026	Agency Fiscal Officer	Smith,Shavonne Y	15	8	DS0007	161,127.00	28,358.35	1.00	Reg	0.8 yrs
FA0	21	1001	1500	F	00012027	Officer	Flash,Courtney A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.8 yrs
FA0	21	6001	6600	F	00012036	Sergeant	Gainer,Thomas F	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00012057	Officer	Maxwell,Monique R.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	9001	9200	F	00012076	Officer	Byrd,Keith M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00012084	Officer	Ariemma,Michael J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	2001	2101	F	00012085	Officer	Thomas,Natali Y.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00012087	Officer	Wardrick,Daijuan L	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00012088	Officer	Juster,Patrick K	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00012101	Master Patrol Officer	Brown,Shuntae L.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.7 yrs
FA0	21	9001	9200	F	00012114	Officer	Boarman,David C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	6001	6600	V	00012134	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2300	F	00012148	Officer	Spain,Florence J	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	15.7 yrs
FA0	21	6001	6900	F	00012149	Investigator (Applicant)	Frazier,Kenneth T	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	10 yrs
FA0	21	2001	2600	F	00012168	Detective Grade II	Stevens,Marcus S	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	18.5 yrs
FA0	21	2001	2600	F	00012173	Detective Grade II	Fultz II,Charles E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	22.1 yrs
FA0	21	2001	2600	F	00012179	Detective Grade I	Kasul,Bryan P	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00012194	Officer	Grable,Tommie J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00012197	Master Patrol Officer	Fetting,Benjamin R	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.1 yrs
FA0	21	1001	1500	F	00012208	Officer	Langford,Jesse C.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.2 yrs
FA0	21	2001	2300	V	00012210	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00012212	Officer	George,Ralp D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00012225	Officer	Schwarzer I,William G	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00012227	Officer	Edwards,Ronald L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00012229	Officer	Koroma,Alimamy	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	9001	9200	V	00012233	EOD Dog Handler		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00012240	Officer	Lowery Jr.,Tyrone Emmanue	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00012241	Officer	Tringali,Donald	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20 yrs
FA0	21	2001	2900	F	00012274	Detective Grade II	Blake,LiNida D.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.7 yrs
FA0	21	2001	2300	F	00012280	Officer	Chapa,Ismael E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.7 yrs
FA0	21	AMP1	1055	F	00012295	Subrogation Specialist	McReynolds,Kevin	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00012337	Sergeant	Starnes,Joshua A.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2800	F	00012344	Crime Scene Search Officer	Brown,Fred L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.8 yrs
FA0	21	9001	9200	F	00012358	Sergeant	Alioto,Anthony J	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00012360	Senior Police Officer	Mull,Douglas E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2 yrs
FA0	21	1001	1500	F	00012363	Officer	Medina,Anthony	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00012373	Sergeant	Parker II,Robert L.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	9.1 yrs
FA0	21	6001	6900	V	00012383	Investigator (Applicant)		12	1	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	1001	1500	F	00012386	Sergeant	Dean,Paul K	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	19.5 yrs
FA0	21	5001	5800	F	00012394	Materials Handler	Parrish Jr.,David	5	1	WS0029	43,409.60	7,640.09	1.00	Term	3.4 yrs
FA0	21	1001	1500	F	00012428	Officer	Carbonelli,Brian W	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	6001	6900	F	00012444	Investigator (Applicant)	Rainey,Tamesha C	12	8	DS0077	100,225.00	17,639.60	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00012450	Officer	Conteh,Thomas	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	5001	5900	F	00012464	Compensation Claims Specialist	Wescott,Sarah E	13	2	DS0087	90,514.00	15,930.46	1.00	Reg	3.5 yrs
FA0	21	AMP1	1055	F	00012466	Admin Compliance Specialist	Ross,Michelle Bolden	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	23.7 yrs
FA0	21	1001	1500	F	00012481	Officer	Wendt,Sekou A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	AMP1	1040	F	00012502	AFIS Monitor	Baucum,Angela D	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	32.4 yrs
FA0	21	AMP1	1040	F	00012509	Offset Press Operator, Foreman	Hughes,Christopher C	15	0	WS0028	80,038.40	14,086.76	1.00	Reg	35.7 yrs
FA0	21	1001	1500	F	00012529	Officer	Elliott,Larry	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20 yrs
FA0	21	1001	1500	V	00012544	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	V	00012545	Officer		1	9	PS0001	92,672.00	16,310.27	1.00	Reg	
FA0	21	9001	9400	F	00012594	Criminal Research Specialist	Patel,Karisma A	11	2	DS0077	68,680.00	12,087.68	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00012598	Officer	Kessba,Mahmoud	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	AMP1	1040	F	00012613	AFIS Monitor	Bush,Pauline M	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00012619	Sergeant	Bedney,Leebra	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.8 yrs
FA0	21	1001	1500	F	00012623	Officer	Harris,Alexander J.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00012624	Officer	Moore,Jarrin A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00012678	Officer	Carter,Dedivine K	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	100C	160C	F	00012683	Photographer	Gilkey,Mary N	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	26.6 yrs
FA0	21	2001	2900	F	00012689	Officer	Colvin,Charlotte R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.6 yrs
FA0	21	1001	1500	F	00012691	Officer	Stewart,Dennis	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.6 yrs
FA0	21	1001	1500	F	00012695	Officer	Sekhon,Charandip S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00012728	Officer	Hoever,James Henry	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	7001	7700	F	00012731	Sergeant	Weeks Jr.,Charles E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	25 yrs
FA0	21	1001	1500	F	00012768	Captain	Moore,Christopher T	7	2	PS0002	128,493.00	22,614.77	1.00	Reg	21.8 yrs
FA0	21	1001	1500	V	00012769	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00012787	Detective Sergeant	Baker,Kelly K	4	4	PS0001	99,218.00	17,462.37	1.00	Reg	13 yrs
FA0	21	2001	2900	F	00012811	Detective Grade I	Johnson,Jeremiah P	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00012817	Officer	Francioni,Lancelot JP	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	V	00012856	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00012867	Detective Grade I	Leiva,Ricardo S	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	17 yrs
FA0	21	9001	9200	F	00012918	Dog Handler	Weiss,Michael P.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.5 yrs
FA0	21	100C	110C	F	00012929	Customer Service Rep	Lewis,Breanna V	7	9	DS0079	58,430.00	10,283.68	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00012944	Officer	Lanier,Savonn	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00012959	Officer	Labun,Dorothy A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00012963	Officer	Singh,Amanpreet	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00012985	Officer	Ahmed,Nizam	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00012992	Officer	Fowler,Sedric L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	2001	2600	F	00012998	Detective Grade II	Luna,Osbaldo	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00012999	Senior Police Officer	Wilson,William D jr	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.1 yrs
FA0	21	1001	1500	F	00013005	Officer	Gunnells,Doran C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00013007	Officer	Michaud,Fritz N	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs
FA0	21	1001	1500	F	00013017	Officer	Goodman,Jonathan T	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1101	F	00013021	Detective Sergeant	Cobb,John H	4	5	PS0001	104,146.00	18,329.70	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00013026	Officer	Alexander,James E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs

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FA0	21	1001	1500	F	00013033	Sergeant	Johnson,Brian N	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.8 yrs
FA0	21	1001	1500	F	00013035	Officer	Lamar,Elijah S	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00013046	Officer	Lancaster,Courtney Clark	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	2001	2700	F	00013050	Detective Grade II	Brown,Scott F	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.1 yrs
FA0	21	1001	1500	F	00013054	Officer	Harris,Peter D	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00013068	Lieutenant	Queen,Marquis L	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00013070	Officer	Crawford,Simeon J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	2001	2600	F	00013071	Supervisory Liaison Specialist	Okonkwo,Carla Jarden	13	0	DS0086	114,263.96	20,110.46	1.00	Reg	17.5 yrs
FA0	21	9001	9400	F	00013075	Senior Police Officer	Peterson,Nathaniel V	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.7 yrs
FA0	21	2001	2700	F	00013079	Officer	Creamer,Eldrick D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.6 yrs
FA0	21	1001	1500	F	00013085	Officer	Mancini,Matthew T	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	2001	2600	F	00013099	Detective Grade I	Barton Jr.,Travis R	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	21.1 yrs
FA0	21	1001	1500	F	00013123	Officer	Kurz,Alec	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00013148	Officer	Kibic,Tony	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2600	F	00013152	Detective Grade II	Malloy,Darren C	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.8 yrs
FA0	21	6001	6600	F	00013158	Senior Police Officer	Thompson III,Roy F	1	5	PS0004	76,243.00	13,418.77	1.00	Term	6.7 yrs
FA0	21	2001	2600	V	00013160	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00013180	Officer	Puentes,Danilo A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00013197	Senior Police Officer	Leach,Donald G	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.2 yrs
FA0	21	1001	1500	F	00013203	Officer	James,Demond J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00013207	Officer	Pena,Pedro A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15 yrs
FA0	21	2001	2300	F	00013233	Contract Monitor Manager	Beasley,Joanne	13	0	DS0086	128,474.61	22,611.53	1.00	Reg	40.6 yrs
FA0	21	1001	1500	F	00013248	Officer	Paige,Holly	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20 yrs
FA0	21	6001	6600	V	00013257	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	9001	9400	F	00013291	Intelligence Research Spec	Broyles,Craig A	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	22.4 yrs
FA0	21	6001	6300	F	00013296	Captain	Williams,Kimberlee G.	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	23.6 yrs
FA0	21	100C	160C	V	00013297	Community Outreach Coordinator		11	0	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	1001	1500	F	00013301	Commander	Wright,Andre L	9	2	PS0002	170,185.00	29,952.56	1.00	Reg	26.5 yrs
FA0	21	2001	2600	F	00013304	Investigator	Magnuson,Erika	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00013308	Officer	James,Charles J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	2001	2600	F	00013334	Detective Grade II	Jasper,Brendan R.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.3 yrs
FA0	21	9001	9200	F	00013338	Senior Police Officer	Battle,Carolyn M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00013361	Officer	Schemmel,Thomas G	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	2001	2600	F	00013370	Detective Grade I	Pavero,Michael S	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	23 yrs
FA0	21	1001	1500	F	00013379	Officer	Schwartze,Richard W	1	9	PS0001	97,305.00		1.00	Reg	23.3 yrs
FA0	21	9001	9101	F	00013392	Staff Assistant	Botts,Catherine H	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	21.9 yrs
FA0	21	1001	1500	F	00013401	Officer	Green,Steven D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.4 yrs
FA0	21	1001	1500	F	00013419	Officer	Jensrud,Ryan H	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	16.9 yrs
FA0	21	2001	2900	F	00013436	Detective Grade II	Micciche,Anna M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00013445	Officer	Lina,Felix	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00013463	Officer	Brown,Arthur E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00013464	Officer	Maldonado,Bryan	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00013466	Officer	Myles,Joseph B	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00013469	Officer	Jimenez,Brandon Michael	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00013471	Senior Police Officer	Sampson,Ralph E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.5 yrs
FA0	21	2001	2600	F	00013490	Investigator	Prentice,Leah B	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.9 yrs
FA0	21	9001	9200	F	00013501	Officer	Stewart,Thomas J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.2 yrs
FA0	21	2001	2700	F	00013502	Crime Scene Search Officer	Dega,Mark A	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.6 yrs
FA0	21	9001	9200	F	00013503	Dog Handler	Anselmo,Ryan M.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00013511	Officer	King,Monique T.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	2001	2600	F	00013516	Victim Specialist	Carrion,Ludemar	12	4	DS0077	89,997.00	15,839.47	1.00	Reg	3 yrs
FA0	21	2001	2700	F	00013524	Detective Sergeant	Archer II,Gregory H	4	3	PS0001	94,523.00	16,636.05	1.00	Reg	12.1 yrs
FA0	21	9001	9200	F	00013528	SCUBA Diver	Leslie,Jeffrey P	1	9	PS0001	95,672.00	16,838.27	1.00	Reg	17 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2900	F	00013532	Lieutenant	Rotimi,Anthony O.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00013534	Officer	Wildish,Sarah E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	9001	9200	F	00013537	Officer ERT Personnel	Hairston,Eric J	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00013539	Officer	Topper,Michael A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	2001	2600	F	00013540	Detective Grade II	McCallum,Andrew D	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00013543	Officer	Stears,Suzie C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00013550	Officer	Choi,Luke K.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	2001	2600	F	00013554	Detective Grade II	Gonzalez,Maelim Y.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.6 yrs
FA0	21	2001	2700	F	00013571	Detective Grade II	Callahan,Michael C.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.2 yrs
FA0	21	1001	1500	F	00013589	Officer	Fernando,Isaac A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	6001	6600	F	00013606	Program Manager (Continuing St	Gormley,Paula E.	13	0	DS0086	97,850.00	17,221.60	1.00	Term	1.5 yrs
FA0	21	2001	2600	F	00013622	Detective Grade II	Babich,Yaroslav	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00013623	Master Patrol Officer	Johnson,Robert M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00013639	Sergeant	Wilhelm,Tashina Dawn	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00013656	Officer	Briscoe,Vania N.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	9001	9200	F	00013658	Scuba Diver Sergeant	Tiemann,Megan J	4	5	PS0001	106,551.00	18,752.98	1.00	Reg	17.3 yrs
FA0	21	9001	9400	F	00013664	Sergeant	Flynn,Teresa L	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00013674	Lieutenant	Daee,Michael D.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00013675	Officer	Lee,Natalya	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00013686	Officer	Wong,Annette	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00013706	Sergeant	Keifer,Nicholas A.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00013709	Officer	Wible,Emily L.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00013733	Officer	Gallop,Willie T	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00013749	Officer	Toth,Tyler R	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00013756	Officer	Rodriguez,Diosvani A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00013785	Officer	White,Andrea Y	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00013791	Senior Police Officer	Oakes,John L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	2001	2600	F	00013806	Detective Sergeant	Fleming,Jonathan M.	4	2	PS0001	90,045.00	15,847.92	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00013810	Officer	Collette,Delroy S	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00013819	Officer	Echazabal,Esteban	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00013852	Master Patrol Officer	Kniffen,Kimberly D	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.3 yrs
FA0	21	1001	1500	F	00013858	Officer	Muamba,Patrick N.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	1001	1500	F	00013875	Officer	Conner,Sara Corene	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00013880	Officer	Vitatoe,Danielle D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	100F	120F	F	00013885	Payroll Operations Manager	Mathews,Priya	14	7	DS0007	133,664.00	23,524.86	1.00	Reg	19.2 yrs
FA0	21	1001	1500	F	00013889	Officer	Juan,Domingo W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	2001	2600	F	00013890	Detective Grade II	Roy Jr.,Thomas E.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00013893	Officer	McLean,Michael	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00013899	Officer	Boutaugh,Joshua M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	2001	2900	F	00013900	Detective Grade II	Gerald,Henry	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.9 yrs
FA0	21	6001	6010	F	00013903	Management Analyst	Bryant,Victoria	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	38.9 yrs
FA0	21	6001	6600	F	00013909	Officer	Marshall,Darrell A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	100C	150C	F	00013914	Officer	Chan,Steven Ck	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2600	F	00013923	Detective Grade II	O'Bannon,Shayne Casey	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00013939	Officer	Karaali,Hakan H.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	AMP1	1040	F	00013942	IT Specialist (Network)	Murray,George F	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	10.4 yrs
FA0	21	9001	9400	F	00013950	Officer	Scharf,Jeffrey M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	2001	2700	F	00013960	Senior Detective Grade I	Suber,Manuel B	3	4	PS0004	90,770.00	15,975.52	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00013972	Lieutenant	Bridges,Ronald A.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00013983	Officer	Paul,Jeff	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.9 yrs
FA0	21	9001	9400	F	00014012	Officer	Sims,Kimberly Dawn	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.2 yrs
FA0	21	1001	1500	F	00014024	Officer	Reed,Sade	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00014036	Officer	Watts,Charles E.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.3 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00014038	Officer	Monk,Charles D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.5 yrs
FA0	21	1001	1500	F	00014042	Officer	Vest,Mary R.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00014066	Officer	Celano,Benjamin C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00014067	Officer	D'Angelo,John	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00014073	Officer	Alia,Armand	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00014074	Sergeant	Greene,Trinette M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00014080	Officer	Coates,Shanice A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00014096	Sergeant	Boyd,Ebony L	4	6	PS0001	108,729.00	19,136.30	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00014099	Officer	Merricks,Roylanda Dee	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00014111	Officer	Pitts,Millard S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.8 yrs
FA0	21	1001	1101	F	00014112	Sergeant	Gaines,Shaquinta J	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	18.5 yrs
FA0	21	9001	9200	F	00014122	SCUBA Diver	Gaines,Malcolm A	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	23.6 yrs
FA0	21	2001	2300	F	00014123	Officer	Gaines,Marcus 0s	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	2001	2600	F	00014127	Detective Grade II	Eggleston,Juanita L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00014139	Officer	Eveland,Mark A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	V	00014144	Master Patrol Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00014146	Kennel Master	Daniels,Jeremy D.	9	4	DS0078	60,522.00	10,651.87	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00014150	Officer	Frank,Derrick J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	1001	1500	V	00014156	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00014159	Officer	Barreau,Stanley	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	9001	9200	F	00014168	Senior Police Officer	Brinkley,Sinobia N	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	F	00014176	Officer	Pierce,Keith A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00014187	Officer	King,Nicholas A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00014192	Officer	Burgess,Gilbert D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	33.5 yrs
FA0	21	2001	2600	F	00014195	Lieutenant	Wade Jr.,Jeffrey S	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00014196	Officer	Merrill,Jonathan C.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00014219	Officer	Flemmings-Simmons,Jazzmy	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19 yrs
FA0	21	7001	7300	F	00014227	Detective Grade I	Singletary,George	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00014231	Officer	Sibrian Duarte,Manuel A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00014253	Officer	Watts,Timothy D	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00014254	Officer	Snead III,Edward	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00014256	Officer	Domingos,Andre Divine	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2600	V	00014260	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2300	F	00014275	Officer	Jefferson Jr.,Bobbie L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.6 yrs
FA0	21	5001	5400	F	00014277	Mail Assistant	Campbell,Monica	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00014281	Officer	Mitchell,Bernard	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	9001	9400	V	00014282	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014283	Senior Police Officer	Mciver,Petheria	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	1001	1500	V	00014288	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014304	Officer	Lepe,Lee	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00014321	Officer	Pinkerman,Amanda	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00014327	Officer	Rikhoff,Benjamin	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2300	F	00014330	Officer	Hodges,Herman	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.4 yrs
FA0	21	2001	2700	F	00014331	Officer	Jones,Marcus M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.3 yrs
FA0	21	1001	1500	F	00014342	Officer	Young,Eric U.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	1001	1500	V	00014352	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2300	F	00014373	Officer	Bell,Antoinette S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00014376	Officer	King,Trevon	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2600	F	00014378	Detective Grade II	Mason,Antoinette L	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00014393	Officer	Miller,Shavonne D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00014395	Officer	Meyer,Christopher W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00014396	Officer	Gill-Woods,Janae B	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	2001	2300	F	00014400	Officer	Mitchell,Linda R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00014412	Officer	Gonzalez,Christopher P	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00014415	Commander	Habeebullah,Durriyyah	9	2	PS0002	170,185.00	29,952.56	1.00	Reg	26.5 yrs
FA0	21	9001	9200	F	00014416	Senior Police Sergeant	Edwards Sr.,Frank A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.4 yrs
FA0	21	AMP1	1040	F	00014419	Offset Press Operator	Bell,Bridget L.	10	9	WS0029	73,008.00	12,849.41	1.00	Reg	11.9 yrs
FA0	21	9001	9400	V	00014422	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014426	Officer	Cuadra,Ricardo J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.5 yrs
FA0	21	1001	1500	F	00014428	Officer	Gallo,Rene M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	1001	1500	F	00014442	Officer	Martinez,Dany D.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00014443	Officer	Osborne Jr.,Hillard	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.7 yrs
FA0	21	1001	1500	F	00014451	Officer	Bell,Leonardo	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	9001	9200	F	00014458	Master Patrol Officer	Brittingham,Kevin E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00014471	Officer	Tate,Hakim U	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.3 yrs
FA0	21	1001	1500	F	00014475	Officer	Hewick,Aileen Bernadette	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00014484	Officer	Goodfellow,Haley P	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00014488	Officer	Garcia,Oscar M	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00014492	Officer	Copeland,Derron M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00014493	Officer	Lewis,Lenny L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00014499	Officer	Zhang,Jiebo	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00014503	Officer	Curry Jr.,Gregory L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	2001	2900	F	00014531	Detective Grade I	Sullivan,Thomas J	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	12 yrs
FA0	21	6001	6010	F	00014535	Officer	Benson II,Stephen W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	2001	2600	F	00014549	Lieutenant	Smith,Clayton R	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00014550	Officer	Frost,Gregory A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	25 yrs
FA0	21	1001	1500	F	00014551	Sergeant	deRoo,Anne C.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00014557	Officer	Nosner,Ryan D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00014562	Officer	Larios Caceres,Ruth C	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs
FA0	21	2001	2600	F	00014566	Detective Grade II	Johnson,Eric D	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.3 yrs
FA0	21	1001	1500	F	00014587	Officer	Johnson,James K	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00014607	Officer	James,Davon	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.2 yrs
FA0	21	1001	1500	V	00014609	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014613	Sergeant	Imbrenda,Nicholas A.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.7 yrs
FA0	21	1001	1500	V	00014623	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014625	Officer	Hodges Jr.,Sherman	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.5 yrs
FA0	21	2001	2600	F	00014631	Detective Grade II	Thomas Jr.,George E.	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00014640	Officer	Joyce,Justin	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	2001	2600	V	00014642	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014645	Officer	Hill II,George M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.3 yrs
FA0	21	1001	1500	F	00014648	Officer	Sillah,Kimberly McLeod	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.7 yrs
FA0	21	100C	120C	F	00014659	Senior Police Sergeant	O'Bryant,Kevin A	4	3	PS0004	93,928.00	16,531.33	1.00	Temp	0.6 yrs
FA0	21	2001	2700	F	00014661	Officer	Gabster,Richard N.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00014663	Master Patrol Officer	Hull,Ronald G	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.5 yrs
FA0	21	2001	2900	F	00014665	Senior Police Officer	Gaines Jr.,Samuel C	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00014666	Officer	Angulo,Aulio	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.7 yrs
FA0	21	2001	2600	F	00014669	Detective Sergeant	Moye,Anthony L	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	26.9 yrs
FA0	21	1001	1500	V	00014670	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00014672	Officer	Whitfield,Winston Armistea	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00014677	Officer	Malcolm,Garfield	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	9001	9200	F	00014682	Bomb Squad Tech	Powell Jr.,William E	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	30.3 yrs
FA0	21	2001	2300	F	00014687	Sergeant	Dixon,Locita C	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.9 yrs
FA0	21	AMP1	1040	F	00014691	IT Specialist	Peterson,Keith L	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00014694	Sergeant	Green,Brandon W	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	24.1 yrs
FA0	21	2001	2900	F	00014706	Officer	Heyward,Stephanie L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2300	V	00014712	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	

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FA0	21	1001	1500	F	00014726	Sergeant	Taggart,Andre M	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00014740	Officer	Lebi,Emmanuel O	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	9001	9400	V	00014756	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2900	F	00014769	Officer	Greene,Adbul C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.8 yrs
FA0	21	1001	1101	F	00014777	Officer	Garcia,Dora D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	2001	2300	F	00014778	Officer	Smallwood,Andre L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00014784	Officer	Rodriguez,Enmanuel D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	6001	6600	F	00014785	Officer	Jones,Bray R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	V	00014791	Officer		1	2	PS0001	65,863.00	11,591.89	1.00	Reg	
FA0	21	1001	1500	F	00014828	Officer	Williams,Albert A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.7 yrs
FA0	21	1001	1500	F	00014839	Officer	Branson,Justin M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.8 yrs
FA0	21	2001	2600	F	00014840	Detective Grade I	Branson,Joshua R	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	21.8 yrs
FA0	21	2001	2700	F	00014843	Officer	Jackson,Issac W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00014848	Sergeant	Gatewood,Sharmika D	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.7 yrs
FA0	21	2001	2600	F	00014852	Detective Grade I	Jenkins,Lenard R	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00014853	Officer	Mincey,Raymond	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs
FA0	21	9001	9200	F	00014866	Sergeant	Barrientos,Jane N	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00014883	Officer	Ferrell-Thompson,Marsha L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	9001	9400	F	00014886	Telecom Equipment Operator	Wilkerson,Jameka S	7	4	DS0067	56,886.00	10,011.94	1.00	Reg	3.3 yrs
FA0	21	9001	9200	F	00014889	Detective Grade I	Johnson,Damion M	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00014894	Officer	Gebrehiwot,Abreham S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00014914	Officer	Zuniga,Yudis B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	1001	1101	F	00014969	Sergeant	Edwards,Yusuf J	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	19.8 yrs
FA0	21	2001	2300	F	00015002	Officer	Howard,Lamumba	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.5 yrs
FA0	21	1001	1500	F	00015043	Officer	Khelawan,Brent J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.1 yrs
FA0	21	AMP1	1040	F	00015159	IT Specialist (Network)	Rowland,James L.	14	6	DS0077	130,071.00	22,892.50	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00015172	Officer	DaCruz,Michel Levi	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	100C	150C	F	00015254	Senior Police Sergeant	Dubeau,Keith J	4	3	PS0004	93,928.00	16,531.33	1.00	Term	6.7 yrs
FA0	21	6001	6010	F	00015327	Program Manager, Volunteers	Czapary,Salah V	13	0	DS0086	98,464.80	17,329.80	1.00	Reg	4.2 yrs
FA0	21	5001	5400	F	00015405	Senior Police Officer	Brown,Doris A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.1 yrs
FA0	21	2001	2300	F	00015444	Officer	Jefferson,LeMar	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	5001	5101	F	00015462	Staff Assistant	Barnes,Florence L	11	9	DS0077	83,646.00	14,721.70	1.00	Reg	21.5 yrs
FA0	21	9001	9400	F	00015481	Senior Police Officer	Moore,Elisa D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00015503	Officer	Folks,Samuel J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00015524	Staff Assistant	Brown,Keisha	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00015543	Officer	Massa,Oliver H	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	9001	9200	F	00015664	Staff Assistant	Ford,Diane	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	29.8 yrs
FA0	21	100F	120F	F	00015706	Accountant	Goodwin,Sabrina L	12	6	DS0007	95,109.00	16,739.18	1.00	Reg	15.9 yrs
FA0	21	1001	1500	F	00015749	Officer	Vandayburg,Dora P.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00015779	Officer	Broadus,Michael E.	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00015794	Officer	Campbell Jr.,Joseph M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	2001	2900	F	00015805	Detective Grade II	Afari,Jerry F	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	V	00015824	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00015841	Officer	Cyrus,Brandon B	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00015886	Officer	Laney,Joenika L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	7001	7300	F	00015891	Secretary	Gibson,Yvonne	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	29 yrs
FA0	21	6001	6010	F	00015969	Staff Assistant	Jackson,Ayesha N.	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2.8 yrs
FA0	21	2001	2300	F	00015971	Senior Police Officer	Brevard,Charles A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.7 yrs
FA0	21	1001	1500	F	00015979	Officer	Domanick,Jonathan	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	V	00016032	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00016044	Officer	Wilson,Kiana I.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	AMP1	1055	V	00016061	Supervisory Compliance Auditor		13	0	DS0086	112,531.00	19,805.46	1.00	Reg	
FA0	21	1001	1500	F	00016067	Officer	Loko,Eric F.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs

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FA0	21	1001	1500	F	00016172	Officer	Spencer-Jones,Corinne E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00016183	Officer	Davis,Marcus A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	2001	2600	F	00016211	Detective Grade I	Weber,Jeffrey D.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00016215	Sergeant	Murphy III,Clifton L	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	17.6 yrs
FA0	21	6001	6010	F	00016245	Lieutenant	Verna,William A	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	17 yrs
FA0	21	1001	1500	V	00016249	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	2001	2600	F	00016265	Detective Grade II	Dalencour,David M.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00016287	Officer	Evans,Crystal N	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	100F	120F	F	00016304	Customer Service Representativ	Carrington,Donnell A	8	3	DS0007	53,407.00	9,399.63	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00016311	Officer	Pilszak,Nicholas	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00016318	Officer	James,Omar Anthony	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00016326	Officer	Creech,Christopher M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	2001	2700	F	00016351	Officer	Hildebrandt Jr.,Reginald L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	5001	5400	F	00016352	Legal Instruments Examiner	Jackson,Rebecca C	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	42.9 yrs
FA0	21	2001	2900	F	00016367	Clerical Assistant	Blackette,Lenora D	7	0	DS0079	58,836.93	10,355.30	1.00	Reg	39.9 yrs
FA0	21	2001	2700	F	00016369	Officer	Ellis,Shala Angelique	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	9001	9200	F	00016387	SCUBA Diver	Tretter,Joshua N.	1	8	PS0001	91,261.00	16,061.94	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00016399	Officer	Brown,Christopher R	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00016403	Officer	Rose,Andrew L	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	AMP1	1040	F	00016413	IT Specialist (Customer Supt)	Neal Jackson,Janice M	13	9	DS0077	119,186.00	20,976.74	1.00	Reg	9.3 yrs
FA0	21	2001	2600	F	00016447	Victim Specialist	Timberlake,Mark	12	2	DS0077	84,883.00	14,939.41	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00016460	Officer	Jones,Jessica Serena	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00016467	Officer	Hughes-Stewart,Trina Denis	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00016534	Officer	Johnson,Heinz J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	2001	2600	F	00016538	Investigator	Naples,David Alexander	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9 yrs
FA0	21	100F	120F	F	00016540	Accounting Officer	Williamson,Delesia L	14	5	DS0007	126,479.00	22,260.30	1.00	Reg	17.3 yrs
FA0	21	1001	1500	F	00016565	Officer	Fellin III,John	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00016577	Officer	Othterson,Kevon J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	6001	6300	F	00016612	Customer Service Rep	Gatewood,Tiffany R	6	5	DS0079	47,011.00	8,273.94	1.00	Term	1.2 yrs
FA0	21	1001	1500	F	00016626	Officer	Thomas,Jashawn C.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	7001	7300	F	00016633	Sergeant	Chumbley,David V	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00016635	Officer	Gramieri,Anthony Richard	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	2001	2900	F	00016646	Senior Police Officer	Nelson III,John	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.7 yrs
FA0	21	1001	1500	F	00016650	Officer	Karcic,Aris	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	6001	6900	F	00016651	Investigator (Applicant)	Davila,Juan A.	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00016652	Officer	Leonard,Patrick A.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	9001	9200	F	00016659	Officer	Tindall,Tara L	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	2001	2300	F	00016681	Officer	Moore,Thomas	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00016682	Officer	Castillo,LuisAngel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00016701	Officer	Amarant-West,Ty A.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00016702	Officer	Boykins,Marshall L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00016712	Officer	Espinal,Smily A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	V	00016716	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00016737	Officer	Medley,Takea S.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00016739	Officer	Kinzer,Stephen E.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs
FA0	21	6001	6600	V	00016755	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	AMP1	1040	F	00016761	AFIS Monitor	Hansborough,Donna M	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	16.1 yrs
FA0	21	100C	150C	F	00016768	Program Analyst	Cronin,James	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	12.6 yrs
FA0	21	1001	1500	F	00016772	Officer	Barnes,Mikal B.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00016785	Officer	Padmore,Demetrius C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2600	F	00016790	Detective Grade II	Whisnant,Marboo Frederick	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00016793	Officer	Yakub,Umit Feyzula	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	7001	7300	F	00016800	Detective Grade I	Mancuso,Sarah Flynn	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	14.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2700	F	00016807	Commander	Haines,John R	9	2	PS0002	170,185.00	29,952.56	1.00	Reg	21 yrs
FA0	21	2001	2600	F	00016829	Detective Grade II	Hector,Anthony M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	10.8 yrs
FA0	21	9001	9200	F	00016845	Officer ERT Personnel	Mazanec,Steven E.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.3 yrs
FA0	21	2001	2900	F	00016851	Detective Grade II	Lee,William	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00016865	Clerical Assistant	Bynum,Selena N	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	35.2 yrs
FA0	21	1001	1500	F	00016883	Officer	Bateman Jr.,Maurice T.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	2001	2300	F	00016901	Senior Police Officer	Felder,Terrence S	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.3 yrs
FA0	21	1001	1500	F	00016931	Officer	Corporan,Arnold M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	2001	2600	F	00016936	Investigator	Benjamin,Lucia	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9 yrs
FA0	21	1001	1500	V	00016939	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00016944	Officer	Altiere,Vincent L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	2001	2700	V	00016946	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00016986	Officer	Koch,Daniel M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00016992	Captain	Hall,Colin L	7	2	PS0002	128,493.00	22,614.77	1.00	Reg	23 yrs
FA0	21	1001	1500	F	00016993	Officer	Gould,Antonio D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00017006	Officer	Cummings,Gregory	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	5001	5800	F	00017009	Supply Technician	Winston Jr.,Ricky N.	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	10.5 yrs
FA0	21	1001	1500	F	00017012	Officer	Ellis,Shea A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	2001	2600	F	00017013	Senior Police Sergeant	Davis Kennie,Leslie	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00017016	Officer	Sharpe,Deion K.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00017027	Officer	Freytes,Eugenio	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	5001	5400	F	00017030	Legal Instruments Examiner	Harris-Rice,Chevella N	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	22.7 yrs
FA0	21	1001	1500	F	00017040	Lieutenant	Roth,Justin J.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00017044	Officer	Porter,Epshane L.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00017050	Officer	Renneisen,Andrew J.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00017060	Officer	Norris Jr.,Johnny B	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	2001	2600	F	00017062	Investigator	Lee,Ryan J.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00017070	Officer	Valcin,Keton	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00017086	Officer	Allen,Nicole S	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	6001	6600	F	00017099	Officer	Stanford,Patrick E	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	2.9 yrs
FA0	21	9001	9400	F	00017108	Telecom Equipment Operator	Stagg,Timothy	7	10	DS0067	66,120.00	11,637.12	1.00	Reg	22.3 yrs
FA0	21	1001	1500	F	00017121	Officer	Tyler Wills,Lisa Y	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32 yrs
FA0	21	1001	1500	F	00017127	Officer	Numata,Sheana	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	2001	2300	F	00017132	Officer	Crichlow,Monica J	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00017139	Officer	Scott,Isaac	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00017140	Sergeant	Ferris,Michael P.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	15.1 yrs
FA0	21	9001	9400	F	00017151	Officer	Murrock,Meghan Katherine	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00017159	Officer	Flanigan,Gwendolyn T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	2001	2600	F	00017162	Detective Grade I	Weeks,Kenniss M	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00017168	Officer	Jordan,Ryan P	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	9001	9200	F	00017170	Officer ERT Personnel	Cartwright,Christopher X.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.1 yrs
FA0	21	2001	2700	F	00017172	Officer	Tejada,Brian	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	AMP1	1040	F	00017173	Fingerprint Examiner	Henderson,Jeffrey L	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	8.6 yrs
FA0	21	2001	2600	V	00017174	Detective Grade II		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017191	Officer	Jones,Tracy H	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	V	00017193	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017196	Sergeant	Rodd,Michael W.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.9 yrs
FA0	21	1001	1500	V	00017208	Officer		1	6	PS0001	80,040.00	14,087.04	1.00	Reg	
FA0	21	1001	1500	F	00017212	Officer	Johnson,Brittany Dawn	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00017215	Officer	Ware Jr.,William	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	1001	1500	F	00017216	Sergeant	Khan,Imran	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.7 yrs
FA0	21	9001	9200	F	00017219	Scuba Diver Sergeant	Snapko,Adam P	4	6	PS0001	111,729.00	19,664.30	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00017234	Sergeant	Love,Stephen Joseph	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	9.3 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9400	F	00017236	Officer	Johnson,Karrissa	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	V	00017249	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00017256	Officer	Meekins III,Thomas Linwood	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.4 yrs
FA0	21	2001	2900	F	00017258	Cellblock Processing Tech	Clark,Kim G.	9	10	DS0067	75,254.00	13,244.70	1.00	Reg	33.2 yrs
FA0	21	1001	1500	F	00017259	Officer	James,Denise L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	100C	150C	F	00017260	Officer	Johnson Jr.,Kevin E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	6001	6900	F	00017263	Senior Police Officer	Atkins,Antonial	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3 yrs
FA0	21	9001	9200	F	00017271	Dog Handler	Henderson Sr.,Jeffrey M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00017292	Officer	Alexander Jr.,David K	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00017293	Officer	Chrismer,Lauren	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00017294	Officer	Rice,Bertha L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00017296	Officer	West,Emory	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	V	00017297	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017298	Officer	Garrett,Larry C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	1001	1500	F	00017303	Officer	Tracey,Anthony M.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	AMP1	1040	F	00017309	Legal Instruments Examiner	Dansby,Sheila	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	38 yrs
FA0	21	5001	5800	V	00017311	Commander		9	1	PS0002	151,904.00	26,735.10	1.00	Reg	
FA0	21	1001	1500	F	00017312	Officer	Charles,Joel R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00017325	Officer	Thomas,Joel D.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.7 yrs
FA0	21	5001	5800	F	00017329	Supv Property & Control Spec	Thompson,Charles F	11	0	DS0086	69,105.17	12,162.51	1.00	Reg	4.6 yrs
FA0	21	2001	2600	V	00017339	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017353	Officer	AK,Mustafa	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00017356	Officer	Mertus,Jacquelon	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00017359	Officer	Fevola,Lauren M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	2001	2600	F	00017360	Senior Police Officer	Adams,Carter D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.6 yrs
FA0	21	1001	1500	F	00017362	Officer	Ortiz,Angel M.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	15.6 yrs
FA0	21	2001	2700	F	00017367	Sergeant	Lipscomb,Jacob A	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.5 yrs
FA0	21	100C	171C	F	00017369	Grants Management Specialist	Brabham,Robin E	13	9	DS0077	119,186.00	20,976.74	1.00	Reg	30.1 yrs
FA0	21	1001	1500	F	00017379	Officer	Simpson,Derron D.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00017383	Officer	Douglas,Evan C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00017388	Officer	Pierre,Cedrick	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	2001	2700	F	00017391	Officer	Painten,Emily E	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	1001	1500	F	00017398	Officer	Sligh,ShaJuan G	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.2 yrs
FA0	21	6001	6600	F	00017403	Officer	Davis,Gregory L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00017422	Officer	Sadat,Sayed I.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	9001	9200	F	00017428	SCUBA Diver	Ochsenschlager,Timothy Pa	1	6	PS0001	83,040.00	14,615.04	1.00	Reg	9 yrs
FA0	21	9001	9200	F	00017432	Officer	Jimenez,Analee Junnely	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00017444	Officer	Koonce,Brian G.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00017445	Officer	Boyd,Gregg L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2300	F	00017453	Officer	Davis,Lekisha	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	7001	7500	F	00017456	Sergeant	Nelson,Jonathan Olin	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00017457	Officer	Plows,Sharlynn Elizabeth	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00017473	Officer	Napper Jr.,Geoffrey A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	2001	2600	F	00017484	Detective Grade I	Shields,Ray D	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	26.8 yrs
FA0	21	100C	110C	F	00017486	Lieutenant	Webster,Nicole D	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	31.3 yrs
FA0	21	2001	2900	F	00017487	Detective Grade II	Walls,Toni S	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00017495	Officer	Jones,Shanell Sonia	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	8.9 yrs
FA0	21	6001	6600	F	00017500	Senior Police Officer	Griffin,Richard S	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	AMP1	1040	F	00017506	Fingerprint Examiner	Whitmyer,Shari Darlene	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	9.2 yrs
FA0	21	2001	2300	F	00017516	Officer	Averette,Jemal G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00017517	Officer	Jenkins,Byron K.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	1001	1500	V	00017518	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017520	Sergeant	Kimball,Kyle P.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	5001	5800	F	00017531	Materials Handler	Jordan,Stevie	5	7	WS0029	52,270.40	9,199.59	1.00	Reg	5.4 yrs
FA0	21	1001	1500	V	00017532	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	V	00017534	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2300	V	00017537	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017548	Officer	Okoli,Jesse O.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00017561	Officer	Richardson,Aaron M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00017562	Officer	Flinn,Daniel J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00017563	Officer	Green,Brittany S.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00017582	Sergeant	Lybarger,Michael J.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00017584	Officer	Caceres,Juan J	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00017586	Officer	Ross,Alicia D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	5001	5400	F	00017592	File Clerk	Padgett,Steven	5	10	DS0079	48,910.00	8,608.16	1.00	Reg	41.1 yrs
FA0	21	1001	1500	F	00017595	Officer	Chapman,Damian C.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	100C	160C	F	00017600	Supervisory Community Outreach	Lopez,Evelyn	12	0	DS0086	91,670.00	16,133.92	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00017601	Officer	Abouzied,Marwan N	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00017610	Officer	Horvath,Daniel P.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	2001	2600	V	00017611	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017614	Officer	Greenfield,Tre'von	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00017616	Officer	Oliveto,Matthew G	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00017623	Sergeant	Washington,Laswaun D	4	6	PS0001	108,729.00	19,136.30	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00017624	Officer	Argueta,Darwin O.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.4 yrs
FA0	21	9001	9200	F	00017626	EOD Dog Handler	Jewell Jr.,Stuart D	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00017627	Officer	BernHardt,Ranto V.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	V	00017628	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9400	F	00017639	Detective Grade II	Carter,David M	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.5 yrs
FA0	21	1001	1500	F	00017644	Officer	Grooms,Darryl A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.7 yrs
FA0	21	1001	1500	V	00017646	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017647	Officer	Rowley,Anthony J	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.3 yrs
FA0	21	1001	1500	F	00017648	Officer	Armstrong,Dana Lashan	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	9 yrs
FA0	21	6001	6600	F	00017651	Officer	Robinson,Barbara A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.9 yrs
FA0	21	1001	1500	V	00017657	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017662	Officer	Ruano,Johann B	1	6	PS0001	80,040.00		1.00	Reg	8.1 yrs
FA0	21	1001	1500	V	00017664	Officer		1	1	PS0001	62,727.00		1.00	Reg	
FA0	21	1001	1500	F	00017673	Officer	Harris,Kullen R.	1	4	PS0001	72,611.00		1.00	Reg	4.6 yrs
FA0	21	7001	7700	V	00017674	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	1001	1500	F	00017675	Sergeant	Sinotte,Daniel T.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7 yrs
FA0	21	1001	1500	V	00017678	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017681	Officer	Calcagno,Julianna N.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00017688	Officer	Neuhaus,Bernhard A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	2001	2700	F	00017692	Officer	Guzman,Wilfredo Gilmer	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00017700	Officer	Burt,Kyle A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.4 yrs
FA0	21	1001	1500	F	00017701	Officer	Williams,Majohn	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2600	F	00017703	Investigator	Costic,Robert	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00017706	Master Patrol Officer	Karim,Atubakr M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00017707	Officer	Krupa,Angelica Anna	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00017712	Officer	Gross Jr.,Clifton A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	9001	9200	F	00017714	Officer	Wymbs,Brian T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00017720	Officer	Turner,Matthew D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	9001	9101	F	00017721	Detective Sergeant	Janczyk Curran,Jeffrey P	4	4	PS0001	99,218.00	17,462.37	1.00	Reg	16.5 yrs
FA0	21	1001	1500	V	00017722	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	5001	5800	F	00017733	Clerical Assistant	Wright,April S	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	36.3 yrs
FA0	21	1001	1500	F	00017746	Officer	Thompson,Darryl J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00017756	Officer	Readmond,Nicholas	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00017757	Officer	Olivo,Jendy R.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00017758	Officer	McCourt,Gregory M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	2.9 yrs
FA0	21	2001	2900	F	00017771	Sergeant	Suku Jr.,Pah K	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00017779	Officer	Mott,Samuel J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	6001	6600	V	00017780	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00017781	Officer	Seaward,Wayne D	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00017782	Officer	Mack,Tonya	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22 yrs
FA0	21	9001	9200	F	00017793	Officer ERT Personnel	Watson,Eric M.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14 yrs
FA0	21	6001	6300	F	00017798	Management & Program Analyst	Kimmons,Elizabeth A	11	6	DS0087	71,406.00	12,567.46	1.00	Reg	14.5 yrs
FA0	21	1001	1500	F	00017822	Officer	Crews,Kaila T.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00017825	Officer	Benson,Adriane J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	2001	2300	V	00017829	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00017834	Captain	Taylor,Damion L	7	3	PS0002	135,173.00	23,790.45	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00017844	Officer	Williams,Sequita M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	V	00017846	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9400	V	00017849	Criminal Research Specialist		9	0	DS0078	55,230.00	9,720.48	1.00	Reg	
FA0	21	1001	1500	F	00017854	Senior Police Officer	Santos,Danellia	1	5	PS0004	76,243.00	13,418.77	1.00	Reg	0.7 yrs
FA0	21	1001	1500	F	00017855	Sergeant	Beirne II,Timothy R.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13 yrs
FA0	21	1001	1500	V	00017856	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00017857	Officer	Pettegrue,Kareem A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00017860	Officer	Brathwaite,Ashley L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00017863	Officer	Aremu,Olubunmi M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	12.4 yrs
FA0	21	6001	6600	V	00017864	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00017873	Sergeant	Wicker Sr.,Carlton B	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00017877	Officer	Clarke,Nathan R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00017880	Officer	Mock,Jovan B.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.1 yrs
FA0	21	1001	1500	F	00017887	Officer	Zumbrun,Matthew B	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00017888	Officer	Cobb,Steven	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	1001	1500	F	00017895	Officer	Taylor,Jacoby E	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00017899	Officer	Davis,Tirik Y	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00017901	Officer	Mejia,Juan	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	6001	6600	V	00017907	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00017908	Officer	Dean,Brandon A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.4 yrs
FA0	21	2001	2600	F	00017914	Detective Sergeant	Finamore,Valkyrie N.	4	3	PS0001	94,523.00	16,636.05	1.00	Reg	15.2 yrs
FA0	21	9001	9200	F	00017916	Sergeant	Thau,Daniel M.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.8 yrs
FA0	21	5001	5400	F	00017927	Supervisory Program Coordinator	James,Travon C	11	0	DS0086	69,105.79	12,162.62	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00017934	Officer	Jefferson,Juwan Tashon	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00017949	Officer	Thomas,Grant A	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00017952	Officer	Casillas,Nelson O.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	9001	9200	V	00017956	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	V	00017960	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00017968	Officer	Haile,Darrin C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00017975	Officer	Gravesmill,Brandon	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	6001	6600	F	00017976	Officer	Washington,Stephen A.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00017978	Officer	Jones,Christopher M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	6001	6600	V	00017982	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00017984	Detective Grade I	Booher,Darin N.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00017994	Officer	Allen-David,Ashley K.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00017995	Officer	Sam,Lynelle R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00017998	Officer	Boyle,Christopher S	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00018001	Sergeant	Reyes,Jerry G	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.3 yrs
FA0	21	1001	1500	F	00018007	Officer	Lee,Michael A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.1 yrs
FA0	21	1001	1500	F	00018009	Master Patrol Officer	Minor,James D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	31.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00018017	Officer	Scott Jr.,Robert L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00018018	Officer	Bigelow,Anthony S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00018023	Officer	Lancaster,Joshua Michael	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	9001	9200	F	00018029	Officer ERT Personnel	Battle,Angelo L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.5 yrs
FA0	21	2001	2300	F	00018033	Officer	Manley,Anthony	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.3 yrs
FA0	21	2001	2300	V	00018035	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018045	Officer	Payne,Wendy E C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00018047	Officer	Chisholm,Kelly M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.8 yrs
FA0	21	1001	1500	F	00018054	Officer	Polk,Caden V.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00018069	Master Patrol Officer	Carroll Jr.,Ronald L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	36.9 yrs
FA0	21	2001	2300	F	00018071	Officer	Scott,Nico A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00018078	Officer	Young,Kerine S	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00018090	Officer	Wulf,Briana K.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00018093	Officer	Seward,Corbin A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00018101	Officer	Peiffer,Zachary J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	2001	2600	V	00018107	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00018108	Detective Grade II	Gaffney,Manuel G	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	31.9 yrs
FA0	21	5001	5800	F	00018110	Inventory Technician	Lee,Robert E	7	6	DS0079	53,663.00	9,444.69	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00018111	Officer	Myles,Dionte M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.4 yrs
FA0	21	2001	2600	F	00018121	Officer	Rollins Jr.,Leroy S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.8 yrs
FA0	21	1001	1500	F	00018131	Officer	Tate,Tierra	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00018148	Officer	Morris,Lila M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00018153	Officer	Gant,Tisha M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.4 yrs
FA0	21	1001	1500	F	00018154	Officer	Weems Jr.,Charles H	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	1001	1500	V	00018155	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018163	Officer	Boston,Khalia M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00018164	Officer	O'Brien,Colleen M	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00018167	Officer	Revollo,Gregory	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	2001	2300	F	00018172	Sergeant	Tidline,Yvonne C	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	32.4 yrs
FA0	21	1001	1500	V	00018180	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00018200	Detective Sergeant	Commodore,Anthony E	4	5	PS0001	109,324.00	19,241.02	1.00	Reg	26.5 yrs
FA0	21	1001	1500	F	00018203	Officer	Jean Baptiste,Tamar	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	100C	110C	F	00018207	Staff Assistant	Cambel,Patricia E	12	9	DS0077	102,782.00	18,089.63	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00018209	Officer	Santiago,Theora J	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00018215	Captain	Merrill,Jerome M	7	3	PS0002	128,736.00	22,657.54	1.00	Reg	19.5 yrs
FA0	21	2001	2900	F	00018221	Senior Police Sergeant	Larsen,Derek L	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.6 yrs
FA0	21	1001	1500	F	00018222	Officer	Andrews,Helen J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.8 yrs
FA0	21	1001	1500	F	00018223	Officer	Green,Elvin J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	1001	1500	F	00018228	Officer	Green,Donald A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00018230	Officer	Mosbah-Mohamed,Mostafa	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	2001	2300	F	00018233	Officer	Brooks,Terrence M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	29 yrs
FA0	21	1001	1500	F	00018241	Officer	Edelen,John F.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs
FA0	21	2001	2600	F	00018246	Senior Police Officer	Stallings,Thurman M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.4 yrs
FA0	21	2001	2900	V	00018250	Cellblock Processing Tech		9	0	DS0067	58,307.00	10,262.03	1.00	Reg	
FA0	21	1001	1500	F	00018252	Sergeant	Craig,Joanne T	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00018254	Officer	Channer,Adrian C.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00018256	Officer	Brown,Michelle C.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	2001	2300	F	00018258	Senior Police Sergeant	Dyson,Theodore F	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.5 yrs
FA0	21	6001	6600	F	00018259	Officer	Totaro,Carolyn R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.6 yrs
FA0	21	2001	2600	F	00018260	Investigator	Hayes,John Richard	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00018263	Officer	Czerwinski,Michael J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00018271	Officer	Louis,Hubert F.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00018272	Officer	Agaiby,Beshoy M	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00018274	Sergeant	Labun,Joseph R.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00018286	Officer	Coleman,Jordan Y.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00018291	Officer	Demosthene,Johndy	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00018292	Lieutenant	Davis,Arthur R	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	21 yrs
FA0	21	2001	2900	F	00018298	Officer	Doss,Steven M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.6 yrs
FA0	21	1001	1500	F	00018299	Senior Police Officer	Covington,Donnell	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.5 yrs
FA0	21	2001	2600	F	00018306	Investigator	Ewald,Autumn KC	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	F	00018311	Sergeant	Grant,Ernest D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00018318	Sergeant	Hawkins,Shynita V	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00018319	Senior Police Sergeant	Robinson,David S	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.2 yrs
FA0	21	1001	1500	F	00018321	Officer	Davis,Diamond D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	2001	2600	F	00018333	Officer	Worrell,Lisa M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	25 yrs
FA0	21	6001	6600	V	00018335	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00018337	Officer	Curtice,Chad J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00018339	Officer	Mendryga,Calisa L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00018342	Officer	Green,Tandreia	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00018347	Officer	Sheppard,Lamal D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	2001	2700	F	00018351	Officer	Bernier,Ryan Andrew	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	6001	6600	V	00018352	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2900	F	00018357	Detective Grade II	Hopkins,Vincent N	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17 yrs
FA0	21	6001	6600	F	00018359	Officer	Oladipupo,Emmanuel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00018366	Officer	Forrester,Omar C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	2001	2900	F	00018376	Detective Grade II	Johnson Rauf,Barbara	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.3 yrs
FA0	21	6001	6600	F	00018377	Officer	Al,Samer	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	7001	7300	V	00018382	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6300	F	00018385	Lead File Assistant	Mozie,Derek S	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	38.9 yrs
FA0	21	2001	2600	F	00018389	Detective Grade II	Decker,Kevin R.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00018396	Sergeant	Pringle,Tameka R	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	22.5 yrs
FA0	21	2001	2900	F	00018399	Clerical Assistant	Smith,Wanda B	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	41.9 yrs
FA0	21	1001	1500	F	00018404	Lieutenant	Terry Jr.,John D.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	14.1 yrs
FA0	21	2001	2600	F	00018407	Detective Grade II	McCarthy,Brian L.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00018412	Officer	Zamora,Esmeralda	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	2001	2600	F	00018413	Officer	White,Ebony T	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.5 yrs
FA0	21	AMP1	1040	F	00018423	IT Specialist (Project Mgmt)	Pradhan,Santosh B	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	14.9 yrs
FA0	21	6001	6600	F	00018426	Officer	Toni,Michel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00018427	Officer	Jackson,Tracie M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	2001	2600	F	00018429	Detective Sergeant	Bundy,Carlos M	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	23.5 yrs
FA0	21	1001	1500	V	00018431	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00018434	Officer	Haskins,Shaquille	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	3.2 yrs
FA0	21	1001	1500	V	00018443	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018450	Master Patrol Officer	Williams,Todd S	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00018455	Officer	Taylor,Brianna D	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00018456	Officer	Reid,Jamal D	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	1.4 yrs
FA0	21	6001	6600	F	00018464	Officer	McMillan Kenney,Lacie T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	29.2 yrs
FA0	21	1001	1500	F	00018466	Officer	Fleming,Matthew Stephen	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	5001	5400	F	00018469	Legal Instruments Examiner	Craig,Chanita R	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	22.5 yrs
FA0	21	1001	1500	F	00018470	Officer	Creek,Monique R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.7 yrs
FA0	21	1001	1500	F	00018476	Officer	Proctor,Topaz L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.5 yrs
FA0	21	1001	1500	F	00018477	Lieutenant	Daniels,Linda M	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00018478	Officer	Coleman,Antony C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	100C	120C	F	00018497	Executive Protection Officer	Phillips,Justin O.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16 yrs
FA0	21	2001	2700	F	00018502	Paralegal Specialist	Martin,Tracy L	11	10	DS0078	85,784.00	15,097.98	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00018507	Officer	Kyle,Travia L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00018509	Officer	Ranero,Jose E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.3 yrs
FA0	21	1001	1500	F	00018530	Sergeant	Johnson,Kenneth E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00018532	Officer	Garvin,Darnell M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00018535	Officer	Costello,Dalentina S	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	1001	1500	F	00018542	Officer	Taher,Mohamed R	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	V	00018543	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018544	Officer	Green,Denise M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	25.4 yrs
FA0	21	9001	9200	F	00018545	Scuba Diver Sergeant	Ross,Darrick O	4	6	PS0001	117,166.00	20,621.22	1.00	Reg	30.2 yrs
FA0	21	AMP1	1040	F	00018574	Program Manager	Balarezo,Rosa A	15	0	DS0086	167,586.45	29,495.22	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00018578	Officer	Muzzey,Michael C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00018580	Officer	Hines,Kevin D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00018582	Officer	Bannon,Troy P.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00018585	Officer	Harrison,Jamil L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	4.2 yrs
FA0	21	AMP1	1040	F	00018586	AFIS Monitor	Johnson Jr.,Delante E	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	26 yrs
FA0	21	1001	1500	F	00018592	Officer	Wilhoit III,Carlton F	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00018595	Senior Police Officer	Riggins Jr.,Paul S	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.3 yrs
FA0	21	6001	6600	F	00018605	Officer	Dinchong,Liam J.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00018610	Officer	Adams,Breanna K	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00018613	Sergeant	Harris,Dexter T	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	28.7 yrs
FA0	21	6001	6600	F	00018615	Officer	Thompson,Justin T.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00018616	Officer	Buxton,Carter W	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	100F	110F	F	00018618	Senior Budget Analyst	Cornelius,Sabrena S	13	10	DS0007	122,228.00	21,512.13	1.00	Reg	0.6 yrs
FA0	21	2001	2600	F	00018620	Senior Detective Grade I	Bolding,Derek J	3	4	PS0004	90,770.00	15,975.52	1.00	Term	3.6 yrs
FA0	21	1001	1500	F	00018630	Officer	Coleman,Cody D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	7001	7300	F	00018635	Clerical Assistant	Griffiths,Anolan	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	33.2 yrs
FA0	21	2001	2300	F	00018645	Officer	Johnson,Michelle A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.5 yrs
FA0	21	2001	2600	F	00018656	Detective Sergeant	Freeman,James W	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00018662	Officer	Boulos,Rougih E.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	7001	7700	V	00018663	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	2001	2600	F	00018675	Detective Sergeant	Jackson,Kenya L	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00018677	Officer	Hamilton,Arnita L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00018680	Senior Police Officer	Welsh,Terrence M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	2001	2600	V	00018682	Officer		1	8	PS0001	88,261.00	15,533.94	1.00	Reg	
FA0	21	9001	9200	F	00018684	Officer	Knight,Fred L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.2 yrs
FA0	21	1001	1500	F	00018685	Officer	Benites,Manuel J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00018694	Officer	Lesesene,Antoine M	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00018695	Senior Police Officer	Holmes,Constance L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	1001	1500	V	00018703	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018705	Officer	Groves,Judith R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.4 yrs
FA0	21	5001	5400	F	00018712	Criminal History Specialist	Tabron,Yvette R.	9	6	DS0077	64,050.00	11,272.80	1.00	Reg	8.6 yrs
FA0	21	6001	6600	V	00018714	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	6001	6600	F	00018715	Officer	Griffin,Connor M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00018728	Officer	Walker,Diana R.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00018730	Officer	Abuliak,Albert	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2900	F	00018734	Detective Grade II	Cartwright,Tanya T	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	19.9 yrs
FA0	21	2001	2700	F	00018747	Officer	Vaughn,Angela	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00018749	Officer	Djoko,Marius	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	5.3 yrs
FA0	21	6001	6600	F	00018753	Officer	Amarkye,Frank	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	6001	6600	F	00018760	Officer	Suarez,Eddy	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00018770	Officer	Potts,Derrick J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00018803	Officer	Campbell,Jawaun M	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00018804	Officer	Faustino,Ernie Q	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00018805	Officer	Lazo-Zelaya,Evelin A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00018816	Officer	Nguyen,Tony T.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.4 yrs
FA0	21	7001	7300	F	00018818	Detective Grade I	Della Camera,Joseph J	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00018820	Officer	Duncan,Thomas E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	V	00018824	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9400	F	00018825	Officer	Jones,Lisa D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.1 yrs
FA0	21	2001	2300	F	00018827	Lieutenant	Heath,Latoyia M	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	21.7 yrs
FA0	21	1001	1500	F	00018830	Officer	Tyler,Marvin A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00018837	Officer	Marion IV,William R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00018838	Officer	Mumtaz,Anam	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00018851	Officer	Tate,Nathan E.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	100C	160C	F	00018853	Photographer	Brown,Anthony M	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	23.7 yrs
FA0	21	1001	1500	F	00018857	Officer	Alvarez,Alexander H.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	5001	5800	F	00018859	Supv Property & Control Spec	Courtney,Linda T	11	0	DS0086	69,105.14	12,162.50	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00018864	Officer	Bailey Jr.,David E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00018871	Officer	Caudle,Frazier	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.5 yrs
FA0	21	2001	2700	V	00018883	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018884	Officer	Nguyen,Thai Minh	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00018886	Officer	Freeman,Victoria S.L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	6001	6600	F	00018890	Officer	Davie,Riana	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00018892	Officer	VanDuyse,Michael S	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	6001	6600	F	00018902	Senior Police Officer	Adams,Reginald J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	2001	2600	F	00018903	Detective Grade I	Heithoff,Paul R.	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00018908	Officer	Lazo,Martha Melissa	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	9001	9400	V	00018909	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	5001	5101	F	00018917	Senior Police Officer	Benjamin,Anthony W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.1 yrs
FA0	21	1001	1500	F	00018919	Officer	McCreary,Michael D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00018923	Officer	Lasisi Jr.,Babatunde A.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00018931	Officer	Todd,Sacoyia S.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	AMP1	1055	F	00018946	Compliance Monitor	Nnaji,Sylvanus O	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	27.1 yrs
FA0	21	1001	1500	F	00018955	Officer	Williams,Tiffany L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00018959	Officer	Vanterpool,Clifford L	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	2001	2300	F	00018972	Sergeant	Flipping,Sonja J	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	33.5 yrs
FA0	21	1001	1500	F	00018973	Officer	Fernandez,Jesse A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00018977	Officer	Bhullar,Sardar S	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00018981	Officer	Simmons,Deontrey T.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	V	00018984	Master Patrol Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00018990	Officer	Braxton,Robert L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.6 yrs
FA0	21	2001	2600	F	00018999	Senior Detective Grade I	Fulton,Michael A	3	4	PS0004	90,770.00	15,975.52	1.00	Term	0.5 yrs
FA0	21	2001	2600	F	00019005	Detective Grade II	Crosby,Kimberly N	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24.2 yrs
FA0	21	1001	1500	F	00019006	Senior Police Officer	Miles,Robert K	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.6 yrs
FA0	21	1001	1500	F	00019017	Commander	Fitzgerald,William J	9	4	PS0002	193,755.00	34,100.88	1.00	Reg	31 yrs
FA0	21	1001	1500	F	00019023	Officer	Beeler,Michael A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.6 yrs
FA0	21	1001	1500	F	00019026	Officer	Stanford,Stephen D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00019029	Officer	Green,Brian A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00019032	Sergeant	Barr,Jeffrey John	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00019034	Officer	Meehan,Joseph Andrew	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	9001	9200	F	00019042	Officer	Sarita,Rafael J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.6 yrs
FA0	21	1001	1500	F	00019063	Officer	McClaine,Cheryl A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	2001	2700	F	00019065	Crime Scene Search Officer	Streets,John D	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.7 yrs
FA0	21	1001	1500	F	00019068	Officer	Ross,Kevin L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	1001	1500	F	00019082	Officer	Tutt,Kimbley	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.9 yrs
FA0	21	6001	6600	F	00019084	Officer	Festo,Anthony	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	9001	9200	F	00019097	SCUBA Diver	Scott,Lindsey B.	1	6	PS0001	83,040.00	14,615.04	1.00	Reg	8.9 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00019098	Officer	Togans,Kim	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.8 yrs
FA0	21	2001	2600	V	00019101	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	6001	6600	F	00019102	Police Cadet	Jones,Nico D	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.1 yrs
FA0	21	9001	9200	F	00019124	Officer	Coates,Eric V	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.3 yrs
FA0	21	6001	6600	F	00019133	Officer	Vargas,Rachal C.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00019146	Officer	Wade,Frederick A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.9 yrs
FA0	21	1001	1500	V	00019155	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00019161	Officer	Nunez,Gabriel	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00019168	Officer	Goldring,Brandi	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	100C	110C	F	00019186	Attorney Advisor	Koshy,Ann E	14	4	LA0001	133,507.00	23,497.23	1.00	Reg	0 yrs
FA0	21	1001	1500	F	00019195	Officer	Wagner,Kevin R.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	0.6 yrs
FA0	21	AMP1	1055	F	00019217	Officer	Floyd-Wilson,Gwendolyn J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00019220	Officer	Wilson Jr.,Clifford L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.7 yrs
FA0	21	1001	1500	F	00019221	Master Patrol Officer	Pradier,Anthony R	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.5 yrs
FA0	21	9001	9200	F	00019227	Bomb Technician / Dog Handler	Shaw,Corey	1	9	PS0001	100,305.00	17,653.68	1.00	Reg	24.1 yrs
FA0	21	1001	1500	F	00019232	Officer	Mcginnis Jr.,Otis	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	1001	1500	F	00019247	Officer	Watford,Brandon D	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00019248	Officer	Clark,Kandee A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00019250	Officer	Costner,Christopher H	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00019257	Officer	DeRuvo,Christian J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00019268	Officer	Craig,Kimberly M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00019279	Officer	Peterson,William J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	2001	2900	F	00019282	Sergeant	Carter,Carmen L	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00019285	Lieutenant	Alexander,Lashaun A	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	23 yrs
FA0	21	9001	9200	F	00019321	Sergeant	Brown,John Jr	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00019327	Master Patrol Officer	Wilson,Jermaine T	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	31.3 yrs
FA0	21	9001	9200	F	00019344	Officer	Myers,Tony M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.8 yrs
FA0	21	2001	2700	F	00019356	Sergeant	Harris,Tyrone E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.6 yrs
FA0	21	1001	1500	F	00019364	Officer	Rogers,Randy L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00019373	Officer	Vorachack,Choummany	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.5 yrs
FA0	21	2001	2300	F	00019389	Officer	Sabir II,Albert A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	2001	2900	F	00019397	Investigator	Saunders,Kristina R	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00019400	Officer	Anu Amen-Ra,Markquat A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00019416	Officer	Anderson,Dwonn L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00019430	Officer	Leonard,James A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00019439	Officer	Boyd,Sherlita T.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00019451	Officer	Gonzalez,Mayra P	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00019466	Officer	Pittmon,Lynn D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00019472	Officer	Clay,Brandon C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	2001	2600	F	00019473	Detective Grade I	Clay,Jeffery A	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	17.3 yrs
FA0	21	2001	2600	F	00019487	Senior Police Officer	Manley,Steven E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.2 yrs
FA0	21	1001	1500	F	00019541	Officer	Newman,Christopher P	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	2001	2600	F	00019563	Detective Grade II	Agusti,Monica P	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.2 yrs
FA0	21	6001	6600	F	00019701	Officer	Sartin,Molly J.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	5001	5400	F	00019732	Management Analyst	Gantt,Sheila T	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	24.7 yrs
FA0	21	1001	1500	F	00019765	Officer	McMichael Jr.,Daniel	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00019824	Senior Police Officer	Marcus,Darren R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.9 yrs
FA0	21	1001	1500	F	00019827	Sergeant	Sotelo,Adam A	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	5.9 yrs
FA0	21	9001	9400	F	00019885	Criminal Research Specialist	Manning,Aleia F	9	1	DS0078	55,230.00	9,720.48	1.00	Reg	0.2 yrs
FA0	21	6001	6900	V	00019901	Investigator (Applicant)		12	1	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	1001	1500	F	00019928	Officer	Pinachos,Christopher J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00019961	Officer	Monir,Mohammad M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00019978	Captain	Altieri,Sylvan A	7	1	PS0002	122,139.00	21,496.46	1.00	Reg	20.9 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00020035	Officer	Smith,Pria A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	3.2 yrs
FA0	21	6001	6010	F	00020047	Officer	Leake,Xavier D'Bray	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00020086	Senior Police Officer	Butler,Randall	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2 yrs
FA0	21	1001	1500	V	00020098	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	F	00020137	Officer	Tipps,Daniel F	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	100C	120C	F	00020139	Executive Protection Officer	Davis,Domonick Tyrell	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00020174	Officer	Ferris,Steven R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	36.9 yrs
FA0	21	2001	2600	F	00020204	Detective Grade II	Glascock,Christopher Matth	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00020207	Officer	Lehigh,Christopher M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00020218	Officer	Whitfield,Jerry L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00020319	Officer	Isetts Sr.,Austin P.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	2001	2600	F	00020334	Detective Grade II	Rutter,Sean Patrick	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00020346	Officer	Elbert,Ryan Aiden	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00020357	Officer	Cyphers,Keith R.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	2001	2600	F	00020363	Detective Grade II	Howard,Nicole D.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00020368	Officer	Mabry,Jermaine A	1	7	PS0001	87,058.00	15,322.21	1.00	Reg	14.4 yrs
FA0	21	6001	6300	F	00020381	Human Resources Specialist	Anyadoh,Chukwudi V.	13	6	DS0087	101,758.00	17,909.41	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00020556	Lieutenant	Mancuso,Ashley C.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	6.5 yrs
FA0	21	5001	5900	F	00020562	Customer Service Rep	Bennett,Nikeya N	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	12.7 yrs
FA0	21	2001	2101	V	00020569	Assistant Chief		10	1	PS0002	178,873.00	31,481.65	1.00	Reg	
FA0	21	2001	2600	F	00020609	Detective Grade II	Brathwaite,Antoine A.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.5 yrs
FA0	21	9001	9200	F	00020619	Lieutenant	Mejia,Carlos A	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	23.4 yrs
FA0	21	9001	9400	F	00020701	Officer	Mendoza,Iris Michel	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	2001	2900	F	00020771	Officer	Wheeler,Eric J	1	0	PS0001	100,441.58	17,677.72	1.00	Reg	8.9 yrs
FA0	21	6001	6600	F	00020776	Officer	Dergham,Elise	0	2	PS0001	60,199.00	10,595.02	1.00	Reg	1.1 yrs
FA0	21	6001	6600	V	00020797	Staff Assistant		11	0	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	1001	1500	F	00020808	Officer	Garay,Pamela	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.7 yrs
FA0	21	9001	9400	F	00020827	Intelligence Research Spec	Hall,Daniel C.	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	12 yrs
FA0	21	1001	1101	F	00020836	Captain	Sledge,David H	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	35.5 yrs
FA0	21	100F	120F	F	00020857	Accountant	Swann,Monica D	9	2	DS0007	56,993.00	10,030.77	1.00	Reg	1.1 yrs
FA0	21	6001	6600	F	00020872	Officer	Robinson,Desirae E.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	2001	2700	F	00020873	Sergeant	Atcheson,Devon D	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00020897	Officer	Ware,Roshonda R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00020904	Officer	Sullivan,Ryan Christopher	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	2001	2700	F	00020912	Civilian Pay Technician	Middleton,Yvonne C	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	32.6 yrs
FA0	21	1001	1500	F	00020914	Officer	Baccus,Lennon A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00020946	Officer	Adams,Marcus E.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00020973	Officer	Rawls,Stanley M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00020978	Officer	Shaheen,Andy G.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.9 yrs
FA0	21	7001	7300	F	00020985	Captain	Harris,Brian E	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00020987	Officer	Duncan,Larry Laron	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00021069	Officer	Scott Jr.,Albert H	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	38.5 yrs
FA0	21	1001	1500	F	00021071	Officer	Bennett,Dallas A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00021081	Sergeant	Morgan III,Samuel J	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	28.8 yrs
FA0	21	2001	2300	F	00021099	Program Manager, SSD	Sullivan,Janice D	15	0	DS0086	143,648.95	25,282.22	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00021106	Officer	Toe,Alexis Y.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	1001	1500	F	00021117	Officer	Mattison,Antoinette D.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	8.9 yrs
FA0	21	1001	1500	F	00021137	Officer	Bennett,Bradley W.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00021144	Officer	Albright,James R.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00021150	Officer	Ottey,Janai S.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	2001	2900	F	00021180	Officer	Logan,JaShawn L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	2001	2900	F	00021181	Officer	McLaughlin,Alfreda	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	V	00021206	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9200	F	00021224	Lieutenant	Margiotta,Andrew M	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00021226	Officer	Rubin,Benjamin M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	1001	1500	V	00021241	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00021260	Officer	Shapbell,Brett A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00021266	Officer	Brown,David L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00021270	Officer	Orellana,Miguel E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	100C	110C	F	00021278	Special Assistant to the Chief	Fieselmann,Heidi L.	9	0	XS0001	144,118.63	25,364.88	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00021286	Officer	Flores,Wilberto J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	9.7 yrs
FA0	21	1001	1500	F	00021298	Sergeant	Purnell,Byron R	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	25 yrs
FA0	21	6001	6600	F	00021300	Officer	Martinez,Alexander	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	2.7 yrs
FA0	21	9001	9400	V	00021305	Detective Grade II		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6900	V	00021310	Investigator (Applicant)		12	0	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	1001	1500	F	00021324	Sergeant	Alali,Araz	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00021325	Officer	Harris,Andrea	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00021336	Officer	Parker,Marvin Q	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00021345	Officer	Spajic,Marta	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	F	00021370	Officer	Simmons,Thomas L.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	14.6 yrs
FA0	21	2001	2900	F	00021371	Senior Police Sergeant	O'Bryant Jr.,George F	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00021375	Sergeant	Howden,Michael Bryan	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00021385	Officer	Young,Kandice T	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.1 yrs
FA0	21	2001	2700	F	00021394	Officer	Butler III,Donald O.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00021399	Officer	Rajbanshi,Bikram	1	6	PS0001	80,040.00		1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00021403	Staff Assistant	Tolson,Linda A	9	10	DS0077	71,106.00		1.00	Reg	31 yrs
FA0	21	1001	1500	F	00021409	Officer	Wiggins,Shivon Alexander	1	7	PS0001	84,058.00		1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00021410	Officer	Charlotin,Jeanpierre	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	9001	9400	F	00021411	Telecom Equipment Operator	Washington,Danea N.	6	6	DS0067	55,354.00	9,742.30	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00021432	Officer	Paige,Christopher R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00021446	Officer	Hahn,Samuel A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00021450	Officer	Wolff,Spencer J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00021458	Officer	Amaya,Wilfredo	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.4 yrs
FA0	21	6001	6600	F	00021464	Officer	Antwi,Kenneth	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00021468	Officer	Brady,Jeremy D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	100F	110F	V	00021474	Financial Manager		14	1	DS0007	112,110.00	19,731.36	1.00	Reg	
FA0	21	2001	2600	F	00021477	Detective Grade II	Brooks,Diane W.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00021480	Officer	Henson,Susan J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00021493	Officer	Fogg,Cynthia A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.4 yrs
FA0	21	5001	5101	F	00021496	Senior Police Officer	Baker,James D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	5.7 yrs
FA0	21	1001	1500	V	00021497	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00021505	Officer	Hasell,Myeshia D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00021512	Officer	Cephus,Erica T	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00021513	Sergeant	Moore,Airey S jr	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	27.7 yrs
FA0	21	1001	1500	F	00021528	Officer	Miller,Blake Austin	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00021531	Officer	Recker,Scott S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.3 yrs
FA0	21	1001	1500	V	00021534	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00021536	Officer	Brattain,Cory M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	2001	2900	F	00021539	Lieutenant	Boland,Michael C	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	19.8 yrs
FA0	21	2001	2700	F	00021540	Officer	Madera,Bryan F	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00021564	Officer	Lindemuth,Carl	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00021565	Officer	Valdez,Christian R.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	6001	6600	F	00021566	Officer	Nguyen,Haiphuong N	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	2001	2700	F	00021567	Master Patrol Officer	Hawkins,Raymond C	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	22.2 yrs
FA0	21	1001	1500	V	00021574	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	5001	5400	F	00021575	Legal Instruments Examiner	Magruder,Debra R	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	34.5 yrs

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FA0	21	1001	1500	F	00021581	Officer	Duckett,Noah P	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	6.5 yrs
FA0	21	1001	1500	V	00021582	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00021584	Officer	Barnes,Joseph L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00021589	Sergeant	Nelson,Gavin S	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00021609	Officer	Keels IV,Herbert L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00021619	Officer	Porter,Christian Denise	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00021628	Officer	McClain,Natalie B.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00021638	Officer	Chew,Timothy	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	V	00021647	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	100F	110F	V	00021653	Accountant		12	0	DS0007	82,332.00	14,490.43	1.00	Reg	
FA0	21	1001	1500	F	00021657	Officer	Wilson,Boniesha Sherann	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	2001	2600	V	00021666	Senior Detective Grade I		3	0	PS0004	90,770.00	15,975.52	1.00	Reg	
FA0	21	6001	6600	F	00021670	Officer	Chen,Dong F	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	100C	150C	F	00021675	Officer	Kim,Michael Dongeun	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	9001	9200	V	00021688	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00021689	Officer	Haines,Tyler L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00021694	Sergeant	Desir,Samuel J	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00021698	Officer	Reynoso,Ruben A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00021700	Officer	Love,James R.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	2001	2300	F	00021714	Officer	Tilghman,Chevelle M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.1 yrs
FA0	21	6001	6600	F	00021716	Officer	Roche,Justin T	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	9001	9400	F	00021724	Officer	Church,Conor M.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00021742	Officer	Delozier,Lavida	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	12.5 yrs
FA0	21	6001	6600	F	00021750	Officer	Williams Jr.,Charles	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	6001	6600	F	00021752	Officer	Romero,Zulma J	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00021753	Officer	Molina Jr.,Peter M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00021759	Officer	Williams,Adrenee C	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	5001	5800	F	00021762	Property & Evidence Ctrl Tech	Williams Ford,Debbie	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	32 yrs
FA0	21	2001	2900	F	00021770	Cellblock Processing Tech	Ferguson,Lisi N	9	10	DS0067	75,254.00	13,244.70	1.00	Reg	28.9 yrs
FA0	21	100C	120C	F	00021782	Executive Protection Officer	Lewis III,Thomas Lee	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00021785	Officer	Giannakoulias,Marija	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	V	00021789	Master Patrol Officer		1	9	PS0001	92,672.00	16,310.27	1.00	Reg	
FA0	21	1001	1500	F	00021790	Officer	Dilmac,Omer	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00021809	Officer	Vanriel,Margodane	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	F	00021810	Officer	Puente,Rumencio N	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00021817	Officer	Viviani III,William L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	F	00021823	Sergeant	Lack,David E	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00021834	Officer	Israel,Brian S	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	11.1 yrs
FA0	21	1001	1500	F	00021844	Officer	Cucci,Joshua A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00021852	Officer	Thomas,Aretha	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00021855	Officer	Smith,Michael C	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	F	00021865	Officer	Turner,Jasmine N.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	6001	6020	F	00021869	Sergeant	Peden,Tametress Y	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	33.2 yrs
FA0	21	9001	9200	F	00021875	Senior Police Officer	Clark,Leslie D.	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.2 yrs
FA0	21	1001	1500	F	00021876	Lieutenant	Thompson,Jimmie L	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	21 yrs
FA0	21	1001	1500	F	00021880	Officer	Forrest,Bobbette A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00021883	Officer	Savage,Michael A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00021909	Officer	Joseph,Jessy J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	2001	2600	F	00021912	Detective Grade II	Jackson,Takim C	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00021913	Officer	Alcantara,Luis	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00021927	Officer	Dunn,Tonia A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	1001	1500	F	00021931	Officer	Wilks,Trevor	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00021945	Officer	Gibson,Tira L	1	9	PS0001	92,171.00	16,222.10	1.00	Reg	34.4 yrs

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FA0	21	1001	1500	F	00021960	Officer	Sharma,Ajay	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00021972	Officer	Sanders Jr.,Charles B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	29.9 yrs
FA0	21	1001	1500	F	00021986	Officer	McKay,Robert S	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00021988	Officer	McGovern,William A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	6001	6300	F	00021997	Clerical Assistant	Williams,Vincent Learoy	6	10	DS0079	54,201.00	9,539.38	1.00	Term	7.2 yrs
FA0	21	6001	6600	F	00021999	Sergeant	Aceto,John	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.4 yrs
FA0	21	2001	2600	V	00022009	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	V	00022010	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00022012	Officer	McQureerir,Qieth B	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs
FA0	21	2001	2600	F	00022017	Detective Grade II	Brown,Dathan V	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00022024	Sergeant	Thompson,Shan N	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.5 yrs
FA0	21	1001	1500	V	00022027	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022038	Officer	Fleming,Richard D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	2001	2600	F	00022041	Detective Grade I	Queen,Carol A	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	30.5 yrs
FA0	21	2001	2600	F	00022042	Detective Grade II	Harris II,James G	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00022044	Officer	Marshall,Nicholas B.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00022054	Officer	Shakir,Brittany J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7.9 yrs
FA0	21	2001	2600	F	00022066	Detective Grade II	Heffelman,Shaun D.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00022071	Sergeant	Shipman,Michael L.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	14.5 yrs
FA0	21	1001	1500	F	00022072	Officer	Mouna-Candewoh,Cyrille	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	2001	2900	F	00022074	Detective Grade I	Leftwich,Janine C	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	25.9 yrs
FA0	21	2001	2900	F	00022075	Officer	Thomas,James	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.5 yrs
FA0	21	1001	1500	F	00022077	Officer	Krycia,Jacob M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00022079	Officer	Welch,Jabari T	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00022084	Officer	Jolly,Harminder	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00022090	Officer	Boyd,Keith N	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.6 yrs
FA0	21	1001	1500	F	00022091	Officer	Pakeman,Keith A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.1 yrs
FA0	21	1001	1500	F	00022092	Officer	Masci,Joseph	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00022097	Officer	Parks,Gage	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	5001	5800	F	00022098	Lead Prop & Evid Ctrl Tech	Blackwell,Paul O	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	14.2 yrs
FA0	21	2001	2700	F	00022099	Officer	King,Michael A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	6001	6600	F	00022100	Officer	Haller,Janina C	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022102	Officer	Graumann,Benedict	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00022104	Sergeant	Reithmeyer,Jessica J.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00022106	Sergeant	Smith,Erik V.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00022117	Officer	Exum,Ryan A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	1001	1500	F	00022121	Senior Police Officer	Haywood,Gail G	1	5	PS0004	76,243.00		1.00	Term	1.1 yrs
FA0	21	1001	1500	V	00022126	Desk Sergeant		1	1	PS0001	62,727.00		1.00	Reg	
FA0	21	6001	6600	F	00022129	Officer	Garcia Acevedo,Katherine M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	2001	2600	F	00022130	Senior Police Sergeant	Kelly,William B	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1 yrs
FA0	21	1001	1500	F	00022141	Sergeant	Taylor,Ethel J	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00022144	Officer	Slemenda,Brendan M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	6001	6600	F	00022151	Officer	Mccambry,James B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00022152	Officer	Roach,Jacky R.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00022155	Officer	Davies,Robert R	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022156	Sergeant	Mendez,Jeramiah	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00022159	Officer	Burkholder,Suzanne Marie	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	V	00022161	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022166	Officer	Milliam,Reginald L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00022179	Sergeant	Maguire,Travis M.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	14.8 yrs
FA0	21	6001	6600	F	00022187	Officer	Black,David	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022188	Sergeant	Gupton,Joseph W.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8 yrs
FA0	21	6001	6600	F	00022195	Officer	Orts,Emmett	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00022213	Officer	Nyamekye,Brittney N.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	6001	6600	F	00022214	Officer	Clapp,Henry S	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	2001	2800	F	00022215	Crime Scene Search Officer	Mccollum,Robert O	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23 yrs
FA0	21	1001	1500	F	00022219	Officer	Stellabotta,Dorothy H	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00022221	Officer	Styles,Daniel E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00022226	Officer	Gibson,Robert C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00022233	Officer	Mbah,Christian	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	2001	2700	F	00022234	Officer	Marsh,Robert	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	5001	5800	F	00022240	Property & Evidence Ctrl Tech	Reed,Antonio I	8	0	DS0078	75,254.00	13,244.70	1.00	Reg	28.6 yrs
FA0	21	1001	1500	F	00022242	Sergeant	McHugh,Phillip J	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	13.4 yrs
FA0	21	7001	7300	F	00022250	Senior Police Sergeant	Gregory,Arthur D	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.5 yrs
FA0	21	1001	1500	F	00022251	Lieutenant	Hollan,Brian T.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	14.8 yrs
FA0	21	2001	2600	F	00022259	Investigator	Tran,Ryan Phoung	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00022268	Officer	Dass,Babar S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	2001	2900	F	00022274	Senior Police Officer	Andrews,Jonathan K	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.9 yrs
FA0	21	2001	2600	F	00022275	Detective Grade II	Kingsley,Jayme C	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00022279	Officer	Epps,Sara	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00022284	Officer	Owens,Christopher Lee	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00022287	Sergeant	Keenan,James A.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	9.2 yrs
FA0	21	1001	1500	F	00022288	Officer	Proctor,Straneika C	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00022291	Officer	Gautreaux,Jean P.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00022294	Officer	Serratos,Sirena Elena	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00022307	Officer	Pyant,Louise L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	2001	2300	F	00022311	Officer	Cannon,Tracie L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	2001	2900	F	00022328	Investigator	Weiss,Harry	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00022332	Officer	Hicks,Annette A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	6001	6600	V	00022335	Sergeant		4	0	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00022339	Officer	Smith,Erica K	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	2001	2600	F	00022340	Detective Sergeant	Hines,Morani M	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	28.3 yrs
FA0	21	1001	1500	F	00022341	Officer	Mekhael,Nesseem M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00022347	Officer	Green,Jamal James	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00022349	Officer	Mills,Carrie E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	9001	9200	F	00022350	Officer	Silva,Andres G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.7 yrs
FA0	21	1001	1500	V	00022353	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022355	Officer	Webster,Medgar A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	6001	6600	F	00022361	Officer	Nyiiro,Ivan	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022374	Officer	Bracey,Angela I	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00022375	Officer	Torres,Elthson D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	2001	2600	F	00022381	Detective Grade II	Chaplin Jr.,Joseph	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00022389	Officer	Rollines,Jeanine D	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00022395	Officer	Preto,Ryan A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00022397	Officer	Cooper,Gordon M	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00022401	Officer	Simms,Daniel A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	1001	1500	F	00022416	Officer	Landers,Ernest C.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	V	00022424	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	F	00022426	Senior Police Officer	Brooks,Clarence R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.9 yrs
FA0	21	1001	1500	V	00022427	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022434	Officer	Strother I,Reginal	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00022435	Officer	Pierce,Gabrielle L.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2 yrs
FA0	21	2001	2600	F	00022442	Detective Grade I	Worrell,Jed D	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	28.9 yrs
FA0	21	1001	1500	F	00022443	Sergeant	Cephas,Taariq A.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6 yrs
FA0	21	2001	2300	F	00022444	Officer	Dodds,Lynette	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	1001	1500	F	00022445	Officer	Vidal,Kevin	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00022447	Officer	Barnett,Orson Oneal	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.1 yrs
FA0	21	1001	1500	F	00022450	Officer	Lucas,Christopher A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.1 yrs
FA0	21	9001	9400	V	00022455	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022459	Officer	Chukwurah,Stephanie K.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00022468	Officer	Allen-Garcia,Matthew N.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	2001	2600	F	00022473	Detective Grade II	Garner,Stephanie	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	30.1 yrs
FA0	21	1001	1500	F	00022477	Sergeant	Romeo,Matthew M.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.7 yrs
FA0	21	1001	1500	F	00022478	Officer	Smith,Anthony	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00022482	Officer	Sfoglia,Dennis	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00022490	Officer	Henry,Brian K	1	9	PS0001	92,171.00	16,222.10	1.00	Reg	35.5 yrs
FA0	21	2001	2600	F	00022500	Detective Grade II	Goodwin,LaTasha C.	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00022504	Officer	Kasongo,Charles A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	2001	2600	F	00022507	Detective Grade II	Jenkins,Ivory T	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.7 yrs
FA0	21	9001	9200	F	00022512	Officer ERT Personnel	Eckert,Christopher K.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14 yrs
FA0	21	1001	1500	V	00022515	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022516	Senior Police Officer	Ruchak,Anthony J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.7 yrs
FA0	21	1001	1500	F	00022527	Officer	Bailey II,Rickey R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	9001	9200	F	00022540	Officer	Garibay,Luis E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	35.7 yrs
FA0	21	1001	1500	F	00022541	Officer	Charles,Natalie O.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	9001	9101	F	00022546	Assistant Chief	Carroll,Jeffery W	10	2	PS0002	190,795.00	33,579.92	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00022547	Officer	Aguilera,Luis F.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00022552	Officer	Zyryku,Igli	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00022555	Officer	Donlon,Patrick M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	6001	6600	F	00022561	Officer	Viscuso,Nicolette	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022566	Officer	Smith,Edward R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.2 yrs
FA0	21	1001	1500	V	00022567	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	5001	5800	F	00022568	Lieutenant	Manigault,Debra D	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00022577	Officer	Paiz,Keidy Y	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00022586	Senior Police Sergeant	Mack,Kenneth W	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.6 yrs
FA0	21	AMP1	1040	F	00022596	Officer	Calhoun,Meleatha A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	1001	1500	F	00022597	Officer	Nyakaana Blair,Stephen G.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00022600	Officer	Scott,Fredie Lee	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00022601	Officer	Newton,Derick V.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.7 yrs
FA0	21	2001	2600	F	00022602	Officer	Miles Jr.,Larry D	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	3.6 yrs
FA0	21	6001	6600	F	00022605	Officer	Goodwin,Alexis N	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022610	Officer	Lim,Daewoong	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00022620	Officer	Cox,Thomas B.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	9001	9400	V	00022630	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	100C	150C	F	00022644	Officer	Martin,Meghan V	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00022648	Officer	Soares,Janessa L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	9001	9200	F	00022651	Officer	Perkins,Arnette T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00022662	Officer	Lingham,Daniel D	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00022663	Senior Police Sergeant	Proctor II,Ronald A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.4 yrs
FA0	21	2001	2300	V	00022664	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022668	Officer	Wilson III,John A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	6001	6600	F	00022670	Officer	Price Jr.,Michael J	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022671	Officer	Broadus,Eleshia	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00022678	Officer	Cheng,Jonathan	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00022679	Officer	Whelan,Ryan S.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	9001	9200	F	00022686	SCUBA Diver	Lombardini,Glenn	1	6	PS0001	83,040.00	14,615.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00022689	Officer	Hunter Jr.,Elijah	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.9 yrs
FA0	21	1001	1500	F	00022697	Officer	Wilson,Maia	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00022698	Officer	Cosey Sr.,Antonio	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.4 yrs

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FA0	21	1001	1500	F	00022699	Officer	Good,Rebecca K.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00022707	Officer	Weiss,Paul J.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00022711	Officer	Hart,Jonathan D.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	V	00022724	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00022725	Investigator	Wolf,Garrett A.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00022732	Officer	King,Nathan R.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	9001	9200	F	00022737	Sergeant	Robinson,Mark E	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00022751	Officer	Sparks,Shawn J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00022759	Officer	Toro,Crystal	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00022760	Officer	Hernandez,Euri	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	2001	2600	F	00022761	Senior Detective Grade I	Griffin,Elbert J	3	4	PS0004	90,770.00	15,975.52	1.00	Term	2.5 yrs
FA0	21	6001	6600	V	00022771	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	1001	1500	F	00022782	Officer	Haban Jr.,Wilfredo Dominqu	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	9001	9200	F	00022787	Legal Instruments Examiner	Lester,Manice	8	4	DS0078	55,007.00	9,681.23	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00022791	Officer	Hasychak,Jason Michael	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	7001	7300	F	00022792	Lieutenant	Haskis,Darren	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	15.2 yrs
FA0	21	2001	2600	V	00022795	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022799	Officer	Shareef,Omar A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00022800	Officer	Prendergast Jr.,Joseph P.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00022817	Officer	Cephas,John W	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00022823	Officer	Floyd,Darren A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	1001	1500	F	00022824	Officer	Leslie,Oshane O	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00022832	Officer	Chinery,Travis	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	2001	2600	V	00022840	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022850	Lieutenant	Barnes Tutt,Charles	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00022858	Officer	Weber,Kyle N	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	2001	2300	V	00022860	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00022864	Officer	Parham,Frank X	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.5 yrs
FA0	21	1001	1500	F	00022866	Senior Police Officer	Marable,Mark D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.5 yrs
FA0	21	1001	1500	F	00022868	Officer	Conyers,Jaret T.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00022870	Officer	King,Bridgette C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	16.2 yrs
FA0	21	1001	1500	F	00022872	Officer	Crittendon Jr.,Gregory J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00022874	Officer	Diggs III,Coy D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.6 yrs
FA0	21	1001	1500	F	00022881	Sergeant	Geiger,Richard W.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.7 yrs
FA0	21	2001	2300	F	00022882	Officer	Keels,Ashley J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	2001	2900	F	00022889	Officer	Elliott,LaTonya S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00022891	Officer	Gschwind,Jake R.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	6001	6600	F	00022896	Senior Police Officer	Scott Jones,Jacqueline	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00022897	Officer	Clark,Montez A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	4.7 yrs
FA0	21	1001	1500	V	00022899	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	6001	6600	F	00022902	Officer	Deans,Marshelle D	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00022903	Officer	Hull,Lamont R.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	4.4 yrs
FA0	21	7001	7700	F	00022905	Clerical Assistant	Willis,Jessica N.	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00022909	Officer	Daniels,Rarnesha S.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00022915	Officer	Dodds,Carol A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24 yrs
FA0	21	2001	2300	F	00022919	Officer	Bethea,Jerry	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.4 yrs
FA0	21	9001	9400	F	00022927	Officer	McCoy,Antilecia P	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.3 yrs
FA0	21	1001	1500	F	00022930	Officer	Sangalan,Britnee L.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00022935	Sergeant	Grimsley Jr.,Bernard	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00022937	Officer	Warren Jr.,Ronald	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00022942	Officer	Truesdale,Ikia N.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	7001	7101	F	00022943	Senior Police Sergeant	Pollock,Gerthaline A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	2.5 yrs
FA0	21	2001	2101	F	00022954	Assistant Chief	Parsons Jr.,Leslie A	10	2	PS0002	200,335.00	35,258.96	1.00	Reg	21.2 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00022963	Officer	Monroe,Jonathan D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	9001	9400	F	00022972	Sergeant	Turner,Anthony J	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	22.3 yrs
FA0	21	2001	2900	F	00022973	Officer	Nelson,Naomi L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00022984	Officer	Johnson,Dwight E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00022985	Officer	Champ,Joshua L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	100F	120F	F	00023004	Payroll Specialist	Troutman,Angela	11	10	DS0007	85,790.00	15,099.04	1.00	Reg	6.7 yrs
FA0	21	1001	1500	F	00023009	Officer	Charles,Sherwin	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	V	00023010	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2900	F	00023013	Detective Grade II	LEO,DANIEL	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	18 yrs
FA0	21	2001	2600	F	00023015	Detective Grade II	Lea,Jacqueline J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00023019	Officer	Herrmann,Patrick W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00023023	Officer	Jackson Jr.,Claude	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.5 yrs
FA0	21	100F	110F	F	00023024	Grants Specialist	Waymer,Sophia Mason	13	10	DS0007	122,228.00	21,512.13	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00023039	Officer	Henley-Wingo,Teresa S.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16 yrs
FA0	21	7001	7300	F	00023045	Sergeant	Cox,Bryan M.	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	15.6 yrs
FA0	21	6001	6600	F	00023055	Senior Police Officer	Hendrick Jr.,John J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00023056	Officer	Morgan,Tyren G.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00023057	Officer	Robinson,Makia R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00023058	Officer	Evely,Gregory E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.4 yrs
FA0	21	1001	1500	V	00023059	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00023062	Officer	Hamidi Tousi,Soheil	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.6 yrs
FA0	21	1001	1500	F	00023069	Officer	Haynes,Stephen A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00023070	Officer	Powell,Nishka S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00023072	Officer	Sorrell,Ameer L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	V	00023079	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00023090	Officer	Dorghoud,Ahmed O.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00023095	Officer	Stewardson,Gabriel T	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	5001	5101	F	00023096	Program Analyst	Gilbert,Phyllis R	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	32.5 yrs
FA0	21	2001	2900	F	00023099	Detective Sergeant	Mitchell,Marcus O	4	6	PS0001	114,761.00	20,197.94	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00023113	Officer	O'Connell,Timothy	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00023116	Officer	Mudrezow,Jake S.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00023117	Officer	Shim,Jocelyn J	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00023121	Officer	Drake,Julito E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00023126	Officer	Edelin,India N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.1 yrs
FA0	21	2001	2300	F	00023127	Officer	Ellis,Tayna Q	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	6001	6600	V	00023128	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00023131	Officer	Ishola,Olateju T.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00023132	Officer	Perez,Jonathan	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2700	F	00023133	Senior Police Sergeant	Kemp,Avonnie H	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1 yrs
FA0	21	1001	1500	F	00023145	Officer	Brown,Eric D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00023148	Officer	Forde,Sarah K	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	4.2 yrs
FA0	21	2001	2900	F	00023152	Officer	Williams Turner,Nichole U	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23 yrs
FA0	21	1001	1500	F	00023153	Officer	Joseph,Jean R	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00023163	Officer	Jones,Alexia T.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.5 yrs
FA0	21	1001	1500	V	00023166	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00023171	Investigator	Speck,Zachary M.	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.9 yrs
FA0	21	6001	6600	V	00023172	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00023183	Officer	Rohan,Tahiyya M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	5001	5800	F	00023187	Motor Vehicle Operator Leader	Watkins,Daniel E	8	10	WS0034	74,588.80	13,127.63	1.00	Reg	36.4 yrs
FA0	21	1001	1500	V	00023196	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00023212	Officer	Epps,Steven	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00023215	Officer	Walker,Kevin C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	V	00023217	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00023219	Officer	Brown,Tyquan J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00023229	Sergeant	Nicolau,Narcisa	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.3 yrs
FA0	21	2001	2900	F	00023233	Officer	Jones,Elizabeth T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.1 yrs
FA0	21	2001	2300	F	00023234	Officer	Artis,Sharron M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.7 yrs
FA0	21	1001	1500	V	00023237	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00023241	Officer	Reid,Rochelle L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00023242	Officer	Hughes,Paris R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	7001	7300	F	00023243	Sergeant	Ciapa,Gary F.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.8 yrs
FA0	21	6001	6600	F	00023246	Officer	Gelsomini,Alexandria	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00023261	Officer	Greene,Takia D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	2001	2900	F	00023265	Officer	Phillips,Lashaun T	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.1 yrs
FA0	21	2001	2900	F	00023267	Investigator	Moore,Adam	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.5 yrs
FA0	21	2001	2600	F	00023273	Officer	Jordan,Kristopher L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	6001	6600	F	00023281	Officer	Vanderploeg,Emilee	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	6001	6600	F	00023286	Officer	Kapral,Vasyl	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	6001	6600	F	00023290	Officer	Mateus,Vasco N	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00023293	Officer	Gray,Travis A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00023303	Officer	Colato,Michael H	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00023304	Officer	Henry,Karim Zahir	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00023305	Officer	Evans,Charmaine	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00023306	Lieutenant	Taylor Jr.,Kenneth B	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00023307	Officer	Liss,Serena Anne	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	5001	5800	F	00023308	Materials Handler	Lopez,Ingrid Elizabeth	5	5	WS0029	49,316.80	8,679.76	1.00	Reg	8.3 yrs
FA0	21	1001	1500	F	00023320	Officer	Buchanan,Marlon K	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00023321	Sergeant	Dortch-Jones,Erica	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	33 yrs
FA0	21	1001	1500	F	00023324	Senior Police Sergeant	Braschnewitz,Victor S	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.9 yrs
FA0	21	1001	1500	V	00023326	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	2001	2300	F	00023332	Officer	Davis,Jenae Capri	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00023357	Officer	Amaya,Carlos M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.3 yrs
FA0	21	1001	1500	F	00023360	Officer	Perez,Elmer M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00023376	Officer	Thompkins,Kenneth J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00023382	Officer	Jones Jr.,Emmett M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00023396	Officer	Johnson,Rodney	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19 yrs
FA0	21	1001	1500	F	00023410	Officer	Fitzpatrick,Kaseem L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.8 yrs
FA0	21	6001	6600	F	00023419	Officer	Swatchick,Tyler J.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	2001	2600	F	00023420	Detective Grade II	Whittington,Latonya S	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00023433	Officer	Martin,Ashley N	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00023439	Officer	Lancaster,Sherita R	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00023448	Officer	Cummings,Len J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.9 yrs
FA0	21	1001	1500	F	00023452	Officer	Yeary,Bryan D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	1001	1500	F	00023454	Officer	Williams,Kyra G	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.5 yrs
FA0	21	1001	1500	F	00023465	Senior Police Officer	Lyons,Tisha	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.6 yrs
FA0	21	1001	1500	V	00023476	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	9001	9200	F	00023478	Sergeant	Miller,Thomas J	4	6	PS0001	115,666.00	20,357.22	1.00	Reg	26.4 yrs
FA0	21	2001	2600	F	00023479	Sergeant	Rice,Richard Thomas	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00023497	Officer	Reyes-Smith,Irene	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	29.3 yrs
FA0	21	6001	6600	F	00023498	Sergeant	Norman,Mary A	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	25 yrs
FA0	21	2001	2101	F	00023500	Sergeant	Jones,Crystal D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	27.1 yrs
FA0	21	1001	1500	F	00023501	Officer	Anderson,Marion M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00023505	Officer	Gay Jr.,Theodore	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	2001	2300	F	00023508	Officer	Tutt,Ursula M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00023511	Officer	Hampton,Tamika M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00023514	Officer	Chen,Michael E	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00023517	Officer	Thomas Sr.,Marcus A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.3 yrs
FA0	21	2001	2300	F	00023538	Officer	Dzidzienyo,Kenneth J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.5 yrs
FA0	21	5001	5400	F	00023544	Legal Instruments Examiner	Gray Adgerson,Veronica D	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	30.7 yrs
FA0	21	1001	1500	F	00023547	Officer	Hagans,April J	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	V	00023551	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00023558	Officer	Quarles,Steven	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	2001	2600	F	00023566	Detective Grade II	Gay,Tonia Y	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00023576	Officer	Belton III,William	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00023579	Officer	Spooner,Bronson A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00023590	Officer	Done,Randy	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00023602	Lieutenant	Johnson,Paul D	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	23.2 yrs
FA0	21	1001	1500	F	00023608	Officer	Walls,Monae	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00023618	Sergeant	Suggs III,Malachi	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	13.7 yrs
FA0	21	2001	2700	F	00023632	Lieutenant	Brooks,Suleika L	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	31.3 yrs
FA0	21	2001	2900	F	00023639	Detective Grade II	Ayllon,John M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00023640	Officer	Norfleet,Simeon C.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00023658	Officer	Pierre,Alain	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00023666	Officer	Obrien,Anthony M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	25 yrs
FA0	21	1001	1500	F	00023678	Sergeant	Starr,Michelle	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	32.4 yrs
FA0	21	1001	1500	V	00023700	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00023704	Officer	Anderson,Shauntelle V	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.5 yrs
FA0	21	1001	1500	F	00023710	Lieutenant	Hill,Sean K	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00023721	Sergeant	Marinos,Marinos M.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	14.6 yrs
FA0	21	1001	1500	F	00023724	Officer	Bryant,Louis A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.7 yrs
FA0	21	2001	2600	F	00023737	Detective Grade I	Greene,Anthony D	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	27.1 yrs
FA0	21	5001	5101	F	00023740	Sergeant	Hunt,Stacie A	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	32.6 yrs
FA0	21	2001	2600	F	00023751	Detective Grade II	Flores,Maria L	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	27.8 yrs
FA0	21	1001	1500	F	00023756	Officer	Suarez,Kimberly A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	100F	120F	F	00023760	Payroll Technician	Williams,Theresa R	9	10	DS0007	71,107.00	12,514.83	1.00	Reg	10.4 yrs
FA0	21	2001	2300	F	00023774	Officer	Akuoko,Robert A.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	7001	7700	F	00023779	Sergeant	Austin-Love,Alexia L	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	28.3 yrs
FA0	21	1001	1500	F	00023784	Sergeant	Jones,Rolonda L	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00023798	SCUBA Diver	Baldwin,Dennis	1	9	PS0001	95,672.00	16,838.27	1.00	Reg	15.2 yrs
FA0	21	2001	2700	F	00023802	Officer	Daniels,Kenneth O	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	25.3 yrs
FA0	21	2001	2300	F	00023816	Officer	Nicholson,Latonia M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	2001	2600	F	00023820	Detective Grade I	Prince Jr.,Curtis M	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	26.6 yrs
FA0	21	1001	1500	F	00023837	Officer	Palmer,Chanel J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00023854	Officer	Covert Jr.,Samuel C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23 yrs
FA0	21	1001	1500	F	00023864	Officer	Smith,Anthony	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.1 yrs
FA0	21	1001	1500	F	00023870	Officer	Vazquez,Shakira Marie	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	7001	7300	F	00023883	Officer	Harris,Nakia L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00023886	Officer	Allen,Johnnetta L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.1 yrs
FA0	21	6001	6600	F	00023891	Sergeant	Randall,Joan	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00023918	Officer	Marshall,Don J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00023922	Officer	Toran-Dunston,Ja'nae R.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00023927	Officer	French,Ian J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00024003	Officer	Truong,Ty	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.7 yrs
FA0	21	100C	110C	F	00024006	Officer	Watson,Makhetha M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.6 yrs
FA0	21	7001	7700	F	00024141	Legal Assistant	Harris,Kristina M	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00024196	Lieutenant	Dyn,Daniel J.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	14.6 yrs
FA0	21	6001	6020	F	00024208	Hearing Representative	Wilson-Greene,Monika D	12	10	DS0087	97,375.00	17,138.00	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00024270	Sergeant	Washington,Derek A.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.7 yrs
FA0	21	6001	6600	V	00024305	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	AMP1	1040	F	00024340	Director, Business Application	Johri,Rohit	15	0	DS0086	154,500.00	27,192.00	1.00	Reg	2.2 yrs
FA0	21	6001	6600	F	00024401	Senior Police Officer	Seyler,Daniel K	1	5	PS0004	76,243.00	13,418.77	1.00	Term	8.9 yrs
FA0	21	2001	2900	F	00024410	Detective Grade II	Marshall,Angela L	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	2001	2600	V	00024447	Lieutenant		5	4	PS0002	115,299.00	20,292.62	1.00	Reg	
FA0	21	6001	6900	F	00024493	Investigator (Applicant)	Alleyne,Ignacio M	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00024545	Officer	Bartley,Sherell N	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	16.1 yrs
FA0	21	1001	1500	F	00024577	Officer	Kelly,Daniel J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	5001	5800	F	00024585	Motor Vehicle Operator	Martin,Michael S.	6	10	WS0029	60,340.80	10,619.98	1.00	Reg	12.1 yrs
FA0	21	2001	2600	V	00024635	Senior Police Officer		1	5	PS0004	76,243.00	13,418.77	1.00	Reg	
FA0	21	1001	1500	F	00024666	Officer	Peralta,Kevin G	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	9001	9400	F	00024804	Criminal Research Specialist	Hoppel,Claire M	11	3	DS0078	70,818.00	12,463.97	1.00	Reg	2.3 yrs
FA0	21	2001	2600	F	00024822	Detective Grade II	Phillips,James M	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.5 yrs
FA0	21	2001	2600	F	00024851	Detective Grade II	Le,Hung T.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.5 yrs
FA0	21	2001	2700	F	00024860	Officer	Stout,Andrew H	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.5 yrs
FA0	21	2001	2900	F	00024865	Staff Assistant	Jones,Mary I	9	3	DS0077	58,758.00	10,341.41	1.00	Reg	5.6 yrs
FA0	21	2001	2600	F	00024880	Senior Detective Grade I	Oh,Joseph Y	3	4	PS0004	90,770.00	15,975.52	1.00	Term	4.6 yrs
FA0	21	1001	1500	F	00024881	Officer	Slater,Philippe A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	100C	110C	F	00024885	Supervisory HR Specialist	Mcclanahan,Anna M	14	0	DS0086	118,329.53	20,826.00	1.00	Reg	23.5 yrs
FA0	21	1001	1101	F	00024927	Officer	McKnight,Antonio M	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00024934	Officer	Hiligh,Bijon J.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.3 yrs
FA0	21	100F	120F	F	00024940	Accountant	Glasgow,Sarah	12	7	DS0007	97,664.00	17,188.86	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00024965	Officer	Ibrahim,Mohamed A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	V	00024978	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00024994	Lieutenant	Patete,Valerie Lynn	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	9.4 yrs
FA0	21	9001	9200	F	00025000	Commander	Rivera,Guillermo	9	2	PS0002	170,185.00	29,952.56	1.00	Reg	28.1 yrs
FA0	21	6001	6900	F	00025003	Investigator (Applicant)	Neal,Terrye E	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00025011	Officer	Peltzer,Alexander S.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00025024	Officer	Brown,Shanna L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00025034	Officer	Taylor,Sean C	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	100C	140C	F	00025036	FOIA Specialist	Eckert,Robert Joseph	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00025043	Sergeant	Sharp,Stephen J.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00025055	Civilian Pay Technician	Bogans,Elizabeth G	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	27.9 yrs
FA0	21	1001	1500	F	00025060	Officer	D'Avignon,Marc A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.7 yrs
FA0	21	1001	1500	F	00025071	Officer	Mayor,Craig R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	1001	1101	F	00025082	Sergeant	Chumbris,William D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	14.3 yrs
FA0	21	1001	1500	V	00025087	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00025112	Officer	Rosa,Pablo	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00025122	Officer	Castan,Daniel F	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.1 yrs
FA0	21	1001	1500	V	00025204	Officer		1	7	PS0001	84,058.00	14,794.21	1.00	Reg	
FA0	21	2001	2600	F	00025206	Sergeant	Harrison,Michael D	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00025214	Officer	Morgan,Perry B.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.3 yrs
FA0	21	5001	5400	F	00025232	Staff Assistant	Scott,Michael	9	8	DS0077	67,578.00	11,893.73	1.00	Reg	39 yrs
FA0	21	6001	6600	F	00025240	Officer	Smith,Michael R.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.5 yrs
FA0	21	AMP1	1040	F	00025244	IT Specialist	Haraway,Darryl E	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	31 yrs
FA0	21	6001	6600	V	00025267	Office Automation Assistant		6	0	DS0079	41,259.00	7,261.58	1.00	Reg	
FA0	21	1001	1500	F	00025269	Officer	Mendoza,Jose D.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	9001	9200	F	00025271	Sergeant	Boyd Sr.,Michael L	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	32.4 yrs
FA0	21	AMP1	1040	F	00025281	IT Specialist (App Software)	Patel,Chintan Hitendrbhai	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	8.2 yrs
FA0	21	1001	1500	F	00025293	Officer	Almonte De la Rosa,Wilson	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	2001	2600	F	00025294	Senior Police Officer	Gatling Jr.,Joseph M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	7001	7700	F	00025304	Clerical Assistant	Ball,Demetria L	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00025323	Officer	Thompson,Allan K	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00025327	Officer	Martinez,Joshua S.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	4.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	5001	5800	F	00025336	Property & Evidence Ctrl Tech	Boyd,Cetavia	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	5.4 yrs
FA0	21	1001	1500	F	00025339	Officer	Pastore,Nicholas J	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	V	00025379	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00025388	Officer	Wilkerson,David S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.2 yrs
FA0	21	2001	2600	F	00025391	Detective Grade II	Zaw,Kenneth	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00025396	Officer	Tyson,Dominique L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.7 yrs
FA0	21	2001	2700	F	00025404	Officer	Tariq,Iatezaz A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00025427	Officer	Clarke,Clint K	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	V	00025428	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00025429	Officer	Tso,Alexander	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00025431	Officer	O'Rourke,Daniel	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	2001	2700	F	00025435	Officer	Hernandez,Jose A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00025438	Officer	Adams-Delancey,Marcus L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00025453	Officer	Moore,Duane D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	2001	2700	F	00025458	Senior Police Officer	James,Lorenzo D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00025477	Sergeant	Serrano-Fernandez,Vimary	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.6 yrs
FA0	21	1001	1500	F	00025484	Officer	Alvarado,Wilber A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	2001	2900	V	00025496	Cellblock Processing Tech		9	1	DS0067	58,307.00	10,262.03	1.00	Reg	
FA0	21	6001	6010	F	00025503	Visual Information Specialist	Alexander,Kevin L	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	3 yrs
FA0	21	2001	2700	F	00025546	Officer	Mickey,Sarah K.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	2001	2600	V	00025552	Investigative Technician		8	1	DS0067	54,476.00	9,587.78	1.00	Reg	
FA0	21	7001	7700	V	00025556	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	1001	1500	F	00025557	Officer	Kasongo,Bwanga S	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	6001	6600	F	00025609	Officer	Williams,Tyler N	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	2.1 yrs
FA0	21	6001	6600	F	00025611	Officer	Epps,LeTanya P	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00025636	Officer	Rosette,Jessica J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00025646	Officer	Kennedy,Kevin C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.9 yrs
FA0	21	1001	1500	F	00025648	Officer	Johnson,Blake Edward	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00025658	Officer	Taylor,Justin R.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	6001	6600	F	00025669	Officer	Jensen,Graham A.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00025680	Officer	Fummey,Setor O	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00025685	Officer	Rousey,Stevie A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	9001	9200	F	00025687	Legal Instruments Examiner	George,Biji	8	6	DS0078	58,207.00	10,244.43	1.00	Reg	6.3 yrs
FA0	21	AMP1	1040	F	00025695	Compliance Monitor	Ramirez Pineyro,Jessica	11	3	DS0078	70,818.00	12,463.97	1.00	Reg	4.8 yrs
FA0	21	1001	1500	F	00025708	Officer	Jones,Tiffany D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00025726	Officer	Lee,Frederick C	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00025727	Sergeant	Ennals,Marquita Shanaya	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00025736	Officer	Valentin,Timothy	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00025740	Officer	Roberson,Travor A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00025751	Officer	Kassar,Basel	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00025769	Officer	Dukes,Donald B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00025780	Sergeant	Cek,Matthew J.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	9.3 yrs
FA0	21	1001	1500	V	00025788	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	V	00025793	Secretary		7	0	DS0079	45,718.00	8,046.37	1.00	Reg	
FA0	21	5001	5800	F	00025797	Supply Technician	Merritt,Jasmine	7	5	DS0079	52,074.00	9,165.02	1.00	Reg	4.6 yrs
FA0	21	6001	6600	F	00025798	Officer	Smith,Justin B.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00025799	Officer	Marable,Korey A	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00025810	Officer	Shay,Heather A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00025814	Officer	Koven,Nicholas Bryan	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2700	V	00025815	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00025822	Officer	Flete Sosa,Wilfredo J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00025823	Officer	Hambrick,Chad R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.1 yrs
FA0	21	6001	6600	F	00025845	Officer	Zelesnick,Evan F.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	V	00025853	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00025855	SCUBA Diver	Perez,Ricardo	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00025861	Officer	Gaton,Anthony	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00025863	Officer	Jacob,Eyonne Chistopher	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00025872	Officer	Hodges,Daniel P	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	2001	2600	F	00025883	Clerical Assistant	Cephas,Cynthia T	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	33.1 yrs
FA0	21	1001	1500	F	00025886	Officer	Gordon,Melanie A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.9 yrs
FA0	21	1001	1500	F	00025891	Officer	Warren,Alexander	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00025895	Sergeant	Murphy,McHauley C	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.2 yrs
FA0	21	1001	1500	V	00025897	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00025899	Officer	Toran,Tyrone S	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	2001	2900	F	00025905	Cellblock Processing Tech	Jackson,Agnes E	9	10	DS0067	75,254.00	13,244.70	1.00	Reg	31.1 yrs
FA0	21	6001	6600	F	00025907	Officer	Carter,Michael R.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00025911	Sergeant	Thomas,Erica N	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.1 yrs
FA0	21	9001	9200	F	00025920	Officer	Young Jr.,George E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.8 yrs
FA0	21	1001	1500	F	00025929	Officer	Kersey,Michael E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.2 yrs
FA0	21	6001	6600	F	00025931	Officer	Chung,Jefferson	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00025932	Officer	Amengual,Roberto J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00025939	Officer	Najafi,Babak A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs
FA0	21	1001	1500	F	00025940	Officer	Spence,Andrew W.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	2001	2700	F	00025947	Officer	Melvin Jr.,Roy E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.7 yrs
FA0	21	9001	9400	F	00025949	Sergeant	Ross,Shavaun Shampaine	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	9 yrs
FA0	21	2001	2600	F	00025953	Investigator	Duvall IV,Thomas A.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00025955	Officer	Emmanuel,Kerr	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.9 yrs
FA0	21	1001	1500	F	00025961	Officer	Jordan,Ivan N	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00025968	Officer	Conti,Valeria	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	9001	9200	F	00025969	Sergeant	Hart,Jonathan A	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00025974	Officer	Kurland,Christopher	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	2001	2600	F	00025975	Commander	Kyle,Ramey J	9	2	PS0002	162,081.00	28,526.26	1.00	Reg	16.9 yrs
FA0	21	2001	2600	F	00025977	Investigator	Robinson,Cody Scott	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00025978	Senior Police Officer	Merhai,Chandrawattie	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00025979	Officer	Moreno,Erik J	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00025983	Officer	Johnson,Darrold	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00025984	Officer	Mancini,Tyler A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00025988	Officer	Hajaistron,Victoria L	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00025991	Officer	Willis,Anthony A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00025996	Officer	Mundle Jr.,Winfred R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00026002	Officer	Burford,Juan M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00026012	Officer	Veil,Ernest C.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	V	00026014	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026016	Officer	Cappello,Christopher A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	9001	9200	F	00026019	Officer	Ai,Wen	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.9 yrs
FA0	21	1001	1500	F	00026024	Officer	Blake,Pierre James	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2800	F	00026027	Crime Scene Search Officer	Robinson,Mocte'Ma	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	20.8 yrs
FA0	21	6001	6600	F	00026033	Officer	Salkanovic,Anel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00026034	Officer	Hogan,Sheraton K	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00026037	Officer	Saint Pierre,Matula	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00026043	Officer	Washington,Marvin M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	34.8 yrs
FA0	21	9001	9400	F	00026046	Senior Police Officer	May,Towanna A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	AMP1	1040	F	00026048	Legal Instruments Examiner	Bryant,Carla D	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	32.2 yrs
FA0	21	1001	1500	V	00026049	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026051	Lieutenant	Lee,Joy M	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	10.8 yrs
FA0	21	9001	9400	F	00026063	Officer	Duckett,Charles R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	AMP1	1040	V	00026082	Captain		7	1	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	2001	2600	F	00026085	Detective Grade II	Mufti,Ahsan Abid	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00026086	Officer	Dominguez,Martin	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00026087	Officer	Volcin,Ricardo	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	V	00026088	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	100C	150C	F	00026089	Sergeant	Salas,Wilfred	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	21.2 yrs
FA0	21	100C	160C	F	00026095	Photographer	Barkley,Sandra Y	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	36.3 yrs
FA0	21	1001	1500	F	00026097	Officer	Barnett,Clint Ryan	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	V	00026100	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026101	Officer	Thomas,Kirtriya N	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13.7 yrs
FA0	21	2001	2300	F	00026108	Officer	Marshall,Robert T.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00026137	Officer	Thomas,Morgan Nicole	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.5 yrs
FA0	21	6001	6600	F	00026143	Officer	Tipu,Sabbir	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	5001	5400	F	00026149	Police Communications Operator	Agurs,Milton L	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	22.3 yrs
FA0	21	1001	1500	F	00026151	Officer	Salavatov,Zurab	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00026185	Officer	Naughton,Eric Q.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00026186	Officer	Osman,Yusuf A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00026213	Officer	Motley,Brandon N.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	9001	9200	F	00026220	Officer	Thurman,John D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.7 yrs
FA0	21	9001	9200	F	00026222	Dog Handler	Blier,Zachary J	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00026227	Officer	Diesel,Joun	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00026230	Officer	Santiago-Alfaro,Ricardo J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	V	00026234	Lieutenant		5	1	PS0002	98,188.00	17,281.09	1.00	Reg	
FA0	21	2001	2600	F	00026246	Detective Grade II	McRae,Marques D	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.4 yrs
FA0	21	1001	1101	F	00026251	Sergeant	Bruce-Lawson,Trina Denise	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	31.3 yrs
FA0	21	AMP1	1055	F	00026260	Staff Assistant	Ball,Chasity D	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2.3 yrs
FA0	21	2001	2600	F	00026262	Detective Grade II	Sharpton,Jeremy M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	17.8 yrs
FA0	21	1001	1500	F	00026264	Officer	Valerius,Jean	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00026269	Officer	Guo,Matthew	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	9001	9200	F	00026273	Dog Handler	Dyson,Kelvin A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	V	00026275	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026280	Lieutenant	Jessup,Troy A	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	27.8 yrs
FA0	21	1001	1500	F	00026288	Officer	Schneeberg,Emily G	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00026294	Officer	Griffin,Lauren A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00026297	Officer	Brown Jr.,Daryl Anthony	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	2001	2700	F	00026298	Officer	Sanders,Allorie R	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	5001	5400	F	00026305	Criminal History Technician	Gholson,Marjorie P	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00026309	Officer	Smiley,Morgan	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	2001	2300	F	00026322	Senior Police Officer	Auls,Michael	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.3 yrs
FA0	21	1001	1500	F	00026327	Officer	Kern,Carlin A	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	6001	6600	F	00026328	Officer	Albertorio,Axel	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00026332	Officer	Joseph,Joubert	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	1001	1500	F	00026335	Officer	Wissa,Anne A.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00026348	Officer	Blasting,Joseph M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	V	00026357	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	6001	6010	V	00026358	Management Analyst		13	0	DS0077	94,858.00	16,695.01	1.00	Reg	
FA0	21	1001	1500	F	00026360	Officer	Yu,Xiao Feng NMN	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00026364	Officer	Vasquez Gutierrez,Robert	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00026373	Officer	Tran,Bryant Ngoc	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	2001	2700	F	00026376	Captain	Mclean,Ralph W	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	38.1 yrs
FA0	21	1001	1500	F	00026377	Officer	Washington,William K	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00026380	Officer	Oconnor,Charles B.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00026386	Officer	Bailey,Jheaneel Ravonne	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	9001	9200	F	00026387	Lieutenant	Fleming,Walter J	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	23.5 yrs
FA0	21	1001	1500	F	00026391	Officer	Faragalla,Mina S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.5 yrs
FA0	21	2001	2900	F	00026398	Sergeant	Barnes II,Johnnie W.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.5 yrs
FA0	21	2001	2700	F	00026399	Officer	Friday,Frederick U	1	9	PS0001	92,171.00	16,222.10	1.00	Reg	37.8 yrs
FA0	21	1001	1500	F	00026402	Officer	Pham,Andy V.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00026411	Senior Police Officer	Holmes,Grady L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	2001	2300	F	00026426	Officer	Bailey Williams,San Juan a	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.6 yrs
FA0	21	9001	9200	F	00026456	Officer	Boyle,Robin M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.4 yrs
FA0	21	2001	2900	F	00026466	Officer	Hines,Jenevah	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.3 yrs
FA0	21	2001	2600	F	00026467	Senior Police Officer	Wallace Sr.,Darrick W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00026471	Lieutenant	Suber,Andre R	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	28.7 yrs
FA0	21	2001	2700	F	00026475	Officer	Kelemen,Cornel	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.1 yrs
FA0	21	2001	2900	F	00026479	Officer	McEachern,Billy D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.2 yrs
FA0	21	1001	1500	F	00026495	Officer	Frison,Dallas B.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	100C	110C	F	00026496	Staff Assistant	Herbach,Stefanie A.	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00026498	Officer	Bah,Tafshir	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	1001	1500	F	00026499	Officer	Ellis,Ramond D	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	2001	2900	F	00026501	Detective Grade I	Wright Taylor,Cheryl	3	7	PS0001	110,334.00	19,418.78	1.00	Reg	31.9 yrs
FA0	21	1001	1500	F	00026511	Sergeant	Parker,Tanisha U	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	23.5 yrs
FA0	21	1001	1500	V	00026516	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00026520	Officer	Moreland,Patrick C.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	2001	2600	F	00026530	Detective Grade II	Wilkinson,Rodney A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	24 yrs
FA0	21	1001	1500	F	00026537	Sergeant	Rowland,John D.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	12.9 yrs
FA0	21	9001	9200	F	00026543	Officer	Khoury,Roy S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	19.8 yrs
FA0	21	9001	9200	F	00026544	Officer	Khoury,Richard S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00026548	Officer	Vaughn,Cavelle T.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00026549	Officer	Stevens,Carlos	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	6001	6600	F	00026551	Officer	Howells,Mark A.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	5001	5400	F	00026556	Criminal History Technician	Smith,Carolyn A	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	21.6 yrs
FA0	21	1001	1500	F	00026557	Officer	Monroe,Demory D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00026574	Officer	Dingle II,Raymond S	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00026580	Officer	Jenifer,Delante D.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.7 yrs
FA0	21	1001	1500	F	00026588	Officer	Spears,Ryan E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00026597	Officer	Lessey,Damon S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00026602	Officer	Cooke-Manley,Anita	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	6001	6600	V	00026607	Training Instructor (Physical)		11	1	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	1001	1500	F	00026608	Senior Police Sergeant	Keirn,Stephen B	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.5 yrs
FA0	21	6001	6600	F	00026616	Officer	Tolar,Baileigh E.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00026618	Crime Scene Search Officer	Sanders,Melvin O	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00026625	Officer	Freiwirth,Jason	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00026629	Officer	Stevens,Morgan H.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00026636	Officer	Scott,Troy J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00026641	Officer	Paige,Denia L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.3 yrs
FA0	21	1001	1500	F	00026644	Officer	Nwaobasi,Nzeakolam U	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00026653	Officer	Dawes,Russell Theodore	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00026657	Officer	Sepulveda,Giovanny	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	6001	6600	V	00026659	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	V	00026666	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026668	Officer	Hodge,Taquira M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00026677	Officer	Parker,Everett L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32 yrs
FA0	21	1001	1500	F	00026683	Senior Police Officer	Boone,Linda L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.7 yrs
FA0	21	1001	1500	F	00026685	Officer	Lissouck,Olivier N.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00026702	Officer	Dunbar Sr.,Vincent	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00026703	Officer	Simmons,Christopher W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.1 yrs
FA0	21	100C	140C	F	00026713	FOIA Specialist	Creamer,Tammie N	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	23.8 yrs
FA0	21	1001	1500	F	00026728	Officer	Savage,Dillon P.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00026731	Officer	Kelley,Carolyn A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.2 yrs
FA0	21	9001	9101	F	00026732	Senior Police Officer	Medina,Eliseo	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00026735	Officer	Fletcher,Patrice D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.8 yrs
FA0	21	1001	1500	F	00026740	Officer	Page,Michael Joseph	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00026771	Officer	Willis III,Cloyd R	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	1001	1500	F	00026772	Officer	Davis,Michael N	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00026774	Officer	Bates,Darrin L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00026786	Officer	Qureshi,Seema	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	6001	6600	F	00026792	Officer	Hyman,Doriana M.	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	6001	6600	F	00026798	Officer	Clermont,Jeffrey	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00026799	Officer	Sajumon,Steven	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	V	00026800	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026802	Officer	Rice Jr.,Collier	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00026810	Sergeant	Mulcahy,Joseph James	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00026829	Officer	Bruno,Joseph M	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00026831	Officer	Watkins,Matthew L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	18.1 yrs
FA0	21	1001	1500	F	00026836	Officer	Lane,Renia D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00026844	Officer	Martin,Anntoinette N	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00026854	Officer	Rikard III,Robert L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00026855	Officer	Wojciechowski,Jeffrey Scott	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00026857	Officer	Yarosis,Nicholas	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00026858	Officer	Wood,Justin K	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	2001	2300	F	00026859	Officer	Chodak,Daniel C.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.6 yrs
FA0	21	1001	1500	F	00026860	Officer	Hawkins,India T	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.5 yrs
FA0	21	1001	1500	F	00026866	Officer	Rodriguez,Brian K	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00026867	Officer	Johnson,Charles E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.4 yrs
FA0	21	1001	1500	F	00026868	Officer	Maneechai,Jose A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	26.6 yrs
FA0	21	7001	7300	F	00026872	Senior Police Sergeant	Arce,Ronny J	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00026882	Officer	Johnson,Dominique K.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00026888	Lieutenant	Miller,Curtis A	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	17 yrs
FA0	21	1001	1500	V	00026893	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00026894	Investigator	Powell,Zachary J	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00026903	Officer	Sankey,Becker V	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00026905	Officer	Lazewski Jr.,Lawrence E.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	2001	2900	F	00026909	Detective Grade II	Royster,Casey R	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	32.4 yrs
FA0	21	1001	1500	F	00026910	Officer	Epps,April E.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	2001	2700	F	00026911	Officer	Treadwell,Aaron O	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00026914	Officer	Leitzel,Kevin C.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00026915	Officer	Walker,Donald J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	AMP1	1040	F	00026917	Program Manager, IT (Customer)	Johnson,Waldo W N	14	0	DS0086	150,978.43	26,572.20	1.00	Reg	7.6 yrs
FA0	21	1001	1500	F	00026921	Officer	Pitt,David S.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00026924	Officer	Follman,Aaron J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00026936	Officer	Williams Jr.,Ricky L	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	1001	1500	F	00026937	Officer	Delisi,Christopher J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00026939	Senior Police Officer	Williams,Howard E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.4 yrs
FA0	21	9001	9200	F	00026940	Electronics Mechanic	Murphy,Anthony T	11	10	WS0029	78,624.00	13,837.82	1.00	Reg	34.3 yrs
FA0	21	1001	1500	F	00026950	Officer	Penny,Charbria	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00026952	Officer	Kellman,John W.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.1 yrs
FA0	21	1001	1500	F	00026954	Officer	Verdon,Jeremy D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.1 yrs
FA0	21	AMP1	1040	F	00026955	IT Specialist	Samura,Peter A	12	3	DS0077	87,440.00	15,389.44	1.00	Reg	9.3 yrs

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FA0	21	1001	1500	F	00026957	Officer	Demeritt,Caleb W	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	100F	120F	F	00026959	Lead Payroll Specialist	Harrell,Crystal	12	6	DS0007	95,109.00	16,739.18	1.00	Reg	14.3 yrs
FA0	21	1001	1500	F	00026961	Officer	Smith,Aaron J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	2001	2900	V	00026965	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00026972	Officer	Sutton,Tierra I.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00026973	Officer	Mohsin,Adnan M.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00026974	Officer	Barbosa,Eric J	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2300	V	00026975	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00026977	Officer	Graham,Juanita S	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00026990	Sergeant	Claxton,Felix A.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.6 yrs
FA0	21	2001	2600	F	00026991	Lieutenant	Dowling,Scott W	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	17.5 yrs
FA0	21	6001	6600	F	00026993	Officer	Greenberg,Daniel C	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00026998	Officer	Thomas-Bartley,Kenan J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	2001	2600	F	00027004	Investigative Specialist	Burns,Juanita L	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	34.7 yrs
FA0	21	2001	2600	F	00027006	Senior Police Sergeant	Edelstein,David	4	3	PS0004	93,928.00	16,531.33	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00027015	Officer	Palmer,Tracy R	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.4 yrs
FA0	21	2001	2600	F	00027021	Detective Sergeant	Cashman III,Michael	4	5	PS0001	104,146.00	18,329.70	1.00	Reg	19.9 yrs
FA0	21	2001	2700	F	00027032	Investigative Assistant	Bryant,Yvette V	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	25.8 yrs
FA0	21	1001	1500	F	00027035	Officer	Cohoon,Michael T	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	3.8 yrs
FA0	21	2001	2300	F	00027037	Officer	Sullivan,Wayne M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00027039	Officer	Kinfemichael,Endalkachew T	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00027040	Officer	Sterling,Jason C	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	6001	6600	F	00027042	Officer	Felix Sr.,Bruce	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00027046	Officer	Nugent,Patrick J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00027047	Officer	Lee,Jake	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00027057	Officer	Barber,Kalihah	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00027066	Officer	Riley,Stephen M.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	6001	6600	V	00027072	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	5001	5400	F	00027073	Legal Instruments Examiner	Glasker,Emily J	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	36.1 yrs
FA0	21	7001	7300	F	00027074	Officer	Boone,Nisa M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.3 yrs
FA0	21	6001	6600	V	00027082	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	7001	7300	F	00027087	Clerical Assistant	Cooper,Lashann I	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	30.3 yrs
FA0	21	1001	1500	F	00027089	Officer	Habersham,Kesi Nicol	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	2001	2900	V	00027090	Detective Sergeant		4	0	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00027091	Officer	Pernell,Sakeena R	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.7 yrs
FA0	21	1001	1500	V	00027115	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027119	Sergeant	Harris,Daymeion	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	27.7 yrs
FA0	21	1001	1500	F	00027120	Officer	Jackson,Omarri	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00027122	Officer	Wallace,David	1	9	PS0001	97,305.00		1.00	Reg	20.5 yrs
FA0	21	1001	1500	F	00027124	Lieutenant	Fitzgerald,Matthew John	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	9.4 yrs
FA0	21	1001	1500	F	00027130	Officer	Parker,Anil PJ	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00027133	Officer	Madison,Brian C.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00027138	Officer	Moore,Alexa J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.2 yrs
FA0	21	1001	1500	F	00027143	Officer	Wilson,Michael J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	32.4 yrs
FA0	21	9001	9400	F	00027144	Officer	Willis Jr.,Richard C.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8 yrs
FA0	21	6001	6600	V	00027151	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00027152	Officer	Brown,Demal M	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	3.8 yrs
FA0	21	2001	2600	F	00027158	Lieutenant	Rivers,Subrena A	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	17.3 yrs
FA0	21	2001	2700	F	00027163	Officer	David,Wayne E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.2 yrs
FA0	21	6001	6600	F	00027165	Officer	Polanco,Guelmis	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00027171	Officer	Rezkalla,Abanoub I	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00027172	Officer	Thomas,Augustus A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00027174	Sergeant	Schmoeller,Scott W.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	8.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00027176	Officer	Haskins,Victor A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	28.7 yrs
FA0	21	9001	9200	F	00027181	Sergeant	Miller,Christopher W	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	12.5 yrs
FA0	21	1001	1500	F	00027198	Officer	Freeman Jr.,Terry A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00027205	Officer	Lucas Jr.,Jules M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31 yrs
FA0	21	1001	1500	F	00027207	Officer	McCowin,Jason S	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00027208	Officer	Nunez,Genesis N	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	2001	2300	F	00027209	Officer	Tucker,David W	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.2 yrs
FA0	21	1001	1500	F	00027215	Officer	White,David A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	30.9 yrs
FA0	21	7001	7300	V	00027225	Detective Grade II		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027228	Officer	Smith Cleere,Dorrie A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	20 yrs
FA0	21	1001	1500	F	00027256	Officer	Harrison,Andre Lamont	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.1 yrs
FA0	21	1001	1500	F	00027259	Senior Police Officer	Swinson,Tondelaya M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	7001	7101	F	00027279	Assistant Chief	Manlapaz,Wilfredo E	10	2	PS0002	200,335.00	35,258.96	1.00	Reg	28.6 yrs
FA0	21	2001	2300	F	00027281	Officer	Fogle,Algernon M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	27.7 yrs
FA0	21	1001	1500	F	00027282	Officer	Fogle,Lewond L	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	20.2 yrs
FA0	21	1001	1500	F	00027283	Officer	Langumas,Giovan M	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00027288	Officer	Molina,Jacqueline	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.4 yrs
FA0	21	6001	6600	V	00027292	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00027293	Officer	Hamilton,Reginald B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	23.2 yrs
FA0	21	1001	1500	F	00027296	Officer	Wayte,Andrew D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00027303	Officer	Sheroz,Qasim	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00027313	Officer	Khalid,Aqif	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00027317	Senior Police Officer	Corchado,Roberto	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.7 yrs
FA0	21	1001	1500	F	00027321	Officer	Dieng,Abdul A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	2 yrs
FA0	21	9001	9400	F	00027333	Senior Police Sergeant	Thomas,Allan L	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.5 yrs
FA0	21	1001	1500	F	00027338	Officer	Matthews,Robert James	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00027350	Officer	Beam,Laurence M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.8 yrs
FA0	21	2001	2600	F	00027352	Investigator	Van Hook,Kevin Michael	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.3 yrs
FA0	21	9001	9200	F	00027353	EOD Dog Handler	Reid,Clifton A	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	26.3 yrs
FA0	21	6001	6600	F	00027355	Training Instructor (Recruit)	Williams,Candice M.	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	1.2 yrs
FA0	21	9001	9200	F	00027364	Officer	Huff,James E	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.7 yrs
FA0	21	2001	2900	F	00027374	Detective Sergeant	Hallahan,Brian J.	4	4	PS0001	99,218.00	17,462.37	1.00	Reg	14.1 yrs
FA0	21	1001	1500	V	00027381	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027386	Officer	Mcardle,John P	1	5	PS0001	80,056.00	14,089.86	1.00	Reg	6.6 yrs
FA0	21	1001	1500	F	00027395	Senior Police Officer	Wise,Gregory W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4 yrs
FA0	21	1001	1500	F	00027396	Senior Police Officer	Wise,Edward R	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.5 yrs
FA0	21	2001	2300	F	00027398	Officer	Turay,Alimamy M	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00027401	Officer	Shefman,Lee R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	2001	2600	F	00027407	Senior Detective Grade I	Webb,Thomas R	3	4	PS0004	90,770.00	15,975.52	1.00	Term	3.7 yrs
FA0	21	1001	1500	F	00027408	Officer	Singleton,John	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	6001	6600	F	00027412	Program Analyst	Kennedy,Renee S	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	28.4 yrs
FA0	21	1001	1500	F	00027429	Officer	Brock,Viola L	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	6 yrs
FA0	21	2001	2700	F	00027432	Officer	Tompkins,Shalonda L.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	20.9 yrs
FA0	21	2001	2900	F	00027434	Detective Grade II	Lehn,Jameson M.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00027441	Officer	Joseph,Maxary B	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00027444	Officer	Henderson,Michael S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00027453	Officer	Novoa,Steven M	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00027454	Lieutenant	Solgat,Craig T.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	15.3 yrs
FA0	21	1001	1500	F	00027455	Officer	Tabron,Bobby L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	21.1 yrs
FA0	21	2001	2600	F	00027459	Detective Grade II	Shaw,Peter E	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	23 yrs
FA0	21	6001	6600	V	00027464	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00027475	Senior Detective Grade I	Harkins,Ingrid M	3	4	PS0004	90,770.00	15,975.52	1.00	Term	4.1 yrs
FA0	21	6001	6600	V	00027481	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	

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FA0	21	1001	1500	F	00027484	Officer	Gatewood,Kyle D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00027486	Officer	Ruiz,Roy V	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	6001	6600	V	00027489	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027512	Officer	Marsham West,Arleen A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	31.5 yrs
FA0	21	1001	1500	F	00027528	Officer	Benitez-Garcia,Carimaxy	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	1001	1500	F	00027550	Officer	Smith,Adam J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.1 yrs
FA0	21	1001	1500	F	00027552	Officer	Krumnow,Angelica E	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	1001	1500	F	00027554	Officer	Dowd,Daniel G	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.9 yrs
FA0	21	6001	6600	V	00027557	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	100C	150C	F	00027558	Officer	Gonzalez Tirado,Jose A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00027559	Officer	Vega,William D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	6001	6600	V	00027560	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00027561	Officer	Shin,Alan H.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.2 yrs
FA0	21	1001	1500	F	00027565	Officer	Bailly,Julie M.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00027568	Officer	Rodriguez,Kelvin	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	17.5 yrs
FA0	21	1001	1500	F	00027574	Officer	Moore,Rhonda Patrice	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	9001	9400	F	00027575	Officer	Ulloa,Onasis NMN	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00027576	Fleet Servicer	Ramos,Daniel M	10	10	WS0029	75,004.80	13,200.84	1.00	Reg	35 yrs
FA0	21	1001	1500	F	00027577	Officer	Moorin,Rachel A.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	100C	150C	F	00027578	Officer	Casiano,Ana I	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.4 yrs
FA0	21	1001	1500	F	00027582	Officer	Chamberlaine,Tracee C	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.5 yrs
FA0	21	1001	1500	F	00027583	Officer	Solem,Joseph T	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	V	00027586	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027587	Officer	Velez,Benjamin	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	1001	1500	F	00027588	Officer	Cartagena,Luis D	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	22.3 yrs
FA0	21	1001	1500	F	00027592	Officer	Bordoy,Francisco J	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00027593	Sergeant	Harrell,Gavin Gerard	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.7 yrs
FA0	21	100C	150C	F	00027599	Officer	Walsh,Anthony Tony	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	7001	7300	F	00027601	Sergeant	Macdonald,Maurice R	4	4	PS0001	103,554.00	18,225.50	1.00	Reg	8 yrs
FA0	21	1001	1500	F	00027602	Officer	Berrios,Jose J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.4 yrs
FA0	21	1001	1500	F	00027608	Officer	Boyd,Monique T	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00027609	Officer	Deutschkron,Kenneth M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00027611	Senior Police Sergeant	Simmons,Evelyn R	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.7 yrs
FA0	21	1001	1500	F	00027612	Senior Police Officer	Richardson,Bernadette L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.2 yrs
FA0	21	1001	1500	F	00027622	Officer	Beatty,Jonathan Tyrone	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	5.8 yrs
FA0	21	1001	1500	F	00027624	Officer	Figueroa,Angel J	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.5 yrs
FA0	21	2001	2600	F	00027625	Senior Detective Grade I	Austin Braxton,Alfred T	3	4	PS0004	90,770.00	15,975.52	1.00	Term	3.7 yrs
FA0	21	2001	2600	F	00027627	Detective Grade II	Nieves Campos,Jose N	1	9	PS0001	98,805.00	17,389.68	1.00	Reg	21.7 yrs
FA0	21	1001	1500	F	00027629	Officer	Deschaine,Isreal Daniel	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00027631	Officer	Laielli,Max D	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.2 yrs
FA0	21	100C	160C	F	00027634	Public Affairs Specialist	Jordan,Brianna L	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00027635	Officer	Saunders,Akeem S.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	6001	6600	V	00027637	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	9001	9400	V	00027638	Officer		1	7	PS0001	84,058.00	14,794.21	1.00	Reg	
FA0	21	7001	7101	F	00027640	Officer	Molinari,Abigail	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00027641	Officer	Casiano,Jose M	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.4 yrs
FA0	21	9001	9400	V	00027643	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027644	Officer	Saunders,Roderick D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00027645	Officer	Prather Jr.,Adrian D	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4 yrs
FA0	21	1001	1500	F	00027649	Officer	Ojeda,Jaime	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.4 yrs
FA0	21	2001	2600	F	00027651	Senior Police Officer	Hunsucker,Leandia M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	1.6 yrs
FA0	21	2001	2900	F	00027653	Officer	Lugo,Jose A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.4 yrs
FA0	21	1001	1500	F	00027658	Officer	Luna,Luis A	1	9	PS0001	97,305.00		1.00	Reg	18.4 yrs

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FA0	21	1001	1500	F	00027660	Officer	Alonso-Arevalo,Marco R	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	6001	6600	V	00027661	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2900	F	00027663	Cellblock Processing Tech	Carreras,Juan E	9	10	DS0067	75,254.00	13,244.70	1.00	Reg	33.4 yrs
FA0	21	1001	1500	V	00027664	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00027665	Officer	Rios,Manuel	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	18.4 yrs
FA0	21	1001	1500	F	00027668	Officer	McDowell,Sean D	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00027670	Captain	Mack,Judith A	7	3	PS0002	135,173.00	23,790.45	1.00	Reg	21.4 yrs
FA0	21	2001	2600	F	00027703	Captain	Rosenthal,Ashley M	7	4	PS0002	142,203.00	25,027.73	1.00	Reg	24.3 yrs
FA0	21	2001	2900	F	00027721	Detective Grade II	Manning,Vincent R.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00027733	Officer	Williams Jr.,Andre S.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00027758	Officer	Hall,Tavian D.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00027765	Officer	Little,James H.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00027767	Sergeant	Bonilla,Istmania L.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	14.6 yrs
FA0	21	6001	6600	F	00027794	Officer	Carson,Jessica A	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	2001	2600	F	00027800	Detective Grade II	Lauderdale,Jonathan R.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00027811	Officer	Amador,Mario A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	17.6 yrs
FA0	21	1001	1500	F	00027815	Officer	Quiles,Ivan	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00027820	Officer	Webb,Shaun J.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	9001	9400	F	00027822	Lieutenant	Lamond,Shane B	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	20.9 yrs
FA0	21	1001	1500	F	00027823	Officer	Sailsman,Pierre Lamont	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	2001	2900	F	00027830	Detective Grade II	Davis,Stephen T	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.7 yrs
FA0	21	7001	7700	V	00028571	Legal Assistant		7	1	DS0079	45,718.00	8,046.37	1.00	Reg	
FA0	21	100F	120F	F	00028572	Payroll Technician	Gilchrist,Kimberly M	8	10	DS0007	64,606.00	11,370.66	1.00	Reg	27.5 yrs
FA0	21	100F	120F	F	00028574	Accounts Payable Technician	Garrett,Enid C	9	8	DS0007	67,579.00		1.00	Reg	16 yrs
FA0	21	2001	2300	F	00028578	Staff Assistant	Banks,Emmie L.	9	7	DS0077	65,814.00		1.00	Reg	13.4 yrs
FA0	21	1001	1500	V	00028585	Officer		1	1	PS0001	62,727.00		1.00	Reg	
FA0	21	1001	1500	F	00028587	Officer	Forrest,Vincent	1	7	PS0001	84,058.00		1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00028588	Officer	Finck,Benjamin B.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	2001	2300	F	00028600	Staff Assistant	Corley,Jumaane H.	11	8	DS0077	81,508.00	14,345.41	1.00	Reg	6.9 yrs
FA0	21	1001	1500	V	00028603	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00028604	Officer	Boyd,Clarence C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	AMP1	1055	F	00028609	Compliance Monitor	Kamin,Michael J.	12	7	DS0077	97,668.00	17,189.57	1.00	Reg	1.4 yrs
FA0	21	100C	150C	F	00028625	Technical Writer	Crewe,Paul H.	12	7	DS0077	97,668.00	17,189.57	1.00	Reg	15.7 yrs
FA0	21	2001	2600	F	00028627	Detective Grade I	Figueroa,Carolyn Anne	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	15.8 yrs
FA0	21	AMP1	1040	F	00028643	IT Specialist (Customer Supt)	Marsh,Michael B.	11	8	DS0077	81,508.00	14,345.41	1.00	Reg	6.7 yrs
FA0	21	100C	120C	F	00028644	Executive Protection Officer	Murrell,Steven K.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.6 yrs
FA0	21	1001	1500	F	00028649	Senior Police Officer	Houston,Darnell D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.8 yrs
FA0	21	AMP1	1040	F	00028668	IT Specialist	Bolden,George Michael	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	15.9 yrs
FA0	21	100C	160C	F	00028677	Public Affairs Specialist	Bilal,Karimah S	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	5.3 yrs
FA0	21	2001	2600	F	00028686	Detective Grade II	Lake,Oliver C.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.8 yrs
FA0	21	2001	2300	F	00028691	Senior Police Sergeant	Woodard,Charles L	4	3	PS0004	93,928.00	16,531.33	1.00	Term	3.2 yrs
FA0	21	2001	2300	F	00028700	Contract Compliance Monitor	Ebi,Uma N	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	22 yrs
FA0	21	AMP1	1040	F	00028708	Legal Instruments Examiner	Castro,Elizabeth	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	36.9 yrs
FA0	21	AMP1	1040	F	00028713	Fingerprint Examiner	Rodriguez,LaChia Cheria V.	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	11.6 yrs
FA0	21	AMP1	1040	V	00028720	Fingerprint Examiner		7	1	DS0078	45,718.00	8,046.37	1.00	Reg	
FA0	21	AMP1	1040	F	00028721	Fingerprint Examiner	Sewell,Sharrone D	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	15.7 yrs
FA0	21	6001	6600	F	00028725	Police Cadet	Boller,Malik I	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.6 yrs
FA0	21	5001	5400	F	00028726	Criminal History Specialist	Fua,Baby	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	27.1 yrs
FA0	21	1001	1500	F	00028729	Officer	Thompson,Cassandra	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	100C	160C	F	00028735	Community Outreach Coordinator	Branch,Kyi K	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	3.8 yrs
FA0	21	100C	160C	F	00028736	Community Outreach Coordinator	Davis,Carolyn	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	26.8 yrs
FA0	21	100C	160C	F	00028737	Community Outreach Coordinator	Vaughn-Lee,Fayette	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	14.6 yrs
FA0	21	2001	2600	F	00028738	Supervisory Victim Specialist	Newsome,Tramaine Moniqu	13	0	DS0086	105,804.77	18,621.64	1.00	Reg	10.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	V	00028739	Victim Specialist		12	1	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	9001	9400	F	00028740	Supv Communications Specialist	Brookins,Tipi	11	0	DS0086	77,898.90	13,710.21	1.00	Reg	3.2 yrs
FA0	21	1001	1500	F	00032316	Officer	McGee,Patrick D.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2600	F	00032317	Officer	Fucci,Anthony P	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	9001	9200	F	00032327	Emergency Response Team Sergea	Foskett,Luke R	4	4	PS0001	100,123.00	17,621.65	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00032331	Officer	Williams,Damien L	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00032349	Officer	Bass,Elizabeth A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2900	F	00032350	Officer	Ruiz,Alba	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7.2 yrs
FA0	21	1001	1500	F	00032354	Officer	Smith,David	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00032356	Sergeant	Steen,Vicki A	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.4 yrs
FA0	21	2001	2600	F	00032360	Senior Police Officer	Martin,Dexter E	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.6 yrs
FA0	21	9001	9400	F	00032374	Sergeant	Naus,Kevin J	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00032376	Sergeant	Mccormick,Gregory J	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.4 yrs
FA0	21	1001	1500	F	00032389	Officer	Krmenec Jr.,Thomas R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032404	Officer	Lopez,Rafael	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	2001	2600	F	00032437	Detective Grade II	Matos,Alfonso A.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00032439	Officer	De La Rosa,Milton	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	2001	2900	F	00032440	Senior Police Sergeant	Alter,John R	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00032459	Officer	Tobin,Miranda Donnalyn	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.8 yrs
FA0	21	100F	120F	F	00032469	Administrative Assistant	West,Venus	9	9	DS0007	69,343.00	12,204.37	1.00	Reg	16.5 yrs
FA0	21	6001	6600	F	00032471	Officer	Silva,Jaime	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	2001	2600	F	00032475	Detective Grade II	Olszak,Konrad L	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00032479	Officer	Pritchett,Ebonie T	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00032481	Officer	Stevens,Julian B	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00032498	Officer	Sutton Jr.,Terence D	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	2001	2300	F	00032530	Officer	Wilson,Damon A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15 yrs
FA0	21	9001	9200	F	00032540	Officer	Lancaster,Necka L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs
FA0	21	1001	1500	F	00032543	Officer	Vamos,Amanda J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.3 yrs
FA0	21	1001	1500	F	00032544	Sergeant	Vullo,Corey R.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.7 yrs
FA0	21	1001	1500	F	00032548	Officer	Sillah,Mohammed H	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	2001	2700	F	00032550	Officer	Leboo,Herbert A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	6001	6600	V	00032553	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2900	F	00032573	Detective Grade II	Walsh,Eric R	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032609	Officer	Mattox,William B	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	24 yrs
FA0	21	1001	1500	F	00032632	Sergeant	Djossou,Charlotte M	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032633	Officer	Hunter,Aaron S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	9001	9101	F	00032639	Sergeant	Porter,Nathaniel L.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	7.8 yrs
FA0	21	2001	2300	F	00032640	Senior Police Officer	Savoy,John A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.2 yrs
FA0	21	6001	6010	F	00032641	Sergeant	Perez,Ricky	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00032644	Officer	Washington,Valiant A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032646	Officer	Leano,Dan Patrick E	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00032659	Officer	Nesmith,Terrace C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2600	F	00032661	Detective Grade II	Bowman,Heath E	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032669	Officer	Fadairo,Olugbenga O	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032671	Officer	Vazquez,Arthur R	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	1001	1500	F	00032673	Officer	White II,Carl R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032683	Officer	Manley,Ernest L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00032712	Officer	Goss,Jake T.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	9001	9400	F	00032714	Officer	Lytle,Alvin B	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032733	Officer	Smith,Kevin V.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.8 yrs
FA0	21	6001	6600	F	00032755	Officer	Caprera,Naomi M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	9001	9200	F	00032756	Officer	Tucker,Michael S	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.3 yrs
FA0	21	2001	2300	F	00032766	Officer	Myles,Dante E	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00032807	Sergeant	Ha,Nicole M	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	16.4 yrs
FA0	21	1001	1500	F	00032815	Officer	Parrish,Richard C	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00032828	Officer	Bonds,Corey J	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2700	V	00032836	Officer		1	2	PS0001	65,863.00	11,591.89	1.00	Reg	
FA0	21	1001	1500	F	00032871	Officer	Molina,Andres	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	AMP1	1055	F	00032872	Program Manager	Reedy,Jacqueline	13	0	DS0086	96,192.00	16,929.79	1.00	Reg	5.6 yrs
FA0	21	2001	2600	F	00032909	Detective Grade II	Covington,Tony L	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00032920	Officer	Smith,Daniel M.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	13.4 yrs
FA0	21	6001	6600	F	00032938	Senior Police Officer	Bruce,Lonnie D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.7 yrs
FA0	21	2001	2600	F	00032959	Detective Grade I	Pemberton,Greggory J.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	16 yrs
FA0	21	1001	1500	F	00032987	Officer	Geiger,Nathan D	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.3 yrs
FA0	21	1001	1500	F	00033026	Officer	Layport,Laura A	1	7	PS0001	77,304.00	13,605.50	1.00	Reg	16.4 yrs
FA0	21	1001	1500	F	00033029	Officer	Stadnik,John T.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	6001	6600	F	00033033	Officer	Drew,Jacob M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	0.4 yrs
FA0	21	1001	1500	F	00033035	Officer	Tolbert,Reginald V	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2600	F	00033044	Detective Grade I	Shell,Jonathan E	3	6	PS0001	100,074.00	17,613.02	1.00	Reg	16.6 yrs
FA0	21	2001	2600	F	00033049	Detective Grade II	Gamm,Andrew B.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00033061	Officer	Brown II,Kenneth E.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	2001	2600	F	00033062	Detective Grade II	Talley,Marcus C.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.8 yrs
FA0	21	AMP1	1040	F	00033084	Uniform Crime Reporting Coord.	Kidd,Diane V	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	30.4 yrs
FA0	21	1001	1500	F	00033094	Officer	Hiller,Ravi N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00033100	Officer	Thermidor,Ivens	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.1 yrs
FA0	21	2001	2600	F	00033163	Investigator	Brady,Christopher M.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	F	00033186	Officer	Marshall,William R	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	2001	2700	F	00033195	Officer	Wilkes,Candice D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00033213	Officer	Rowe,Royce R	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2600	F	00033218	Investigator	Brown,Tashon R.	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	6 yrs
FA0	21	1001	1500	F	00033220	Officer	Thompson,De'Aren Cynthia	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00033230	Officer	Coley,Travis D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14.9 yrs
FA0	21	1001	1500	F	00033240	Officer	Day,Benjamin B	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2600	F	00033254	Investigator	Speight,Kiernan A.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	15.9 yrs
FA0	21	1001	1500	F	00033272	Officer	Wallace,Jeffrey	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.8 yrs
FA0	21	1001	1500	F	00033285	Officer	Chatman,William A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.6 yrs
FA0	21	1001	1500	F	00033304	Officer	Hinton,Troy D	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00033306	Officer	Turner,Nefetia N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00033380	Officer	Freeman,Jose N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.3 yrs
FA0	21	9001	9200	F	00033484	Officer	Harvey Jr.,Theodore	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	2001	2600	F	00033529	Detective Grade II	Adams,Armstrong M	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16.3 yrs
FA0	21	6001	6600	V	00033552	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2900	F	00033570	Senior Police Officer	Page,Diana	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.7 yrs
FA0	21	100C	150C	F	00033574	Senior Police Officer	Thompson,Gary L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.7 yrs
FA0	21	1001	1500	F	00033647	Sergeant	Swarn,Samuel D	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00033649	Officer	Hannah,Bryan J	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00033655	Sergeant	Brown,Gregory	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	17.9 yrs
FA0	21	1001	1500	F	00033674	Officer	Bolden,Deborah M	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00033679	Officer	Humphries,Katrina N	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.3 yrs
FA0	21	1001	1500	F	00033681	Officer	Wershbale,Haley M.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	7 yrs
FA0	21	2001	2600	F	00033685	Sergeant	Hairston,Shante A	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	16.3 yrs
FA0	21	1001	1500	F	00033709	Senior Police Officer	Beck,Tangla A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.4 yrs
FA0	21	1001	1500	F	00033720	Sergeant	Peake,Brian M.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00033735	Officer	Decastro,Arnold A	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.4 yrs
FA0	21	100C	160C	F	00033763	Community Outreach Coordinator	Beathea,Jacqueline M.	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	1.7 yrs
FA0	21	2001	2300	F	00033807	Officer	Mays,Lonnie L	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	16.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2700	F	00033871	Sergeant	Kniseley,Jeremy Alan	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00033878	Officer	Brown,Harold R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.5 yrs
FA0	21	AMP1	1040	F	00033894	IT Specialist (Network Service	Healey,Bruce E.	14	9	DS0077	140,847.00	24,789.07	1.00	Reg	12.4 yrs
FA0	21	100C	110C	F	00034118	Chief Operating Officer	Turner,Leeann	16	0	DS0086	185,961.37	32,729.20	1.00	Reg	14.1 yrs
FA0	21	6001	6600	F	00034120	Officer	Snapko,Sarah Elizabeth	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.2 yrs
FA0	21	1001	1500	F	00034121	Officer	Danko,Kevin	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	AMP1	1070	F	00034123	Quality Assurance Specialist (	Miranda,Henry A	11	10	DS0087	79,314.00	13,959.26	1.00	Reg	15.7 yrs
FA0	21	AMP1	1040	F	00034124	Program Manager, IT (BWC)	Horton,John	14	0	DS0086	107,843.00	18,980.37	1.00	Reg	5.2 yrs
FA0	21	1001	1500	F	00034132	Sergeant	Mumtaz,Tashfeen	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00034136	Officer	Beaver,Sarah	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	7001	7300	F	00034137	Senior Detective Grade I	Young,Phineas A	3	4	PS0004	90,770.00	15,975.52	1.00	Term	0.4 yrs
FA0	21	6001	6900	F	00034140	Clerical Assistant	Latta,Aretha	7	0	DS0079	60,014.64	10,562.58	1.00	Reg	4.9 yrs
FA0	21	2001	2600	F	00034141	Detective Grade II	Payne,James W.	1	9	PS0001	94,172.00	16,574.27	1.00	Reg	16 yrs
FA0	21	1001	1500	F	00034144	Officer	Glenn,Kevin Lee	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	16.2 yrs
FA0	21	1001	1500	F	00034145	Sergeant	Bolton,Irving J.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.2 yrs
FA0	21	9001	9400	F	00034152	Officer	Martin,Charlee K.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00034153	Officer	Hiller,Hidza E.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	11.9 yrs
FA0	21	2001	2700	F	00034154	Senior Detective Grade I	Lawson,David	3	4	PS0004	90,770.00	15,975.52	1.00	Term	4.6 yrs
FA0	21	1001	1500	F	00034155	Sergeant	McElhenny,John E.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	16.3 yrs
FA0	21	1001	1500	F	00034156	Officer	Malcolm,Prince A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.9 yrs
FA0	21	1001	1500	F	00034157	Officer	Barrows,Mark A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.6 yrs
FA0	21	2001	2700	F	00034158	Officer	Damron,Nicholas A.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.8 yrs
FA0	21	AMP1	1040	F	00034160	Program Manager, IT (Network)	Romero,Joseph E.	14	0	DS0086	150,979.26	26,572.35	1.00	Reg	4.2 yrs
FA0	21	5001	5800	F	00034161	Motor Vehicle Operator	Thomas,Craig M	8	8	WS0029	64,147.20	11,289.91	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00034165	Officer	Fritts,Fred W.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.4 yrs
FA0	21	AMP1	1040	F	00034167	Legal Instruments Examiner	Taylor,Kimberly V	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	33 yrs
FA0	21	AMP1	1040	F	00034169	Management Analyst	Wallace,Charnetta E	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	31.4 yrs
FA0	21	1001	1500	F	00034210	Staff Assistant	Morgan,Calandra M.	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	15.9 yrs
FA0	21	AMP1	1070	F	00034243	Fleet Maintenance Supervisor	Lazo,Kimberly A	13	0	DS0086	93,776.56	16,504.67	1.00	Reg	12.8 yrs
FA0	21	6001	6600	F	00034245	Police Cadet	Williams,Kyree	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.4 yrs
FA0	21	1001	1500	F	00034248	Fleet Servicer	Wiley,Reginald B	8	10	WS0029	67,683.20	11,912.24	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00034823	Officer	D'Abreu,Nigel Y.	1	8	PS0001	88,261.00		1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00034845	Officer	Ledesma,Adrian	1	7	PS0001	84,058.00		1.00	Reg	12.6 yrs
FA0	21	1001	1500	F	00034849	Officer	Sparrow,Lamond T.	1	4	PS0001	72,611.00		1.00	Reg	4 yrs
FA0	21	1001	1500	F	00034850	Sergeant	Hillgren,Lorelei Denise	4	1	PS0001	85,192.00		1.00	Reg	7 yrs
FA0	21	1001	1500	F	00034852	Officer	Ulrich,Donna M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00034853	Officer	Changes,Katherine E	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	6001	6600	F	00034855	Sergeant	Bogner,William C.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	12.6 yrs
FA0	21	9001	9200	F	00034857	Officer	Jordan,Justin Michael	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00034859	Officer	Foote,Jonathan	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.7 yrs
FA0	21	2001	2600	F	00035044	Victim Specialist	Hall,Helen E	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	14.9 yrs
FA0	21	5001	5800	F	00035477	Property & Evidence Ctrl Tech	Webb Jr.,Robert Lee	8	0	DS0078	75,254.00	13,244.70	1.00	Reg	28.2 yrs
FA0	21	9001	9200	F	00035498	Director, Traffic and Safety	Hinton,LaMont A.	15	0	DS0086	157,852.61	27,782.06	1.00	Reg	13.3 yrs
FA0	21	6001	6600	F	00035636	Training Instructor (Firearms)	Bazemore,Keith T	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	15.6 yrs
FA0	21	6001	6600	F	00035637	Training Instructor (Recruit)	Chapman,Ana	11	8	DS0077	81,508.00	14,345.41	1.00	Reg	0.9 yrs
FA0	21	6001	6600	F	00035638	Training Instructor (Firearms)	DeSwarte,Darrell W	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	15.6 yrs
FA0	21	6001	6600	F	00035639	Training Instructor (Firearms)	Sayre,Charles N	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	15.5 yrs
FA0	21	6001	6600	F	00035641	Training Instructor (Firearms)	Honeycutt,Thomas B	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	3.3 yrs
FA0	21	6001	6600	F	00035642	Training Instructor (Firearms)	Willis,Patrick	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	4.6 yrs
FA0	21	6001	6300	F	00035705	Human Resources Specialist	Jones,Kim L	13	9	DS0087	110,191.00	19,393.62	1.00	Reg	29.4 yrs
FA0	21	5001	5900	F	00035706	Director, Medical Services	Miranda,Matthew H.	15	0	DS0086	153,308.93	26,982.37	1.00	Reg	12.2 yrs
FA0	21	1001	1500	F	00035733	Customer Service Rep	Jasper,Lydia Eunice	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	15.3 yrs
FA0	21	1001	1500	F	00035734	Customer Service Rep	Cousins,Kristin L	7	3	DS0079	48,896.00	8,605.70	1.00	Reg	5.3 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	V	00035737	Customer Service Rep		8	0	DS0079	50,207.00	8,836.43	1.00	Reg	
FA0	21	2001	2600	F	00035738	Accident Coordinator	Adegunleye,Olumide Charle	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00035739	Customer Service Rep	Ervin,Karen J	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	22.9 yrs
FA0	21	1001	1500	F	00035740	Customer Service Rep	Holcomb,Pamela J	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	30.9 yrs
FA0	21	9001	9400	F	00035741	Criminal Research Specialist	Longeway,Ashleigh	11	2	DS0078	68,680.00	12,087.68	1.00	Reg	1.5 yrs
FA0	21	9001	9400	V	00035743	Intelligence Research Spec		12	0	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	1001	1500	F	00035746	Customer Service Rep	Arrington,Norman W	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00035747	Customer Service Rep	Lawrence,Elford A	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	15.5 yrs
FA0	21	9001	9400	F	00035748	Intelligence Research Spec	Havlin,Diana M	13	8	DS0077	116,145.00	20,441.52	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00035749	Customer Service Rep	Hilliard,Debby O	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	15.6 yrs
FA0	21	6001	6600	F	00035750	Police Cadet	Elliott,Cortney	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.1 yrs
FA0	21	1001	1500	F	00035752	Customer Service Rep	Contreras,Margarita	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	17.1 yrs
FA0	21	1001	1500	F	00035753	Customer Service Rep	Blackwell,LaShawn L	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	15.5 yrs
FA0	21	9001	9200	F	00035754	Legal Instruments Examiner	McCall,Courtney M.	8	6	DS0078	58,207.00	10,244.43	1.00	Reg	7.2 yrs
FA0	21	1001	1500	F	00035755	Customer Service Rep	Jones,Jalin	6	3	DS0079	44,135.00	7,767.76	1.00	Reg	1.9 yrs
FA0	21	9001	9400	F	00035757	Crime Analyst	Mikula,Lane J.	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2 yrs
FA0	21	AMP1	1040	F	00035759	Legal Instruments Examiner	Murray,Antoinette M	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	28.2 yrs
FA0	21	AMP1	1040	F	00035762	Legal Instruments Examiner	Jones Brown,Aretha C	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	35.9 yrs
FA0	21	9001	9200	F	00035763	Legal Instruments Examiner	Brandon Jr.,Tyrone	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	6.7 yrs
FA0	21	9001	9400	F	00036485	Crime Analyst	Glass,Austin James Balfour	9	2	DS0077	56,994.00	10,030.94	1.00	Reg	1.7 yrs
FA0	21	9001	9400	F	00036510	Crime Analyst	Scott,Elizabeth A.	9	4	DS0077	60,522.00	10,651.87	1.00	Term	0.7 yrs
FA0	21	9001	9200	F	00036511	Legal Instruments Examiner	Powell,Donavon	9	4	DS0078	60,522.00	10,651.87	1.00	Reg	6.3 yrs
FA0	21	9001	9400	F	00036512	Crime Analyst	Pauling,Yolanda	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	15.4 yrs
FA0	21	AMP1	1040	F	00037293	Deputy Director, IT	Clow,David L	16	0	DS0086	168,854.69	29,718.43	1.00	Reg	13.8 yrs
FA0	21	9001	9200	F	00037296	Legal Instruments Examiner	NIX,SUSAN K	9	9	DS0078	69,342.00	12,204.19	1.00	Reg	7.1 yrs
FA0	21	5001	5400	F	00037299	Director, Records Division	Greene,Bernadine C	14	0	DS0086	132,403.63	23,303.04	1.00	Reg	14.8 yrs
FA0	21	AMP1	1040	F	00037302	Supervisory Fingerprint Specia	Vinson,Ralph M	13	0	DS0086	116,312.63	20,471.02	1.00	Reg	26.2 yrs
FA0	21	AMP1	1040	F	00037553	Program Analyst (Finance)	Starks,Eric	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	6.9 yrs
FA0	21	AMP1	1040	F	00037557	IT Specialist (Network)	Graham,Janet R.	14	9	DS0077	140,847.00	24,789.07	1.00	Reg	8.1 yrs
FA0	21	2001	2900	F	00037560	Cellblock Processing Tech	Height,Erica J	9	10	DS0067	75,254.00	13,244.70	1.00	Reg	33 yrs
FA0	21	1001	1500	V	00038319	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00038320	Sergeant	Ford,Kelwin G.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	15.5 yrs
FA0	21	2001	2600	F	00038321	Detective Grade II	Galli,Angela M	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.6 yrs
FA0	21	9001	9200	F	00038322	SCUBA Diver	Dowling,Michael T.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00038323	Officer	Campbell,Tara Felice	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	15.9 yrs
FA0	21	1001	1500	F	00038324	Lieutenant	Chatmon,James T.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	15.5 yrs
FA0	21	6001	6010	F	00038466	Director, Testing & Assessment	Wagman,Laura A	15	0	DS0086	140,750.54	24,772.10	1.00	Reg	11 yrs
FA0	21	5001	5800	F	00039263	Property & Evidence Ctrl Tech	Jones,Keisha J	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	14.4 yrs
FA0	21	9001	9400	F	00039360	Law Enforcement Data Analyst	Azmera,Michael H	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	1.8 yrs
FA0	21	AMP1	1040	F	00039361	IT Specialist	Alaoui,Karim M	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	15.2 yrs
FA0	21	AMP1	1040	F	00039363	IT Specialist (Systems Analys)	Gonzalez,Sheryl	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	12.3 yrs
FA0	21	9001	9200	F	00039387	Admin Operations Clerk	Quick,Dorinda L	6	2	DS0079	42,697.00	7,514.67	1.00	Reg	1.7 yrs
FA0	21	AMP1	1040	F	00040990	IT Specialist (Network)	Crawford,George H	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	23.2 yrs
FA0	21	1001	1500	F	00041303	Officer	Grigsby,Owen M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00041483	Sergeant	Selbach,Mark N.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00041497	Sergeant	Terestre,David	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	19.7 yrs
FA0	21	100C	110C	F	00041745	General Counsel	Viehmeyer,Mark T	2	0	LX0001	194,000.00	34,144.00	1.00	Reg	22.7 yrs
FA0	21	100C	110C	V	00041747	Attorney Advisor		12	0	LA0001	86,366.00	15,200.42	1.00	Reg	
FA0	21	100C	110C	V	00041748	Deputy General Counsel		2	0	LX0001	163,809.00	28,830.38	1.00	Reg	
FA0	21	100C	140C	F	00041799	Attorney Advisor	Hersh,Michelle G	14	7	LA0001	145,645.00	25,633.52	1.00	Reg	13.8 yrs
FA0	21	100C	110C	F	00041807	Staff Assistant	Rousey,Barbara A	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	26.2 yrs
FA0	21	100C	110C	F	00042201	Attorney Advisor	Hyden,Teresa Quon	15	10	LA0002	177,661.00	31,268.34	1.00	Reg	22 yrs
FA0	21	1001	1500	F	00043345	Officer	Espinosa,Edwin	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	14 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00043346	Sergeant	Bigelow Jr.,Stephen R.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	14 yrs
FA0	21	2001	2600	F	00043347	Detective Grade II	Augustin,Guy A.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00043350	Officer	Konkol,Matthew C	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.7 yrs
FA0	21	1001	1500	F	00043382	Officer	Voglezon,Karen G.A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00043383	Officer	Khan,Faraz A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00043384	Officer	Then,Pearce P.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	14 yrs
FA0	21	2001	2600	F	00043385	Detective Grade I	O'Donnell,Thomas E.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00043388	Lieutenant	Beistline,Iris M	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00043389	Officer	Offomata,Chinedu M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043390	Officer	Sanchez,Juan R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043392	Officer	Kirkland,Lashanda	0	3	PS0001	66,367.00	11,680.59	1.00	Reg	2.9 yrs
FA0	21	2001	2600	F	00043406	Officer	Cole Jr.,Ernest T.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043407	Officer	Williams,Cynthia R.	1	8	PS0001	88,261.00		1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043665	Officer	Morton,Anthony E.	1	4	PS0001	72,611.00		1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00043666	Officer	Smith,Kelvin	1	6	PS0001	80,040.00		1.00	Reg	7.9 yrs
FA0	21	1001	1500	F	00043668	Officer	Morais,Matthew J	1	3	PS0001	69,155.00		1.00	Reg	2.8 yrs
FA0	21	7001	7300	F	00043670	Inspector	Knutsen,John R	8	1	PS0002	129,438.00		1.00	Reg	17 yrs
FA0	21	1001	1500	F	00043719	Officer	Ndikeh,Derek	1	4	PS0001	72,611.00		1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00043720	Officer	Todd,Jeffrey Owen	1	6	PS0001	80,040.00		1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00043722	Officer	Floyd,Marcus A.	1	7	PS0001	84,058.00		1.00	Reg	10.8 yrs
FA0	21	2001	2300	F	00043723	Officer	Harris,Kevin L.	1	8	PS0001	88,261.00		1.00	Reg	13.9 yrs
FA0	21	2001	2600	F	00043724	Detective Grade II	Salleh,Albert A.	1	8	PS0001	89,761.00		1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00043725	Officer	Olanrewaju,Patrick	1	3	PS0001	69,155.00		1.00	Reg	3 yrs
FA0	21	1001	1500	F	00043727	Officer	Whyte,Homere Stephen Na	1	6	PS0001	80,040.00		1.00	Reg	7.3 yrs
FA0	21	2001	2600	F	00043728	Officer	Pennington,Derek D.	1	8	PS0001	88,261.00		1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043729	Officer	Sanchez,Steve Y.	1	8	PS0001	88,261.00		1.00	Reg	13.9 yrs
FA0	21	1001	1500	V	00043747	Officer		1	1	PS0001	62,727.00		1.00	Reg	
FA0	21	1001	1500	F	00043748	Officer	Simon,Romayo L.	1	8	PS0001	88,261.00		1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043749	Officer	Scott Jr.,John E.	1	8	PS0001	88,261.00		1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043750	Officer	Le,Ho L.	1	8	PS0001	88,261.00		1.00	Reg	13.6 yrs
FA0	21	2001	2600	F	00043751	Detective Grade II	Norris,Vincent A	1	7	PS0001	85,558.00		1.00	Reg	12.6 yrs
FA0	21	1001	1500	F	00043752	Sergeant	Bialeski,Michael A.	4	3	PS0001	93,928.00		1.00	Reg	13.9 yrs
FA0	21	1001	1500	F	00043753	Officer	Jenkins,Alicia	1	7	PS0001	84,058.00		1.00	Reg	10.8 yrs
FA0	21	2001	2300	F	00043754	Officer	Parker,Barry L.	1	9	PS0001	97,305.00		1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043755	Sergeant	Groves,Adam M.	4	3	PS0001	93,928.00		1.00	Reg	13.6 yrs
FA0	21	9001	9200	F	00043756	Detective Grade I	Bruce,Jeffrey A	3	6	PS0001	105,078.00		1.00	Reg	13.9 yrs
FA0	21	6001	6600	F	00043805	Police Cadet	Phillips,Brianna N	4	1	DS0079	34,432.00		1.00	Term	0.1 yrs
FA0	21	6001	6600	F	00043806	Police Cadet	Francis,D'Anna A.	4	1	DS0079	34,432.00		1.00	Term	0.9 yrs
FA0	21	6001	6600	F	00043807	Police Cadet	Jones Jr.,Frank E	4	1	DS0079	34,432.00		1.00	Term	0.1 yrs
FA0	21	6001	6600	F	00043808	Police Cadet	Martin,Tymathi M	4	1	DS0079	34,432.00		1.00	Term	0.4 yrs
FA0	21	6001	6600	F	00043809	Police Cadet	Flythe,Caya	4	2	DS0079	35,602.00		1.00	Term	1.3 yrs
FA0	21	6001	6600	F	00043810	Police Cadet	Butler,Marcus V.	4	2	DS0079	35,602.00		1.00	Term	1.1 yrs
FA0	21	6001	6600	F	00043811	Police Cadet	Conner,Lauren	4	2	DS0079	35,602.00		1.00	Term	1.2 yrs
FA0	21	1001	1500	V	00043812	Customer Service Rep		6	0	DS0079	41,259.00		1.00	Reg	
FA0	21	6001	6600	F	00043813	Police Cadet	Williams,Chrishauna C	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.2 yrs
FA0	21	6001	6600	F	00043814	Police Cadet	Bigesby,Fataya A	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.1 yrs
FA0	21	6001	6600	F	00043816	Police Cadet	Burke,Breandan	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.9 yrs
FA0	21	6001	6600	F	00043817	Police Cadet	Cain,Davia L.	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.9 yrs
FA0	21	6001	6600	F	00043818	Police Cadet	Campbell,Shawn	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.1 yrs
FA0	21	6001	6600	F	00043819	Police Cadet	Rollins,Le'Gene C	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.9 yrs
FA0	21	6001	6600	F	00043820	Police Cadet	Simon Dews,Rayvo'n M	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.4 yrs
FA0	21	6001	6600	F	00043821	Police Cadet	Mackall,April K	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.2 yrs
FA0	21	6001	6600	F	00043823	Police Cadet	Cunningham,Artez	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.6 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00043846	Admin Operations Clerk	Coombs,Joan A	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00043849	Admin Operations Clerk	Sawyer,Shearine	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00043851	Admin Operations Clerk	Leonard,Mercedes	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	15.5 yrs
FA0	21	1001	1500	F	00043857	Admin Operations Clerk	Mitchell,Jhonae N.	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00043858	Admin Operations Clerk	Evans,Marlisa Regina	6	6	DS0079	48,449.00	8,527.02	1.00	Reg	3.2 yrs
FA0	21	9001	9200	F	00043859	Staff Assistant	Proctor,Nakeya	9	8	DS0077	67,578.00	11,893.73	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00043872	Officer	Arroyo II,Robert	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	2001	2600	F	00043874	Detective Grade I	Grysko,Steven J.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043875	Officer	Artinian Jr.,Armand	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043876	Officer	King,Eric D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043877	Sergeant	Harkins,Justin M	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	14.2 yrs
FA0	21	2001	2600	F	00043878	Detective Grade I	Boehler,Joseph M.	3	5	PS0001	95,310.00	16,774.56	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043879	Officer	Haendler,Melissa E.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	V	00043881	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00043883	Officer	Way,Ethan	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	2001	2300	F	00043884	Officer	Smith,Amina A	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	2001	2900	F	00043885	Officer	Morainey,Tamu A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043887	Officer	Campanale,Ishevetta D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043888	Officer	Garcia,Jose I.	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	13.8 yrs
FA0	21	2001	2900	F	00043902	Detective Grade I	Williams-Thomas,Karane	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	12.6 yrs
FA0	21	2001	2600	F	00043903	Detective Grade II	Oliver,Nicholas P.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043904	Officer	Ripes,Brandon	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	V	00043905	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00043912	Detective Grade II	Rothman,Jared M.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043913	Officer	Phillip,Karina M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00043914	Officer	Tompa,Greg A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043915	Sergeant	Smith,Kristopher E.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.8 yrs
FA0	21	1001	1500	F	00043916	Officer	Carey,Candice D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.8 yrs
FA0	21	2001	2900	F	00043919	Investigator	Kunimoto,Eric H	1	5	PS0001	77,744.00	13,682.94	1.00	Reg	6.2 yrs
FA0	21	1001	1500	F	00043921	Officer	Cordova,Eugenio A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00043922	Officer	Adjetey,John N.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00043923	Officer	Garcia Burgos,Erick A	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	2001	2600	F	00043924	Investigator	Ficht,Kevin J.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.9 yrs
FA0	21	5001	5400	F	00043991	File Clerk	Taylor,George W	5	10	DS0079	48,910.00	8,608.16	1.00	Reg	13.5 yrs
FA0	21	9001	9400	F	00043994	Crime Analyst	Walsh,Laura M	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2 yrs
FA0	21	AMP1	1040	F	00043995	Legal Instruments Examiner	Simms,Dana R	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	30.7 yrs
FA0	21	1001	1500	F	00044014	Officer	McCall,Derrick R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00044015	Officer	Bickersteth,Rufus	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00044675	Fleet Servicer	Minor,Gary Eugene	8	10	WS0029	67,683.20		1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00044676	Fleet Servicer	Dyer,Johnnie	8	10	WS0029	67,683.20		1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00044677	Fleet Servicer	Jackson,Steve A.	8	5	WS0029	58,843.20		1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00044680	Fleet Servicer	Gibson,Gary	8	10	WS0029	67,683.20		1.00	Reg	13.5 yrs
FA0	21	7001	7300	F	00044681	Admin Operations Clerk	Ransome,Diamond T	6	2	DS0079	42,697.00	7,514.67	1.00	Reg	1.9 yrs
FA0	21	1001	1500	F	00044682	Fleet Servicer	Warner,Matthew D	8	7	WS0029	62,379.20	10,978.74	1.00	Reg	2.4 yrs
FA0	21	6001	6600	F	00044683	Fleet Servicer	Henderson,Lamont B	8	9	WS0029	65,915.20	11,601.08	1.00	Reg	3.6 yrs
FA0	21	6001	6300	F	00044685	Customer Service Rep	Johnson,LaShay S.	6	2	DS0079	42,697.00	7,514.67	1.00	Term	0.9 yrs
FA0	21	5001	5800	F	00044686	Property & Evidence Ctrl Tech	Hampton,Monica Ashley	8	9	DS0078	63,007.00	11,089.23	1.00	Reg	8.6 yrs
FA0	21	5001	5800	F	00044687	Property & Evidence Ctrl Tech	Worsley,Vera	8	8	DS0078	61,407.00	10,807.63	1.00	Reg	3.5 yrs
FA0	21	5001	5800	F	00044693	Property & Evidence Ctrl Tech	Sims,Janice	8	8	DS0078	61,407.00	10,807.63	1.00	Reg	13.3 yrs
FA0	21	5001	5800	F	00044695	Property & Evidence Ctrl Tech	Tyson,Angel L	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	4.7 yrs
FA0	21	5001	5800	F	00044697	Property & Evidence Ctrl Tech	Cutler,Rachel	8	4	DS0078	55,007.00	9,681.23	1.00	Reg	4.5 yrs
FA0	21	5001	5800	F	00044698	Property & Evidence Ctrl Tech	Davis,Angela D.	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	13.3 yrs
FA0	21	100F	120F	V	00044776	Fixed Asset Manager		14	1	DS0007	112,110.00	19,731.36	1.00	Reg	

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	F	00044873	Victim Specialist	Christie,Dawn M	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	13 yrs
FA0	21	2001	2600	F	00044908	Captain	Godin,Daniel H	7	3	PS0002	135,173.00	23,790.45	1.00	Reg	22.7 yrs
FA0	21	2001	2600	F	00044910	Detective Sergeant	Copeland,Nicole G.	4	2	PS0001	90,045.00	15,847.92	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00044911	Sergeant	Markiewicz,Justin R.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	14.8 yrs
FA0	21	2001	2600	F	00044923	Detective Grade II	Gray,Daniel Patrick	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00044925	Sergeant	Williams,Sarita S	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	30.9 yrs
FA0	21	2001	2600	F	00044927	Detective Sergeant	Finkelman,Andrew S.	4	6	PS0001	109,324.00	19,241.02	1.00	Reg	14.9 yrs
FA0	21	1001	1500	V	00044934	Sergeant		4	1	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	5001	5900	F	00044936	Sergeant	Jackson,Mark	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	26.7 yrs
FA0	21	2001	2800	F	00044939	Sergeant	Frost,Norman F	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.8 yrs
FA0	21	6001	6600	V	00044941	Sergeant		4	0	PS0001	85,192.00	14,993.79	1.00	Reg	
FA0	21	1001	1500	F	00044944	Customer Service Rep	Worthy,Valerie D	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	27.7 yrs
FA0	21	1001	1500	F	00044945	Sergeant	Lynch,Michael V	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	19.7 yrs
FA0	21	1001	1500	F	00044946	Sergeant	Drummond,Robert C	4	6	PS0001	108,729.00	19,136.30	1.00	Reg	20.2 yrs
FA0	21	1001	1500	F	00044948	Sergeant	Cipolari,Albert A	4	6	PS0001	108,729.00	19,136.30	1.00	Reg	18.8 yrs
FA0	21	6001	6600	V	00044949	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2700	F	00044952	Lieutenant	Paul,Sidney	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	23 yrs
FA0	21	6001	6600	V	00044954	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00044955	Sergeant	Ecelberger,Patrick G	4	6	PS0001	108,729.00	19,136.30	1.00	Reg	18.8 yrs
FA0	21	2001	2900	F	00044958	Cellblock Processing Tech	Wanzor,Keith T	8	6	DS0067	63,016.00	11,090.82	1.00	Reg	1.5 yrs
FA0	21	2001	2300	F	00044959	Lieutenant	Guice,Anthony K	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	20.9 yrs
FA0	21	2001	2700	F	00044962	Detective Sergeant	Cardinal,Alvin S	4	4	PS0001	99,218.00	17,462.37	1.00	Reg	18.9 yrs
FA0	21	1001	1500	F	00044965	Officer	Otero-Camacho,Reinaldo Jr.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	13.3 yrs
FA0	21	2001	2300	F	00044967	Senior Police Sergeant	Jamison,Josephine P	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.1 yrs
FA0	21	2001	2600	F	00044968	Detective Grade II	Velez,Cassandra Nicole	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00044969	Officer	Jalloh,Mohamed B.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00044970	Officer	Gonzalez,Jonathan A	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00044971	Officer	Gonzalez,Maynor A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044972	Officer	Rose,Stephen Christopher	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00044973	Officer	Core,Angelique	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.3 yrs
FA0	21	2001	2600	F	00044975	Officer	Eckford,Christopher N.	1	9	PS0001	92,672.00	16,310.27	1.00	Reg	13.3 yrs
FA0	21	2001	2600	F	00044979	Detective Grade II	Allen,Donte' J.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12 yrs
FA0	21	1001	1500	F	00044980	Officer	Bennett,Germaine L.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.3 yrs
FA0	21	9001	9400	F	00044983	Officer	Walker,Emely G.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044984	Officer	Wright Jr.,Flemmon	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044986	Officer	Joyce,Thomas R	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00044987	Lieutenant	Vivieca,Kashara E.	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	13.3 yrs
FA0	21	2001	2900	F	00044988	Detective Grade II	Keaveny,Julie C	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.8 yrs
FA0	21	2001	2600	F	00044989	Detective Grade II	Glynn,Christian K.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044990	Officer	Butler,Tanya	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.3 yrs
FA0	21	2001	2900	F	00044992	Detective Grade I	Modlin,Cristen S.	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044993	Sergeant	Willis,Caleb W	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044995	Senior Police Officer	Robinson,Angela A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.2 yrs
FA0	21	2001	2101	F	00044996	Senior Police Officer	Wheeler,Uvonka	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.1 yrs
FA0	21	1001	1500	F	00044997	Sergeant	Rosa,Sean R.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00044999	Officer	Priebe,Kathryn M.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00045000	Officer	Goldring,DeVon E.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	10.2 yrs
FA0	21	6001	6600	V	00045002	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00045004	Officer	Brooks-Johnson,Shyanti M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045005	Officer	Thomas,Harold W.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	10.9 yrs
FA0	21	1001	1500	F	00045008	Officer	Muldrow,Michael S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	7001	7300	F	00045009	Sergeant	Pulliam,Rachel M.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045011	Officer	Logan,Casey M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00045012	Officer	Edwards,Kelan D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045013	Fleet Servicer	Holliday,Anthony T	8	10	WS0029	67,683.20	11,912.24	1.00	Reg	12.5 yrs
FA0	21	2001	2700	F	00045016	Officer	Hiller,Matthew Charles	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00045017	Officer	Yarney,Kwamena G	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3 yrs
FA0	21	2001	2600	F	00045018	Senior Detective Grade I	Partman,Dwayne K	3	4	PS0004	90,770.00	15,975.52	1.00	Term	3.4 yrs
FA0	21	1001	1500	F	00045020	Officer	Pannoh,Peter K.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00045021	Officer	Brooks,Ashanti M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	2001	2700	F	00045022	Officer	Joseph,Brandon S.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	V	00045023	Officer		1	1	PS0001	62,727.00		1.00	Reg	
FA0	21	1001	1500	V	00045025	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00045026	Officer	Akintunde,Akintayo	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.9 yrs
FA0	21	1001	1500	F	00045027	Officer	Naves,Reinard R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	2001	2600	F	00045028	Detective Grade II	Gamble,James J.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045030	Senior Police Officer	Broughton,Darren F	1	5	PS0004	76,243.00	13,418.77	1.00	Term	33 yrs
FA0	21	1001	1500	F	00045031	Officer	Willis,Anthony Alpohonso	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	100C	160C	F	00045044	A/V Production Specialist	Cummings,Domanique D.	11	5	DS0078	75,094.00	13,216.54	1.00	Reg	11.9 yrs
FA0	21	100C	150C	F	00045050	Director, Policy and Standards	Oconnell,Maureen A	15	0	DS0086	158,749.21		1.00	Reg	18.1 yrs
FA0	21	1001	1500	F	00045051	Officer	Kim,Tae H.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045053	Officer	Fenwick,Corey R.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	AMP1	1040	F	00045054	Uniform Crime Reporting Coord.	Johnson-Linder,Ingrid D	11	9	DS0077	83,646.00	14,721.70	1.00	Reg	28.2 yrs
FA0	21	1001	1500	F	00045057	Officer	Major,Candace P	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	1001	1500	F	00045059	Officer	Osumah,Jafaru A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045063	Officer	Diemer,Michael D.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045067	Sergeant	Mulrooney,Megan Elizabeth	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00045070	Officer	Freeman,Shaun M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045071	Officer	Leaty,David A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	2001	2600	F	00045075	Detective Grade I	Hansen,Kurt G.	3	6	PS0001	105,078.00	18,493.73	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045092	Officer	Arhin,George A.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045093	Officer	Tate,Mark C.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00045094	Sergeant	Grabowski,Matthew R	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	7.5 yrs
FA0	21	6001	6600	F	00045095	Officer	Elmore,Douglas N	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	2001	2900	F	00045097	Detective Grade II	Winston,Ira Juan	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045098	Lieutenant	Struhar,Andrew J	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	26.3 yrs
FA0	21	1001	1500	F	00045099	Officer	Salha,Sammy	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	2001	2600	F	00045100	Detective Grade II	Oranchak,Karla Denise	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045102	Officer	Garrett,LaCarsha Tantshe	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045108	Officer	Pollard,Andrew H	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3.5 yrs
FA0	21	1001	1500	F	00045109	Officer	Tchinda,Patricia T.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	100C	150C	F	00045110	Senior Police Officer	Spears,Chancham	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.2 yrs
FA0	21	1001	1500	F	00045111	Officer	Abbey,Christopher M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.8 yrs
FA0	21	1001	1500	F	00045112	Officer	Driver,Jonathan W	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00045113	Sergeant	Morrison,Greg Charles	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00045116	Officer	Fernandez,Ulises	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	14.2 yrs
FA0	21	6001	6600	F	00045121	Sergeant	Holmes,Timothy D	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	14.2 yrs
FA0	21	6001	6600	F	00045126	Program Coordinator (Continuin	Eboagwu,Ogom	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00045128	Officer	Zogo,Andi	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00045129	Officer	Jenkins Jr.,Charles A	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	14.7 yrs
FA0	21	1001	1500	F	00045130	Sergeant	Johnson,Calvin Thomas	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00045131	Officer	Thompson,Antioneyca B.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00045133	Officer	Salice,Henry J.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	3.9 yrs
FA0	21	2001	2600	F	00045134	Detective Grade I	Devlin,Ryan J	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045135	Officer	Pantaleon,Wilmino	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00045136	Officer	Barney,Justin B	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00045137	Officer	Hymes,Dia M	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	1001	1500	V	00045138	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2700	F	00045139	Detective Grade II	Thomas,Qasim L	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045140	Officer	Jug,Justin A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.6 yrs
FA0	21	1001	1500	F	00045141	Officer	Wright,John W	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045144	Officer	Vaughn,Gina J.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	10.8 yrs
FA0	21	1001	1500	F	00045145	Officer	Henderson,Alton L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045146	Officer	Reynolds,Cameron Conrad	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00045147	Officer	Silver,Nathaniel M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045148	Officer	Merritt,Daniel W.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	5001	5400	V	00045149	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	1001	1500	F	00045150	Officer	Sanders Jr.,Steven L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045151	Officer	Lach-Hab,Noor	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00045152	Officer	Amaya,Kevin F	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00045153	Officer	Wilson,Patrick L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	1001	1500	F	00045154	Officer	LeVie,Eric J.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13 yrs
FA0	21	2001	2900	F	00045155	Detective Grade II	Mancuso,Bryan M.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.7 yrs
FA0	21	1001	1500	F	00045156	Officer	Wood,Lauren Danielle	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00045157	Officer	Wallace,Tyrone J	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00045158	Officer	Mopkins,Lawrence	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	2001	2600	F	00045160	Detective Grade II	Zhang,Jun Chou	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.3 yrs
FA0	21	1001	1500	F	00045162	Officer	Beel,Michael S	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.8 yrs
FA0	21	1001	1500	F	00045163	Officer	Harris,Michael J.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	1001	1500	F	00045165	Officer	Killingsworth,Nathan M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	1001	1500	V	00045166	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00045170	Officer	Crowley,John P.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	2001	2700	V	00045171	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	7001	7300	F	00045175	Detective Grade II	Gelsomino,Jennifer	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00045176	Officer	Scruggs Jr.,Jesse T.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.9 yrs
FA0	21	1001	1500	F	00045177	Officer	Barr,Mario G.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	1001	1500	F	00045178	Officer	Perren,Joshua A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	1001	1500	F	00045179	Officer	Khan,Humais	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	V	00045180	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00045181	Officer	Sullivan,Jamal L.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.4 yrs
FA0	21	1001	1500	F	00045182	Sergeant	Bass,Clayton E.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	12.9 yrs
FA0	21	1001	1500	F	00045185	Officer	Wilson,Joshua W.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.9 yrs
FA0	21	1001	1500	V	00045187	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00045188	Officer	Greene,Kamau A.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	1001	1500	V	00045189	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	V	00045190	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00045191	Detective Grade II	Shiffer,Gregory E.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.9 yrs
FA0	21	2001	2700	F	00045192	Officer	Singleton Jr.,Harry M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.9 yrs
FA0	21	2001	2900	F	00045193	Detective Grade II	Cox,Tracy L.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045194	Sergeant	Kyaw,Myo K.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045196	Officer	MacNamara,Shane M.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.5 yrs
FA0	21	1001	1500	F	00045198	Officer	Levy,Daniel J.	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.9 yrs
FA0	21	1001	1500	F	00045199	Officer	Corbit,Brandon W.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045200	Crime Scene Search Officer	Kenneth,Christopher S.	1	8	PS0001	89,761.00	15,797.94	1.00	Reg	12.8 yrs
FA0	21	6001	6600	V	00045207	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	9001	9200	F	00045209	Senior Police Officer	Murphy,Michael F	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.4 yrs
FA0	21	7001	7700	V	00045210	Senior Police Officer		1	0	PS0004	76,244.00	13,418.94	1.00	Reg	
FA0	21	9001	9200	F	00045211	SCUBA Diver	Wyble,Chad E.	1	9	PS0001	95,672.00	16,838.27	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045213	Officer	Lucas,Roderick C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00045214	Officer	Jones,Matthew F.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045216	Officer	Naticchione,Stephen	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	2001	2600	F	00045217	Detective Grade II	Alegria,Wendy	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	7.7 yrs
FA0	21	6001	6600	V	00045219	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	2001	2600	F	00045221	Detective Grade II	Savoy,Ryan A.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.8 yrs
FA0	21	2001	2900	F	00045223	Detective Grade II	Alvarenga,Jenny E.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.8 yrs
FA0	21	7001	7300	F	00045224	Sergeant	Wiggins,ILAHKCHERRI ESSEN	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	17 yrs
FA0	21	1001	1500	F	00045225	Sergeant	Rudolph,Aaron K	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	12.8 yrs
FA0	21	2001	2600	F	00045226	Detective Grade I	Bridgett,Michael D	3	4	PS0001	90,769.00	15,975.34	1.00	Reg	12.8 yrs
FA0	21	2001	2600	F	00045227	Detective Sergeant	Phan,Khoa D	4	3	PS0001	94,523.00	16,636.05	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045228	Officer	Reed,Travis D	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045229	Officer	Stewart,Tara K	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	1001	1500	F	00045230	Sergeant	Crist,Adam R	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045231	Officer	Young,London S.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	1001	1500	F	00045234	Officer	Pitt,Kathryn	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00045235	Officer	Selgas,Michael B	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	2001	2600	F	00045236	Detective Grade II	Abbey,Mark E	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045238	Officer	Pinkston,Shariece C	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.5 yrs
FA0	21	1001	1500	F	00045246	Officer	People,Darajah X	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.3 yrs
FA0	21	9001	9200	F	00045249	SCUBA Diver	Wisecarver,Jeffrey C	1	7	PS0001	87,058.00	15,322.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045251	Officer	Rembiszewski,Kamil	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045253	Officer	Thaten III,Laurence Carl	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	2001	2600	F	00045255	Investigator	Padilla,Anthony	1	4	PS0001	74,111.00	13,043.54	1.00	Reg	4.4 yrs
FA0	21	9001	9400	F	00045257	Officer	Williams,Tyrone E	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.1 yrs
FA0	21	2001	2600	F	00045258	Detective Grade II	Adelmeyer,Bryan A.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045260	Officer	Tanner,Kareem D.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045263	Officer	Blake,Christopher M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045264	Officer	Martin,Nicholas D.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	6001	6600	V	00045265	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00045266	Officer	Wimbush,Felicia S.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.8 yrs
FA0	21	1001	1500	F	00045267	Officer	Panara,Gabrielle	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	V	00045268	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00045271	Detective Grade II	Perez,Giancarlos	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.5 yrs
FA0	21	1001	1500	F	00045272	Sergeant	Ellis,James M	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	17.5 yrs
FA0	21	9001	9200	F	00045273	Officer ERT Personnel	Harvey,Daniel E.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.8 yrs
FA0	21	1001	1500	F	00045274	Sergeant	Wishnick,Miriam J.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	12.7 yrs
FA0	21	1001	1500	F	00045275	Officer	Young,Reginald L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00045278	Officer	Tieu,Thanh Q	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00045280	Officer	Yondji,Audrey L.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00045281	Officer	Howell,Ivan Jerome	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.7 yrs
FA0	21	1001	1500	V	00045282	Officer		1	1	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	2001	2600	F	00045285	Detective Grade II	Kennedy,Natasha N	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	12.7 yrs
FA0	21	1001	1500	F	00045286	Officer	Smith,Jeffrey L.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	12.7 yrs
FA0	21	2001	2300	F	00045287	Officer	Smith,Devin T	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00045288	Officer	Lessard,David Joseph	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.3 yrs
FA0	21	100C	150C	F	00046318	Legislative Analyst	Chandler,Kenneth W.	14	5	DS0077	126,479.00	22,260.30	1.00	Reg	5 yrs
FA0	21	9001	9400	V	00046319	Criminal Research Specialist		11	0	DS0078	66,542.00	11,711.39	1.00	Reg	
FA0	21	9001	9200	F	00046320	Legal Instruments Examiner	Tyler,Melvin A.	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	6.3 yrs
FA0	21	6001	6600	F	00048130	Training Administrator	Johnson,Theresa A	12	6	DS0077	95,111.00	16,739.54	1.00	Reg	32.3 yrs
FA0	21	6001	6300	F	00048137	Human Resources Specialist	Goodman Glover,Teresa J	12	4	DS0087	83,209.00	14,644.78	1.00	Reg	44.8 yrs
FA0	21	100F	110F	F	00051043	Budget Analyst	Hoover,Lolita H	12	5	DS0007	92,553.00	16,289.33	1.00	Reg	7.4 yrs
FA0	21	100C	110C	F	00051335	Attorney Advisor	Lynch,Nicole L	15	9	LA0002	174,147.00	30,649.87	1.00	Reg	20.1 yrs
FA0	21	1001	1500	F	00063509	Officer	Castillo,Raeniel V.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	1001	1500	F	00063510	Officer	Buchanan,Jeffery S.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	1001	1500	F	00063511	Officer	Goldston,Justin R.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	1001	1500	F	00063512	Officer	Min,Zar NE	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	1001	1500	F	00063514	Sergeant	Quinones,Marquis T.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.7 yrs
FA0	21	2001	2900	F	00063515	Detective Grade II	Tilley,Kiel A.	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00063516	Officer	Wertz,Alexander M.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	2001	2300	F	00063517	Officer	Yates,Jamal A.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	2001	2600	F	00063518	Detective Grade II	Bacon,Caleb U	1	7	PS0001	85,558.00	15,058.21	1.00	Reg	11.7 yrs
FA0	21	1001	1500	F	00063519	Officer	Myler,Astasia M.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	2001	2700	F	00063520	Senior Police Officer	Young,Vernon N	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.2 yrs
FA0	21	7001	7300	F	00063521	Senior Police Sergeant	Whittington,Charles L	4	3	PS0004	93,928.00	16,531.33	1.00	Term	4.6 yrs
FA0	21	1001	1500	F	00063523	Officer	Sand,Justin J	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	2001	2700	F	00063524	Officer	Kelly III,Herman O	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00063525	Officer	Webber,William M.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.5 yrs
FA0	21	2001	2600	V	00063526	Detective Grade II		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	V	00063528	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00063529	Officer	Jankowski,Michal D.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	2001	2700	F	00063530	Officer	Nicholls III,Herbert F.	1	7	PS0001	84,058.00	14,794.21	1.00	Reg	11.7 yrs
FA0	21	9001	9400	V	00063532	Detective Grade II		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00063533	Commander	Emerman,Stuart B	9	3	PS0002	181,584.00	31,958.78	1.00	Reg	22.9 yrs
FA0	21	9001	9200	F	00063534	SCUBA Diver	Varga,Robert J.	1	7	PS0001	87,058.00	15,322.21	1.00	Reg	11.7 yrs
FA0	21	2001	2600	F	00070019	Victim Specialist	McHenry,Ashley M	12	8	DS0077	100,225.00	17,639.60	1.00	Reg	4.6 yrs
FA0	21	2001	2600	F	00070020	Victim Specialist	WOODS,BEYSHINAH	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	11 yrs
FA0	21	9001	9200	F	00070021	Legal Instruments Examiner	Beckford,Ishekeba T.	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	7.3 yrs
FA0	21	9001	9200	F	00070022	Legal Instruments Examiner	Williams,Shana T.	8	7	DS0078	59,807.00	10,526.03	1.00	Reg	7.2 yrs
FA0	21	9001	9200	F	00070028	Legal Instruments Examiner	Hill,John H	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	6.1 yrs
FA0	21	9001	9200	F	00070029	Manager of Operations	Aslam,Mohammad Z.	13	0	DS0086	100,508.20	17,689.44	1.00	Reg	7.3 yrs
FA0	21	9001	9200	F	00070030	IT Specialist (Data Mgmt)	Damessa,Mulugeta Lemma	14	9	DS0077	140,847.00	24,789.07	1.00	Reg	7.3 yrs
FA0	21	AMP1	1040	F	00070034	IT Specialist (Customer Supt)	Formukong,George	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	5.9 yrs
FA0	21	9001	9200	F	00070067	Staff Assistant	McRae,Justin	9	7	DS0077	65,814.00	11,583.26	1.00	Reg	6.8 yrs
FA0	21	1001	1500	F	00070070	Officer	Woods,Maurice D.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.5 yrs
FA0	21	1001	1101	F	00070071	Senior Police Sergeant	Chandler,Gregory A	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.5 yrs
FA0	21	1001	1500	F	00070072	Officer	Williams,Davon O.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00070073	Officer	Philistin,Paul B.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	7.6 yrs
FA0	21	2001	2800	V	00070075	Senior Police Sergeant		4	0	PS0004	93,928.00	16,531.33	1.00	Reg	
FA0	21	1001	1500	F	00070077	Officer	Montclair,Megan L.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.4 yrs
FA0	21	1001	1500	F	00070078	Officer	Gordon Jr.,Roger Franklin	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.2 yrs
FA0	21	1001	1500	F	00070079	Officer	Mucci,Leroy J	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	9.2 yrs
FA0	21	1001	1500	F	00070080	Officer	Williams,Renico Reagen	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.2 yrs
FA0	21	2001	2600	F	00070082	Investigator	Williams,Ein R	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070083	Officer	Vandayburg,Christopher Jar	1	6	PS0001	80,040.00		1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070084	Officer	Cunningham,Tiffany Kiona	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00070085	Officer	Vaillancourt,Patrick John	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	9001	9200	F	00070087	Officer	Bektashaj,Erion	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.6 yrs
FA0	21	1001	1500	F	00070088	Senior Police Officer	Clark,David L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.1 yrs
FA0	21	1001	1500	F	00070089	Officer	Webber,Michael D	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	5.7 yrs
FA0	21	1001	1500	V	00070090	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00070091	Officer	Stokes,Tiffany M	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070092	Officer	Bell,Daniel Andre	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070093	Officer	Smith,Carlton D.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	2001	2600	F	00070094	Detective Grade II	Marron,Richard J.	1	6	PS0001	81,540.00	14,351.04	1.00	Reg	9.1 yrs
FA0	21	2001	2700	F	00070095	Officer	Harkins,Joseph Nicholas	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070097	Officer	Shaheen,Andrew Georges	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2300	F	00070098	Officer	Forte,Shantae M.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070099	Officer	Thompson,Arthur Paul	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	8.6 yrs
FA0	21	1001	1500	F	00070100	Sergeant	Sansone,Marc L.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	9.1 yrs
FA0	21	9001	9400	F	00070101	Officer	Carrington Jr.,Harry L.	1	6	PS0001	80,040.00	14,087.04	1.00	Reg	9.1 yrs
FA0	21	1001	1500	F	00070102	Sergeant	Anderson III,Robert D.	4	1	PS0001	85,192.00	14,993.79	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00070103	Officer	Crimmins,Benjamin R	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	9001	9400	F	00070104	Sergeant	Barbieri,Michael A.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	9 yrs
FA0	21	1001	1500	F	00070133	Officer	Hill,Kourtney M	0	1	PS0001	60,199.00	10,595.02	1.00	Reg	1.1 yrs
FA0	21	2001	2600	F	00072158	Senior Police Officer	Whalen,Daniel D	1	5	PS0004	76,243.00	13,418.77	1.00	Term	6.5 yrs
FA0	21	6001	6600	F	00077819	Senior Police Officer	Stewart,Daryl K	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.3 yrs
FA0	21	1001	1500	F	00077822	Officer	Romero,Kevin	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.2 yrs
FA0	21	6001	6600	F	00077823	Senior Police Officer	Munn,Robert J	1	5	PS0004	76,243.00	13,418.77	1.00	Term	2.2 yrs
FA0	21	100C	140C	F	00082767	FOIA Specialist	Robinson,Kimberly C	13	8	DS0077	116,145.00	20,441.52	1.00	Reg	36.2 yrs
FA0	21	100C	140C	F	00082768	FOIA Specialist	Branch,Tara D.	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00083294	Officer	Alston,Asia B.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00083295	Commander	Bedlion,Duncan C.	9	2	PS0002	162,081.00	28,526.26	1.00	Reg	15.5 yrs
FA0	21	2001	2700	F	00083298	Lieutenant	Greene,Anthony E	5	5	PS0002	127,721.00	22,478.90	1.00	Reg	24 yrs
FA0	21	1001	1500	F	00083302	Captain	Connors,Sean M	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00083304	Lieutenant	Williams,Sherrelle N.	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	15.5 yrs
FA0	21	1001	1500	V	00083305	Captain		7	0	PS0002	116,323.00	20,472.85	1.00	Reg	
FA0	21	9001	9400	F	00083306	Captain	Conboy,Sean R.	7	2	PS0002	122,375.00	21,538.00	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00083307	Officer	Baldera,Carlos A.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	7001	7300	F	00083308	Lieutenant	Cullen,Joseph P	5	4	PS0002	115,299.00	20,292.62	1.00	Reg	19.8 yrs
FA0	21	2001	2700	F	00083309	Sergeant	Wingate-Robinson,Robert D	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	15.2 yrs
FA0	21	1001	1500	F	00083310	Officer	Lester,David A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00083311	Officer	Custodio,Anita C.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.9 yrs
FA0	21	7001	7300	F	00083312	Sergeant	Tilley,Christopher M.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.6 yrs
FA0	21	2001	2600	F	00083313	Lieutenant	Rooney,Shawn M.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.1 yrs
FA0	21	1001	1500	F	00083314	Sergeant	Skaluba,Kathryn A.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	13.6 yrs
FA0	21	100C	150C	F	00083326	Lieutenant	Hong,David T.	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	14.1 yrs
FA0	21	1001	1500	F	00083327	Sergeant	Radon,Raphael B	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	12.1 yrs
FA0	21	2001	2900	F	00083329	Lieutenant	Branch,Johnathan W	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	17.2 yrs
FA0	21	1001	1500	F	00083330	Lieutenant	Dove,Christopher E	5	3	PS0002	114,751.00	20,196.18	1.00	Reg	21.4 yrs
FA0	21	1001	1500	F	00083331	Sergeant	Monahan,Kathleen R.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16 yrs
FA0	21	1001	1500	F	00083332	Captain	Fronek,Zdenek	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	12.7 yrs
FA0	21	2001	2600	F	00083333	Detective Sergeant	Chesla,Amber D	4	4	PS0001	99,218.00	17,462.37	1.00	Reg	19 yrs
FA0	21	1001	1500	F	00083334	Lieutenant	Andelman,Steven	5	1	PS0002	98,188.00	17,281.09	1.00	Reg	12.1 yrs
FA0	21	1001	1500	F	00083335	Lieutenant	Harris,Sharde A.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	12.7 yrs
FA0	21	1001	1500	F	00083336	Sergeant	Kimball,Arthur J.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.5 yrs
FA0	21	2001	2600	F	00083337	Lieutenant	Kopp,Jeffrey E.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.5 yrs
FA0	21	1001	1500	F	00083339	Sergeant	Jones,Natasha S.	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	15 yrs
FA0	21	1001	1500	F	00083340	Sergeant	Herring,Alan M	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	16.5 yrs
FA0	21	1001	1500	F	00083341	Lieutenant	Brown,Brian H.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	15 yrs
FA0	21	2001	2600	F	00083343	Detective Sergeant	Batton,Keith A	4	5	PS0001	109,324.00	19,241.02	1.00	Reg	21.8 yrs
FA0	21	1001	1500	F	00083345	Lieutenant	Kuchta,Joseph J.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.3 yrs
FA0	21	1001	1500	F	00083347	Sergeant	Robinson,Philip D.	4	2	PS0001	89,450.00	15,743.20	1.00	Reg	8.8 yrs
FA0	21	1001	1500	F	00083348	Lieutenant	Zabavsky,Andrew A	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	19.4 yrs
FA0	21	1001	1500	F	00083350	Sergeant	Firehock,Benjamin R.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	15.1 yrs
FA0	21	6001	6600	F	00083351	Lieutenant	Jones,Michael T.	5	3	PS0002	109,287.00	19,234.51	1.00	Reg	15.6 yrs
FA0	21	1001	1500	F	00083353	Sergeant	Sipes,Jeffrey A	4	5	PS0001	103,551.00	18,224.98	1.00	Reg	17.7 yrs
FA0	21	1001	1500	F	00083354	Officer	Balcazar,Arturo M.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	15.7 yrs
FA0	21	5001	5101	F	00083355	Lieutenant	Hong,Riley Y.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	14.4 yrs
FA0	21	1001	1500	F	00083356	Lieutenant	Hawkins,Jessica Anne	5	4	PS0002	121,064.00	21,307.26	1.00	Reg	20.8 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2700	F	00083401	Sergeant	Millsaps Jr.,Michael D.	4	4	PS0001	98,623.00	17,357.65	1.00	Reg	14 yrs
FA0	21	1001	1500	F	00083482	Officer	Graves,Dymone B.	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.6 yrs
FA0	21	1001	1101	F	00083499	Assistant Chief	Dickerson,Chanel D	10	2	PS0002	200,335.00	35,258.96	1.00	Reg	29.7 yrs
FA0	21	1001	1500	F	00083500	Officer	O'Connell,Brett D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00083524	Sergeant	Finnegan,Timothy R	4	5	PS0001	108,729.00	19,136.30	1.00	Reg	22.1 yrs
FA0	21	1001	1500	F	00083532	Officer	Shala,Besian	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	9001	9200	F	00083570	Lieutenant	Horos,Andrew J.	5	2	PS0002	103,609.00	18,235.18	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00083571	Captain	Augustine,David Kenneth	7	2	PS0002	122,375.00	21,538.00	1.00	Reg	15.8 yrs
FA0	21	1001	1500	F	00083572	Captain	Hrebenak,Paul D.	7	1	PS0002	116,323.00	20,472.85	1.00	Reg	13.6 yrs
FA0	21	1001	1500	F	00083573	Officer	Singh,Ramandeep	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00083574	Officer	Spicer,Joshua D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	V	00083575	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00083576	Officer	Thomas Jr.,David J.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	9001	9200	F	00083577	Senior Police Officer	Hobbs,David W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.6 yrs
FA0	21	1001	1500	F	00083578	Officer	Averette,Jemal S.	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00083579	Officer	Manzan,Loius E.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00083581	Senior Police Officer	Hill Jr.,Robert W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	0.8 yrs
FA0	21	1001	1500	F	00083605	Officer	Coletti,Jake P	1	5	PS0001	76,244.00	13,418.94	1.00	Reg	6.3 yrs
FA0	21	1001	1500	V	00083606	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	9001	9200	F	00083607	Sergeant	Schwalm,Steven J	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	22.7 yrs
FA0	21	1001	1500	F	00083608	Officer	Thompson,Lennard E.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	4.1 yrs
FA0	21	1001	1500	F	00083654	Officer	Jones,Joshua M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	9001	9400	F	00085515	Supervisor, Rsrch & Analytics	Kornfield,Daniel Francis	14	0	DS0086	141,625.00	24,926.00	1.00	Reg	4.8 yrs
FA0	21	5001	5800	F	00085627	Property & Evidence Ctrl Tech	Mulheron,Mubaarak	7	9	DS0078	58,430.00	10,283.68	1.00	Reg	14.2 yrs
FA0	21	5001	5800	F	00085628	Property & Evidence Ctrl Tech	Sprowl,Brandon B	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	5.5 yrs
FA0	21	5001	5800	F	00085629	Property & Evidence Ctrl Tech	Hill,Erica Camilah	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	6.7 yrs
FA0	21	5001	5800	F	00085630	Property & Evidence Ctrl Tech	James,Katrina R	7	3	DS0078	48,896.00	8,605.70	1.00	Reg	1.4 yrs
FA0	21	2001	2600	F	00085830	Management Analyst	Maling,Andree	7	1	DS0087	42,273.00	7,440.05	1.00	Term	0.9 yrs
FA0	21	100C	110C	F	00085841	Chief of Staff	Bromeland,Matthew J	9	0	XS0001	157,156.00	27,659.46	1.00	Reg	4.5 yrs
FA0	21	7001	7700	F	00085871	Legal Assistant	Garnett,Tangela L	7	5	DS0079	52,074.00	9,165.02	1.00	Reg	2.6 yrs
FA0	21	7001	7700	F	00085873	Legal Assistant	Randolph,Corvette A.	7	3	DS0079	48,896.00	8,605.70	1.00	Reg	1.9 yrs
FA0	21	7001	7700	F	00085874	Legal Assistant	Johnson,Tiffany E.	7	3	DS0079	48,896.00	8,605.70	1.00	Reg	2.1 yrs
FA0	21	7001	7700	V	00085876	Legal Assistant		7	0	DS0079	45,718.00	8,046.37	1.00	Reg	
FA0	21	7001	7700	V	00085877	Legal Assistant		7	0	DS0079	45,718.00	8,046.37	1.00	Reg	
FA0	21	5001	5800	F	00085879	Property & Evidence Ctrl Tech	Bazemore,Michael A	8	6	DS0078	58,207.00	10,244.43	1.00	Reg	5.7 yrs
FA0	21	5001	5800	F	00085880	Property & Evidence Ctrl Tech	Proctor,Stephon J	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	4.5 yrs
FA0	21	5001	5800	F	00085881	Property & Evidence Ctrl Tech	Tyler,Sheila J	7	10	DS0078	60,019.00	10,563.34	1.00	Reg	5.7 yrs
FA0	21	5001	5800	F	00085883	Property & Evidence Ctrl Tech	McNair,Larry Ezra	8	4	DS0078	55,007.00	9,681.23	1.00	Reg	5 yrs
FA0	21	5001	5800	F	00085886	Property, Evidence Control & D	Williams,Irvin Q	7	1	DS0078	45,718.00	8,046.37	1.00	Term	4.2 yrs
FA0	21	5001	5800	F	00085887	Property & Evidence Ctrl Tech	Carson-Smith,Deborah D	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	5.7 yrs
FA0	21	5001	5800	F	00085889	Property & Evidence Ctrl Tech	Dorsey,Michael J	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	2.2 yrs
FA0	21	5001	5800	F	00085890	Property & Evidence Ctrl Tech	Botts,Daniel R	8	7	DS0078	59,807.00	10,526.03	1.00	Reg	5.5 yrs
FA0	21	5001	5800	F	00085891	Lead Prop & Evid Ctrl Tech	Dubose,Lindsey B.	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	5.6 yrs
FA0	21	5001	5800	F	00085892	Property & Evidence Ctrl Tech	Russell-Roach,Rayna	8	10	DS0078	64,607.00	11,370.83	1.00	Reg	3.5 yrs
FA0	21	5001	5800	F	00085893	Property & Evidence Ctrl Tech	Wright-Dunmore,Carmella D	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	3 yrs
FA0	21	5001	5800	F	00085894	Property & Evidence Ctrl Tech	Beale,Jonathan S	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	3 yrs
FA0	21	5001	5800	F	00085895	Property & Evidence Ctrl Tech	Bonner,Mariah A	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	2.9 yrs
FA0	21	6001	6300	F	00086095	Clerical Assistant	Imamuddin,Rukshana	7	5	DS0079	52,074.00	9,165.02	1.00	Reg	4.4 yrs
FA0	21	5001	5400	F	00086096	Legal Instruments Examiner	Turner,Vakita	6	5	DS0078	47,011.00	8,273.94	1.00	Reg	1.1 yrs
FA0	21	5001	5400	F	00086097	Legal Instruments Examiner	Tate,Shante S	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	5.4 yrs
FA0	21	5001	5400	F	00086098	Legal Instruments Examiner	Coan,Lynee S.	6	7	DS0078	49,887.00	8,780.11	1.00	Reg	5.4 yrs
FA0	21	9001	9400	F	00086101	Telecom Equipment Operator	Tolver,Rapheal	6	7	DS0067	56,739.00	9,986.06	1.00	Reg	2.9 yrs
FA0	21	9001	9400	F	00086102	Telecom Equipment Operator	Cockerham,Carlena L	7	10	DS0067	66,120.00	11,637.12	1.00	Reg	15.9 yrs

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FA0	21	9001	9400	F	00086103	Telecom Equipment Operator	Neal,Mark L	7	7	DS0067	61,503.00	10,824.53	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00086105	Admin Operations Clerk	Richbow,Michelle Ann	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	14 yrs
FA0	21	2001	2900	F	00086106	Staff Assistant	Middleton,Vatanya H	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	5 yrs
FA0	21	9001	9400	F	00086108	Criminal Research Specialist	Holmes,Sabrina L	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	1.9 yrs
FA0	21	6001	6600	F	00086109	Weapons Armorer	Hammond,Mark R.	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00086110	Admin Operations Clerk	WERTZ,LOLITA	6	5	DS0079	47,011.00	8,273.94	1.00	Reg	4.5 yrs
FA0	21	AMP1	1055	F	00086112	Management Analyst	Mathews,Shereen	12	3	DS0077	87,440.00	15,389.44	1.00	Reg	5.6 yrs
FA0	21	9001	9400	F	00086113	Criminal Research Specialist	Travers,Megan L	9	1	DS0078	55,230.00	9,720.48	1.00	Reg	0.2 yrs
FA0	21	7001	7500	V	00086114	Investigator (EEO)		12	0	DS0087	76,126.00	13,398.18	1.00	Reg	
FA0	21	AMP1	1040	F	00086115	Telecommunications Specialist	Johnson,Jasmine J.	11	10	DS0078	85,784.00	15,097.98	1.00	Reg	4.6 yrs
FA0	21	AMP1	1040	F	00086116	Telecommunications Specialist	Brown,Reginald D	11	10	DS0078	85,784.00	15,097.98	1.00	Reg	1.1 yrs
FA0	21	AMP1	1040	F	00086117	Supv Telecoms Specialist	Pereira,Publiana	13	0	DS0086	93,776.34	16,504.64	1.00	Reg	5.6 yrs
FA0	21	1001	1500	F	00086118	Staff Assistant	Ballentine,Keyuanna S	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2.8 yrs
FA0	21	1001	1500	F	00086119	Staff Assistant	King,Tawana M	11	9	DS0077	83,646.00	14,721.70	1.00	Reg	24.6 yrs
FA0	21	6001	6300	F	00086120	Staff Assistant	Hardison,Kimberly	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	4.7 yrs
FA0	21	1001	1500	F	00086121	Staff Assistant	Rushing,Yvonedalyn	9	3	DS0077	58,758.00	10,341.41	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00086122	Staff Assistant	West,Tequila Y.	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00086123	Staff Assistant	Womack,Nedra	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00086124	Staff Assistant	Royster,Niya K	9	5	DS0077	62,286.00	10,962.34	1.00	Reg	3 yrs
FA0	21	100C	110C	F	00086126	Staff Assistant	Harris-Lewis,Starlena	12	3	DS0077	87,440.00	15,389.44	1.00	Reg	5.2 yrs
FA0	21	2001	2600	F	00086127	Staff Assistant	Williams,Adria Marcell	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	7.4 yrs
FA0	21	1001	1500	F	00086128	Staff Assistant	Lennon,Cachet R	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	5.5 yrs
FA0	21	1001	1500	F	00086129	Admin Operations Clerk	Wallace,Felicia N	6	3	DS0079	44,135.00	7,767.76	1.00	Reg	1.1 yrs
FA0	21	1001	1500	F	00086130	Staff Assistant	Hunnicutt,Tiffany A.	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	5.5 yrs
FA0	21	5001	5800	F	00086224	Property & Evidence Ctrl Tech	Simpson,Ronnica	8	5	DS0078	56,607.00	9,962.83	1.00	Reg	3.5 yrs
FA0	21	5001	5800	F	00086225	Property & Evidence Ctrl Tech	Fripp,Junita	8	10	DS0078	64,607.00		1.00	Reg	13.3 yrs
FA0	21	5001	5800	F	00086226	Program Manager, Property	Carter Sr.,Jerrell T	13	0	DS0086	93,776.34	16,504.64	1.00	Reg	15.7 yrs
FA0	21	5001	5800	F	00086230	Lead Prop & Evid Ctrl Tech	Campbell,Ashley M	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	5.5 yrs
FA0	21	9001	9200	F	00086268	Program Manager	Turner,Charles	15	0	DS0086	165,000.00	29,040.00	1.00	Reg	0.9 yrs
FA0	21	AMP1	1040	F	00086336	Staff Assistant	Fields,Rose	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	5.7 yrs
FA0	21	2001	2600	F	00087208	Director, Victims Services	Fields,Tyria J.	15	0	DS0086	156,589.79	27,559.80	1.00	Reg	15 yrs
FA0	21	7001	7101	F	00087321	Management Analyst	Clark,Terria L	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	1.4 yrs
FA0	21	6001	6900	V	00087384	Supervisory Investigator		13	0	DS0086	112,531.00	19,805.46	1.00	Reg	
FA0	21	6001	6900	F	00087399	Lead Investigator (Applicant)	Chapman,Lisa	13	10	DS0077	122,227.00	21,511.95	1.00	Reg	33.6 yrs
FA0	21	6001	6600	F	00087444	Instructional Development Spec	Santiago,Meghan	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	1.8 yrs
FA0	21	6001	6300	F	00087445	Clerical Assistant	Sanchez,Diary R	6	6	DS0079	48,449.00	8,527.02	1.00	Term	5.6 yrs
FA0	21	6001	6300	F	00087446	Supervisory Program Coordinator	Turner-Inman,Renee J.	12	0	DS0086	114,162.00	20,092.51	1.00	Reg	3.2 yrs
FA0	21	9001	9200	F	00087485	Aircraft Mechanic	Stakkeland,Michael A	11	10	WS0029	78,624.00	13,837.82	1.00	Reg	1.7 yrs
FA0	21	9001	9200	V	00087486	Helicopter Pilot		12	0	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	100C	150C	F	00087527	Technical Writer	Baylor-Baldwin,Karen D.	12	9	DS0077	102,782.00	18,089.63	1.00	Reg	12.4 yrs
FA0	21	100C	150C	F	00087528	Technical Writer	Daniel,Celeste M	11	7	DS0078	79,370.00	13,969.12	1.00	Reg	22.5 yrs
FA0	21	100C	150C	F	00087605	E/D Strategic Change Division	O Meara,Kelly	16	0	DS0086	184,882.28	32,539.28	1.00	Reg	19.7 yrs
FA0	21	1001	1500	F	00087606	Sergeant	Marine,Daryl James	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.4 yrs
FA0	21	1001	1500	F	00088101	Fleet Servicer	Middleton,Joseph A	8	5	WS0029	58,843.20	10,356.40	1.00	Reg	6.9 yrs
FA0	21	2001	2600	F	00088103	Staff Assistant	Dickerson,Andrea V	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	5.5 yrs
FA0	21	100C	140C	V	00088154	Supervisory FOIA Specialist		13	0	DS0086	112,531.00	19,805.46	1.00	Reg	
FA0	21	9001	9200	F	00088194	Program Analyst (Finance)	Freeman,Lucinda A.	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	4.2 yrs
FA0	21	1001	1101	F	00088195	Program Analyst (Finance)	Smith,Brenda E	12	6	DS0077	95,111.00	16,739.54	1.00	Reg	4.4 yrs
FA0	21	9001	9200	F	00088199	Helicopter Pilot	Chittick,Kevin R	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	3.2 yrs
FA0	21	9001	9200	F	00088200	Helicopter Pilot	Hertel,Jeffrey	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	4.8 yrs
FA0	21	9001	9200	F	00088201	Helicopter Pilot	Kelly,James	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	4.8 yrs
FA0	21	100C	160C	F	00088202	Supv Public Affairs Specialist	Metzger,Kristen M	13	0	DS0086	110,313.00	19,415.09	1.00	Reg	2.6 yrs
FA0	21	100C	160C	F	00088203	Public Affairs Specialist	Gertz,Alaina J	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	2.7 yrs

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FA0	21	6001	6010	F	00088204	Staff Assistant	Robinson,Charlene	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00088205	Telecommunications Specialist	Laurent,Pierre A.	11	10	DS0078	85,784.00	15,097.98	1.00	Reg	4.1 yrs
FA0	21	9001	9400	F	00088207	Criminal Research Specialist	Buie,Kevin T	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	8.9 yrs
FA0	21	9001	9400	F	00088208	Criminal Research Specialist	Turner,Ashante' F.	9	7	DS0078	65,814.00	11,583.26	1.00	Reg	5.1 yrs
FA0	21	9001	9400	V	00088209	Criminal Research Specialist		9	0	DS0078	55,230.00	9,720.48	1.00	Reg	
FA0	21	9001	9400	V	00088210	Criminal Research Specialist		9	0	DS0078	55,230.00	9,720.48	1.00	Reg	
FA0	21	9001	9400	F	00088211	Criminal Research Specialist	James,William C.	9	8	DS0078	67,578.00	11,893.73	1.00	Reg	4.5 yrs
FA0	21	9001	9400	F	00088212	Criminal Research Specialist	Espinosa-Rodriguez,Karoline	9	7	DS0078	65,814.00	11,583.26	1.00	Reg	12.6 yrs
FA0	21	9001	9400	F	00088213	Criminal Research Specialist	Snowden Jr.,Bernard T.	9	1	DS0078	55,230.00	9,720.48	1.00	Reg	0.1 yrs
FA0	21	9001	9400	F	00088214	Criminal Research Specialist	Barnett,Shauntze D	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	16.1 yrs
FA0	21	9001	9400	F	00088215	Criminal Research Specialist	Waddell,Fawn C.	9	9	DS0078	69,342.00	12,204.19	1.00	Reg	4.4 yrs
FA0	21	9001	9400	F	00088216	Criminal Research Specialist	Boddie,David O.	9	4	DS0078	60,522.00	10,651.87	1.00	Reg	3.9 yrs
FA0	21	9001	9400	F	00088217	Criminal Research Specialist	Martin,Adzua A.	9	10	DS0078	71,106.00	12,514.66	1.00	Reg	4.4 yrs
FA0	21	9001	9400	F	00088218	Criminal Research Specialist	Leighton,Donovan J.	9	5	DS0078	62,286.00	10,962.34	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00088219	Director, Engineering	Dasgupta,Ashis	15	0	DS0086	167,586.15	29,495.16	1.00	Reg	1.7 yrs
FA0	21	1001	1500	F	00088228	Officer	Bivens,Ricky	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.6 yrs
FA0	21	7001	7500	F	00088272	Director, EEO and Diversity	LEE,ALPHONSO	15	0	DS0086	119,705.36	21,068.14	1.00	Reg	4.7 yrs
FA0	21	6001	6600	F	00088291	Training Instructor (Firearms)	Higgins,Michael E.	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	4.6 yrs
FA0	21	6001	6600	F	00088292	Training Instructor (Firearms)	Lieto,Wilhelm J.	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	4.6 yrs
FA0	21	6001	6600	F	00088293	Training Instructor (Firearms)	Rodriguez,Jose Antonio	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	4.5 yrs
FA0	21	6001	6600	F	00088294	Training Instructor (Firearms)	Josey,Quenton C	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	4.6 yrs
FA0	21	6001	6600	F	00088295	Training Instructor (Firearms)	Gunter,Ian	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	4.5 yrs
FA0	21	6001	6600	F	00088296	Training Specialist	Costello,Caitlin G	12	1	DS0077	82,326.00	14,489.38	1.00	Reg	2.4 yrs
FA0	21	6001	6600	V	00088297	Training Instructor (Firearms)		11	0	DS0077	66,542.00		1.00	Reg	
FA0	21	6001	6600	F	00088298	Training Instructor (Firearms)	Kahler,Nicholas J	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	4.7 yrs
FA0	21	6001	6010	F	00088299	Visual Information Specialist	Reskin,Hillary	7	1	DS0078	45,718.00	8,046.37	1.00	Reg	0.9 yrs
FA0	21	6001	6900	F	00088300	Investigator (Applicant)	Scott,Maliaka E	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	4.4 yrs
FA0	21	6001	6900	F	00088301	Investigator (Applicant)	Cole,Ava L	12	7	DS0077	97,668.00	17,189.57	1.00	Reg	17.5 yrs
FA0	21	6001	6900	F	00088302	Investigator (Applicant)	Till,Laquanda A.	12	8	DS0077	100,225.00	17,639.60	1.00	Reg	4.9 yrs
FA0	21	6001	6900	F	00088303	Investigator (Applicant)	Tedrow,Catherine Y.	12	8	DS0077	100,225.00	17,639.60	1.00	Reg	7.7 yrs
FA0	21	6001	6900	F	00088304	Investigator (Applicant)	Hewitt,Tiffany C.	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	4.9 yrs
FA0	21	7001	7700	F	00088305	Program Manager	Robinson,Rhonda J	13	0	DS0086	112,530.82	19,805.42	1.00	Reg	2.7 yrs
FA0	21	7001	7700	F	00088310	Sergeant	Bell,Tania Y	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	11.7 yrs
FA0	21	1001	1500	F	00088311	Officer	Dixon,Khalela R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	5 yrs
FA0	21	7001	7700	F	00088343	Supv Court Liaison Specialist	Brown,Angela C	12	0	DS0086	83,582.50	14,710.52	1.00	Reg	32.4 yrs
FA0	21	100C	140C	F	00088358	Staff Assistant	Crumlin,Latrina A	9	4	DS0077	60,522.00	10,651.87	1.00	Reg	3.4 yrs
FA0	21	100C	140C	F	00088359	FOIA Specialist	Hughes,Shania	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	4.6 yrs
FA0	21	100C	140C	F	00088360	FOIA Specialist	Tate,Tracy M.	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	2.2 yrs
FA0	21	100C	140C	V	00088361	FOIA Specialist		11	0	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	100C	110C	F	00088423	Legal Document Review Assistan	Nashed,Amanda	8	4	DS0087	35,599.90	6,265.58	1.00	Temp	0.9 yrs
FA0	21	1001	1500	F	00088424	Training Coordinator	Hansford,Alexis C.	11	2	DS0077	68,680.00	12,087.68	1.00	Reg	0.5 yrs
FA0	21	1001	1500	F	00088425	Training Coordinator	Torry,Dontysha	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	5.7 yrs
FA0	21	1001	1500	F	00088426	Training Coordinator	Willoughby,Jeanette	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00088427	Training Coordinator	Buckner,Brittany E	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	0.9 yrs
FA0	21	1001	1500	F	00088428	Training Coordinator	Holton,Victoria I	11	4	DS0077	72,956.00	12,840.26	1.00	Term	2 yrs
FA0	21	1001	1500	F	00088429	Training Coordinator	Frederick,Nickya R	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	3.8 yrs
FA0	21	5001	5400	F	00088430	Supervisor, Records Management	Bynum,Tonya S	11	0	DS0086	87,550.00	15,408.80	1.00	Reg	1.5 yrs
FA0	21	6001	6600	F	00088431	Training Instructor (Physical)	Metzke,Melissa Y.	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	4.6 yrs
FA0	21	1001	1500	F	00088518	Sergeant	Tobe,Christian J	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.9 yrs
FA0	21	AMP1	1040	F	00088560	Body Worn Camera Coordinator	Beamon,Esteban F	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	4.6 yrs
FA0	21	AMP1	1040	F	00088561	Body Worn Camera Coordinator	Benard,Tatiana	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	4.5 yrs
FA0	21	AMP1	1040	F	00088562	Body Worn Camera Coordinator	Mitchell,Gabrielle	12	2	DS0077	80,797.00	14,220.27	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00088563	Body Worn Camera Coordinator	Jamison Jr.,Barry R	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	4.4 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	AMP1	1040	F	00088564	Body Worn Camera Coordinator	Charles,Alexandra L.	12	4	DS0077	89,997.00	15,839.47	1.00	Reg	3.8 yrs
FA0	21	AMP1	1040	F	00088565	Body Worn Camera Coordinator	Barnes,Frank L.	12	4	DS0077	89,997.00	15,839.47	1.00	Reg	3.8 yrs
FA0	21	AMP1	1040	F	00088566	Body Worn Camera Coordinator	Cannon,Elizabeth A.	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	3.8 yrs
FA0	21	AMP1	1070	F	00088756	Program Support Specialist	Green,Russell A	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	13.4 yrs
FA0	21	1001	1500	F	00088760	Senior Police Sergeant	Benton,Darnell M	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.2 yrs
FA0	21	1001	1500	F	00088761	Senior Police Officer	Williams,Charles K	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.1 yrs
FA0	21	2001	2101	V	00089326	Staff Assistant		11	0	DS0077	66,542.00		1.00	Reg	
FA0	21	6001	6900	F	00090640	Lead Investigator (Applicant)	Hayden,Michael A.	13	10	DS0077	122,227.00		1.00	Reg	10 yrs
FA0	21	1001	1500	F	00090687	Sergeant	Kennie,Tracy Antonio	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	4.6 yrs
FA0	21	5001	5400	V	00090869	Supervisor, Records Management		11	0	DS0086	82,927.00	14,595.15	1.00	Reg	
FA0	21	2001	2600	F	00090907	Community Outreach Coordinator	Daugherty,Sharon K	11	8	DS0077	81,508.00	14,345.41	1.00	Reg	1.6 yrs
FA0	21	7001	7500	F	00090908	Program Manager, Language Accs	Newsome,Imhotep A.	14	0	DS0086	107,842.80	18,980.33	1.00	Reg	4.1 yrs
FA0	21	AMP1	1040	F	00091033	Body Worn Camera Coordinator	Sarvis,III III,William B	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	9.5 yrs
FA0	21	AMP1	1040	F	00091036	Body Worn Camera Coordinator	Kiundi,Hilary M.	12	2	DS0077	82,412.00	14,504.51	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091037	Body Worn Camera Coordinator	Proctor,Truchel L	12	6	DS0077	95,111.00	16,739.54	1.00	Reg	14.9 yrs
FA0	21	AMP1	1040	F	00091039	Body Worn Camera Coordinator	Weber,John W.	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	7.3 yrs
FA0	21	1001	1500	F	00091081	Customer Service Rep	Smith,Chanel J.	6	10	DS0079	54,201.00	9,539.38	1.00	Reg	2.2 yrs
FA0	21	100C	160C	F	00091082	Supervisory Community Outreach	Ellis,Tia L	12	0	DS0086	91,670.00	16,133.92	1.00	Reg	1.5 yrs
FA0	21	6001	6600	F	00091114	Training Instructor (Physical)	Flaherty,Thomas	11	10	DS0077	85,784.00	15,097.98	1.00	Reg	4.5 yrs
FA0	21	1001	1500	F	00091210	Sergeant	Randolph,David P	4	3	PS0001	93,928.00	16,531.33	1.00	Reg	11.1 yrs
FA0	21	7001	7700	F	00091215	Legal Assistant	Gray-Valentine,Mesha M	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	5.7 yrs
FA0	21	7001	7101	F	00091228	Staff Assistant	Austin,Carnelia L	12	10	DS0077	105,339.00	18,539.66	1.00	Reg	33.2 yrs
FA0	21	6001	6600	F	00091229	Police Cadet	Loggins,Maleek I	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.1 yrs
FA0	21	6001	6600	F	00091230	Police Cadet	McIlwain,Kniya H	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.4 yrs
FA0	21	6001	6600	F	00091231	Police Cadet	Mabry,Chauntia L	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.4 yrs
FA0	21	AMP1	1040	F	00091248	IT Specialist (Network)	Duren,Lorenzo P	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	7.2 yrs
FA0	21	9001	9200	F	00091251	IT Specialist (Customer Supt)	Johnson,Jerome D.	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	7.3 yrs
FA0	21	9001	9200	F	00091253	IT Specialist (Customer Supt)	Barnett,Jerard T	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	7.2 yrs
FA0	21	9001	9200	F	00091254	IT Specialist (Customer Supt)	Campbell Jr.,Louis Elwood	11	6	DS0077	77,232.00	13,592.83	1.00	Reg	7.3 yrs
FA0	21	9001	9200	V	00091257	Supervisory Legal Instruments		12	0	DS0086	97,853.00	17,222.13	1.00	Reg	
FA0	21	6001	6600	F	00091258	Deputy Director, MPA	Bress,Jessica M	14	0	DS0086	141,411.18		1.00	Reg	7 yrs
FA0	21	AMP1	1040	F	00091328	IT Specialist (Project Mgmt)	D'Souza,Prakash	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091330	IT Specialist	Peterson,Julius J	12	6	DS0077	95,111.00	16,739.54	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091331	IT Specialist (Network)	Ogbeide,Kingsley I	14	7	DS0077	133,663.00	23,524.69	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091332	IT Specialist (Network)	Mendoza,Luis E	13	4	DS0077	103,981.00	18,300.66	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091334	IT Specialist (App Software)	Subash Chandra Bose,Paul	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	4.2 yrs
FA0	21	AMP1	1040	F	00091338	IT Specialist	Omokehinde,David K.	13	4	DS0077	103,981.00	18,300.66	1.00	Reg	1 yrs
FA0	21	AMP1	1040	F	00091339	IT Specialist (Customer Supt)	Oyegbade,Temidayo A	13	8	DS0077	116,145.00	20,441.52	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091342	IT Specialist (App Software)	Annavarapu,Chandrasekhar	14	10	DS0077	144,439.00	25,421.26	1.00	Reg	4.4 yrs
FA0	21	AMP1	1040	F	00091343	IT Specialist	Jenkins,Gamala A.	13	4	DS0077	103,981.00	18,300.66	1.00	Reg	2.4 yrs
FA0	21	5001	5400	F	00091344	Customer Service Rep	Felix,Kathleen L	7	10	DS0079	60,019.00	10,563.34	1.00	Reg	13.5 yrs
FA0	21	7001	7101	F	00091346	Staff Assistant	Simms,Bianca V	9	3	DS0077	58,758.00	10,341.41	1.00	Reg	2.6 yrs
FA0	21	AMP1	1040	V	00091347	IT Specialist (Data Warehouse		14	0	DS0077	112,111.00	19,731.54	1.00	Reg	
FA0	21	6001	6600	F	00091378	Police Cadet	Lina,Jeremy	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.6 yrs
FA0	21	6001	6600	F	00091379	Police Cadet	Anthony,Kamara	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.3 yrs
FA0	21	6001	6300	F	00091451	Program Clerical Assistant	Spillman,Linnette L	8	10	DS0079	64,607.00	11,370.83	1.00	Reg	13.8 yrs
FA0	21	7001	7500	F	00091452	Investigator (EEO)	Lucero,Rosemarie	12	5	DS0087	85,570.00	15,060.32	1.00	Reg	4 yrs
FA0	21	1001	1500	V	00091454	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	6001	6600	F	00091470	Police Cadet	Lee,Kevin .D	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.7 yrs
FA0	21	6001	6600	F	00091903	Police Cadet	Gates,Anais M	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.4 yrs
FA0	21	6001	6600	F	00091904	Police Cadet	Thomas,Jemel B	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.4 yrs
FA0	21	6001	6600	F	00091905	Police Cadet	Cruz,Stephany C	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.4 yrs
FA0	21	1001	1500	F	00091969	Officer	Jones,Jeevon F	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.2 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	5001	5400	F	00091970	Senior Police Officer	Mills,Eldorado L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	4.3 yrs
FA0	21	6001	6600	F	00092069	Police Cadet	Marshall,Keyvonna A	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.2 yrs
FA0	21	6001	6600	F	00092070	Police Cadet	Edwards,Geromy P.	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.9 yrs
FA0	21	6001	6600	F	00092071	Police Cadet	Vaughan,Jonnay	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.6 yrs
FA0	21	6001	6600	F	00092072	Police Cadet	Jackson-Scott,Alexis L	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.6 yrs
FA0	21	6001	6600	F	00092073	Police Cadet	Cooper Jr.,Daryle E.	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.2 yrs
FA0	21	1001	1500	F	00092096	Officer	Toner,Gregory W.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.6 yrs
FA0	21	2001	2600	F	00092132	Lead Crime Analyst	Branthover,Kelly M	13	7	DS0077	113,104.00	19,906.30	1.00	Reg	15.6 yrs
FA0	21	6001	6600	F	00092147	Police Cadet	Monroe,Akeena P.	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00092196	Officer	Crawley,Jacobi C	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00092211	Officer	Allen,Julius R.	1	8	PS0001	88,261.00	15,533.94	1.00	Reg	10.3 yrs
FA0	21	1001	1500	F	00092213	Sergeant	Tubbs,Johnny R	4	6	PS0001	114,166.00	20,093.22	1.00	Reg	10.4 yrs
FA0	21	6001	6600	F	00092257	Police Cadet	Scott,Dasia R	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.1 yrs
FA0	21	6001	6600	F	00092258	Police Cadet	McIntosh,Alice N	4	4	DS0079	37,942.00	6,677.79	1.00	Term	3.9 yrs
FA0	21	6001	6600	F	00092269	Police Cadet	Bland,Tanika J.	4	4	DS0079	37,942.00	6,677.79	1.00	Term	3.9 yrs
FA0	21	6001	6600	F	00092270	Police Cadet	Bassett,A'Liyah J.	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.9 yrs
FA0	21	1001	1500	V	00092273	Officer		1	0	PS0001	62,727.00		1.00	Reg	
FA0	21	6001	6600	F	00092393	Police Cadet	Francis,Tonecia G.	4	1	DS0079	34,432.00		1.00	Term	1 yrs
FA0	21	6001	6600	F	00092394	Police Cadet	Rogers Jr.,Kevin A	4	3	DS0079	36,772.00		1.00	Term	2 yrs
FA0	21	6001	6600	F	00092395	Police Cadet	Savage,Lanell E	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.4 yrs
FA0	21	6001	6600	F	00092396	Police Cadet	Winn,Myesha K	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.2 yrs
FA0	21	6001	6600	F	00092397	Police Cadet	Andrews,India M	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.6 yrs
FA0	21	6001	6600	F	00092398	Police Cadet	Salmeron,Joselin M	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.9 yrs
FA0	21	6001	6600	F	00092401	Police Cadet	Ramos,Anthonely	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.1 yrs
FA0	21	6001	6300	F	00092415	Director, Human Resources	Simpson,Angela Rena	15	0	DS0086	166,816.39	29,359.68	1.00	Reg	12.1 yrs
FA0	21	6001	6010	F	00092419	E/D Professional Development	Haiman,Marvin B.	16	0	DS0086	168,615.62	29,676.35	1.00	Reg	6.1 yrs
FA0	21	6001	6010	F	00093252	Marketing Spec (Recruitment)	Ferreira,Carly E	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00093253	Staff Assistant	Perry,Shanita	9	4	DS0077	60,522.00	10,651.87	1.00	Reg	4.6 yrs
FA0	21	9001	9400	F	00093257	Criminal Research Specialist	Krupa,Jessica R.	12	2	DS0077	84,883.00	14,939.41	1.00	Reg	4.5 yrs
FA0	21	100C	160C	F	00093261	Management Analyst	DuRant,ChanTei C	12	8	DS0077	100,225.00	17,639.60	1.00	Term	11.2 yrs
FA0	21	100C	110C	V	00093270	Data Scientist		12	0	DS0077	82,326.00	14,489.38	1.00	Reg	
FA0	21	AMP1	1055	V	00093275	Management Analyst		11	0	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	100C	150C	V	00093307	Performance and Data Analyst		13	0	DS0077	94,858.00	16,695.01	1.00	Reg	
FA0	21	5001	5800	F	00093308	Supply Management Officer	Settles,Christopher A	12	0	DS0086	81,544.08	14,351.76	1.00	Reg	18.9 yrs
FA0	21	6001	6300	F	00093362	Program Manager	Willis,Erica	13	0	DS0086	126,175.00	22,206.80	1.00	Reg	12.4 yrs
FA0	21	9001	9400	F	00093372	Director, Joint Strategic and	Montagna,Carolyn M.	15	0	DS0086	149,468.45	26,306.45	1.00	Reg	7.5 yrs
FA0	21	100C	110C	F	00093754	Paralegal Specialist	Tucker-Jackson,Lorna	13	6	DS0077	110,063.00	19,371.09	1.00	Reg	13.4 yrs
FA0	21	6001	6600	F	00093757	Police Cadet	McCarley-Lewis,Gabrielle	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.4 yrs
FA0	21	5001	5400	F	00093999	Criminal History Specialist	Campbell,James L	9	10	DS0077	71,106.00	12,514.66	1.00	Reg	5.7 yrs
FA0	21	100C	140C	F	00094002	Supervisory FOIA Specialist	Archie-Mills,Lisa R.	14	0	DS0086	134,182.63	23,616.14	1.00	Reg	8.5 yrs
FA0	21	1001	1500	F	00094004	Senior Police Officer	Allen,Anthony M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.5 yrs
FA0	21	1001	1500	F	00094005	Officer	Shefat,Tanveer A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	9001	9400	F	00094006	Senior Police Officer	Simmons,Tracy L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.5 yrs
FA0	21	2001	2600	F	00094007	Senior Police Sergeant	Parker,Robert L	4	3	PS0004	93,928.00	16,531.33	1.00	Term	1.6 yrs
FA0	21	1001	1500	F	00094008	Officer	Canahuate,Emanuel	0	2	PS0001	63,208.00		1.00	Reg	1.1 yrs
FA0	21	100C	110C	F	00094009	Paralegal Specialist	Moody,Aljeanetha S	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	6.3 yrs
FA0	21	7001	7300	F	00094018	Investigator (IAD)	Burton,Lisa Ann	12	3	DS0087	80,848.00	14,229.25	1.00	Reg	9.9 yrs
FA0	21	100C	160C	V	00094054	Visual Information Specialist		11	0	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	1001	1500	F	00094059	Senior Police Officer	Croson,John W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.5 yrs
FA0	21	2001	2300	F	00094060	Senior Police Officer	Crawford,Terrence A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.5 yrs
FA0	21	1001	1500	F	00094061	Officer	Hussain,Syed A	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	9001	9400	F	00094132	Crime Analyst	Branic,Nicholas A	11	2	DS0077	68,680.00	12,087.68	1.00	Reg	2.4 yrs
FA0	21	6001	6300	F	00094144	Management Analyst	Cruz,Juan A	13	5	DS0087	98,947.00	17,414.67	1.00	Reg	1.6 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	2001	2600	V	00094148	Senior Detective Grade I		3	0	PS0004	90,770.00	15,975.52	1.00	Reg	
FA0	21	9001	9200	F	00094149	Senior Police Officer	Wingblade,Michael S	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.4 yrs
FA0	21	1001	1500	F	00094150	Senior Police Officer	Butler,Rodney L	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.4 yrs
FA0	21	6001	6600	F	00094182	Police Cadet	Torres,Susan E	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.1 yrs
FA0	21	9001	9400	V	00094189	Supervisory Criminal Research		13	0	DS0086	112,531.00	19,805.46	1.00	Reg	
FA0	21	1001	1500	F	00094191	Officer	Gonzalez,Juan P	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	3 yrs
FA0	21	9001	9200	F	00094192	Senior Police Officer	Desantis,Dorian A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.4 yrs
FA0	21	1001	1500	F	00094527	Officer	Duford,Sean	0	2	PS0001	63,208.00	11,124.61	1.00	Reg	1.4 yrs
FA0	21	1001	1500	F	00094528	Senior Police Officer	Elliott Jr.,Charles W	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.4 yrs
FA0	21	1001	1500	F	00094529	Senior Police Officer	Proctor,Michael A	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.4 yrs
FA0	21	1001	1500	F	00094556	Officer	Couch,Takyra M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00094557	Officer	Foulds,Henry C.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00094558	Officer	Osorio,Santiago A.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	1001	1500	F	00094559	Officer	Jallow,Aminata G.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.4 yrs
FA0	21	7001	7700	F	00094583	Director, Court Liaison Divisi	Crenshaw,Kathleen Jackson	15	0	DS0086	161,614.32	28,444.12	1.00	Reg	5 yrs
FA0	21	2001	2600	F	00094584	Senior Detective Grade I	McDonald,Stephen A	3	4	PS0004	90,770.00	15,975.52	1.00	Term	3.3 yrs
FA0	21	6001	6600	F	00094585	Police Cadet	King,Arnia M	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.6 yrs
FA0	21	6001	6600	F	00094586	Police Cadet	Davies,Elijah	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.2 yrs
FA0	21	9001	9400	F	00094588	Crime Analyst	Caton,Natacia D.	9	2	DS0077	56,994.00	10,030.94	1.00	Reg	1.3 yrs
FA0	21	5001	5800	F	00094622	Property & Evidence Ctrl Tech	Wedge,Deloris A	8	4	DS0078	55,007.00	9,681.23	1.00	Reg	3.3 yrs
FA0	21	6001	6600	F	00094624	Police Cadet	James,Ja'Nae	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.3 yrs
FA0	21	6001	6600	F	00094625	Police Cadet	Cabrera Zapata,Oriolis	4	1	DS0079	34,432.00		1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00094626	Senior Police Officer	Brownlee,Edward K	1	5	PS0004	76,243.00		1.00	Term	3.3 yrs
FA0	21	1001	1500	F	00094627	Senior Police Officer	Copeland,Everette O	1	5	PS0004	76,243.00		1.00	Term	3.3 yrs
FA0	21	6001	6600	V	00094628	Officer		0	0	PS0001	60,199.00		1.00	Reg	
FA0	21	1001	1500	F	00094629	Senior Police Officer	Skinner,Erick M	1	5	PS0004	76,243.00	13,418.77	1.00	Term	3.3 yrs
FA0	21	1001	1500	V	00094634	Officer		1	0	PS0001	62,727.00	11,039.95	1.00	Reg	
FA0	21	1001	1500	F	00094635	Officer	Harleston,Malik D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00094636	Officer	Lapitsky,Matthew W.	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.9 yrs
FA0	21	1001	1500	F	00094637	Officer	Jefferson,Matthew D.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	1001	1500	F	00094638	Officer	Blackstone,Phillip M.	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.1 yrs
FA0	21	1001	1500	F	00094639	Officer	Kelly,Adam M	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	6001	6600	V	00094647	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	1001	1500	F	00094648	Officer	Lee,Howard	1	2	PS0001	65,863.00	11,591.89	1.00	Reg	1.7 yrs
FA0	21	100F	120F	F	00094659	Accountant	Evans,Latecia	9	6	DS0007	64,050.00	11,272.80	1.00	Reg	12.4 yrs
FA0	21	1001	1500	F	00094661	Officer	Squitieri,Alexander P	1	4	PS0001	72,611.00	12,779.54	1.00	Reg	3.3 yrs
FA0	21	6001	6600	F	00094662	Police Cadet	Hyatt,Iman	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.9 yrs
FA0	21	6001	6600	F	00094663	Police Cadet	Pitts,Darius J	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.3 yrs
FA0	21	6001	6600	F	00094664	Police Cadet	Johnson,Tristian J	4	4	DS0079	37,942.00	6,677.79	1.00	Term	3.2 yrs
FA0	21	6001	6600	F	00094665	Police Cadet	Garnett,Jaylon R	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.6 yrs
FA0	21	6001	6600	F	00094666	Police Cadet	Sligh,Danae T	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.2 yrs
FA0	21	6001	6600	F	00094668	Police Cadet	Tejeda,Luis M	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.3 yrs
FA0	21	AMP1	1055	F	00094681	Compliance Monitor	Morris,Shari J	12	5	DS0077	92,554.00	16,289.50	1.00	Reg	1.4 yrs
FA0	21	6001	6900	F	00094684	Program Manager, Recruiting	Small,Stacy N.	14	0	DS0086	137,428.99	24,187.50	1.00	Reg	7.6 yrs
FA0	21	2001	2600	F	00094689	Accident Coordinator	Perkins,Portia C	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	8.5 yrs
FA0	21	2001	2600	V	00094691	Accident Coordinator		11	0	DS0077	66,542.00	11,711.39	1.00	Reg	
FA0	21	2001	2600	F	00094692	Accident Coordinator	Leone,David S.	11	5	DS0077	75,094.00	13,216.54	1.00	Reg	5.6 yrs
FA0	21	2001	2600	F	00094693	Accident Coordinator	McEachern,Donna R.	11	3	DS0077	70,818.00	12,463.97	1.00	Reg	3 yrs
FA0	21	2001	2600	F	00094694	Accident Coordinator	Steen,Tamika L	11	7	DS0077	79,370.00	13,969.12	1.00	Reg	13.6 yrs
FA0	21	2001	2600	F	00094696	Accident Coordinator	Simmons,David	11	4	DS0077	72,956.00	12,840.26	1.00	Reg	2.9 yrs
FA0	21	6001	6600	F	00094701	Police Cadet	Taylor,Taria J	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.9 yrs
FA0	21	1001	1500	F	00094708	Officer	Russ,Desiree M	1	3	PS0001	69,155.00	12,171.28	1.00	Reg	2.7 yrs
FA0	21	6001	6600	F	00094724	Police Cadet	Powell,Darren A	4	3	DS0079	36,772.00	6,471.87	1.00	Term	2.6 yrs

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Grade	Step	Salary Plan	Salary	Fringe	FTE	Reg/Temp/ Term	Time with Agency
FA0	21	6001	6600	F	00094725	Police Cadet	Lewis,Samiya D.	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.5 yrs
FA0	21	6001	6600	F	00094726	Police Cadet	Green,Bonnie M	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.6 yrs
FA0	21	1001	1500	F	00094727	Officer	Banks,Daxzaneous	1	9	PS0001	97,305.00	17,125.68	1.00	Reg	11.7 yrs
FA0	21	6001	6600	V	00094736	Officer		0	0	PS0001	60,199.00	10,595.02	1.00	Reg	
FA0	21	6001	6600	F	00094741	Police Cadet	Beander,Tiara	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.2 yrs
FA0	21	6001	6600	F	00094742	Police Cadet	Gross III,James R.	4	1	DS0079	34,432.00	6,060.03	1.00	Term	0.5 yrs
FA0	21	1001	1500	F	00094743	Fleet Servicer	Wilson,Gary B	8	2	WS0029	53,539.20	9,422.90	1.00	Reg	2 yrs
FA0	21	6001	6600	F	00094744	Police Cadet	Kirby,Keemani T	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.3 yrs
FA0	21	AMP1	1040	F	00094765	Program Manager, IT	Dudley,Donald	14	0	DS0086	144,200.00	25,379.20	1.00	Reg	1.9 yrs
FA0	21	AMP1	1040	F	00094771	Data Officer	Johns,William D	15	0	DS0086	154,500.00	27,192.00	1.00	Reg	1 yrs
FA0	21	6001	6600	F	00094772	Police Cadet	Thompkins,Alonzo J	4	2	DS0079	35,602.00	6,265.95	1.00	Term	1.3 yrs

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Bureau	DEPT	YEAR/MAKE/MODEL
CSB	CSB - CSB	2018 FORD UTILITY
CSB	CSB - ESB	2007 FORD F-450
CSB	CSB - ESB	2011 CHEVROLET IMPALA
CSB	CSB - ESB	2017 RAM 3500 PROMASTER CARGO
CSB	CSB - ESB	2019 FORD F-450
CSB	CSB - Fleet	2008 FORD WRECKER
CSB	CSB - Fleet	2012 CHEVROLET IMPALA
CSB	CSB - Fleet	2013 FORD FOCUS SE
CSB	CSB - Fleet	2013 FORD FOCUS SE
CSB	CSB - Fleet	2013 FORD INTC-Sedan
CSB	CSB - Fleet	2015 FORD INTC-Sedan
CSB	CSB - Fleet	2016 CHEVROLET SUBURBAN
CSB	CSB - Fleet	2016 FORD UTILITY
CSB	CSB - Fleet	2016 FORD UTILITY
CSB	CSB - Fleet	2016 FORD UTILITY PT
CSB	CSB - Fleet	2016 FORD UTILITY PT
CSB	CSB - Fleet	2017 FORD UTILITY
CSB	CSB - Fleet	2017 FORD UTILITY
CSB	CSB - Fleet	2017 FORD UTILITY
CSB	CSB - Fleet	2017 FORD UTILITY
CSB	CSB - Fleet	2017 FORD UTILITY PT
CSB	CSB - Fleet	2017 FORD UTILITY PT
CSB	CSB - Fleet	2017 FORD UTILITY PT
CSB	CSB - Fleet	2017 FORD UTILITY PT
CSB	CSB - Fleet	2017 FORD UTILITY PT
CSB	CSB - Fleet	2017 FORD UTILITY PT
CSB	CSB - Fleet	2018 FORD Transit XLT Wagon SWB
CSB	CSB - Fleet	2018 FORD UTILITY
CSB	CSB - Fleet	2018 FORD UTILITY PT
CSB	CSB - Fleet	2019 FORD INTC-Sedan
CSB	CSB - Fleet	2019 FORD INTC-Sedan
CSB	CSB - Fleet	2019 FORD UTILITY
CSB	CSB - Fleet	2020 FORD FUSION
CSB	CSB - Motor Pool	2008 FORD E-250
CSB	CSB - Motor Pool	2010 FORD FOCUS SE
CSB	CSB - Motor Pool	2012 FORD E-350

Bureau	DEPT	YEAR/MAKE/MODEL
CSB	CSB - Motor Pool	2012 FORD E-350
CSB	CSB - Motor Pool	2013 CHEVROLET MALIBU
CSB	CSB - Motor Pool	2013 FORD INTC-Sedan
CSB	CSB - Motor Pool	2015 CHEVROLET MALIBU
CSB	CSB - Motor Pool	2015 FORD INTC-Sedan
CSB	CSB - Motor Pool	2015 FORD Transit 350 Wagon
CSB	CSB - Motor Pool	2016 CHEVROLET IMPALA
CSB	CSB - Motor Pool	2016 CHRYSLER 200 Limited
CSB	CSB - Motor Pool	2017 CHEVROLET MALIBU
CSB	CSB - Motor Pool	2017 CHEVROLET MALIBU
CSB	CSB - Motor Pool	2020 FORD FUSION
CSB	CSB - Motor Pool	2020 FORD FUSION
CSB	CSB - MSD	2018 FORD FUSION
CSB	CSB - Property Div	2001 FORD F-450
CSB	CSB - Property Div	2001 FORD ULTIMASTER
CSB	CSB - Property Div	2007 FORD WRECKER
CSB	CSB - Property Div	2007 INTERNATIONAL WRECKER
CSB	CSB - Property Div	2011 CHEVROLET IMPALA
CSB	CSB - Property Div	2014 CHEVROLET IMPALA
CSB	CSB - Property Div	2014 FORD WRECKER
CSB	CSB - Property Div	2014 FORD WRECKER
CSB	CSB - Property Div	2015 CHEVROLET MALIBU
CSB	CSB - Property Div	2015 DODGE RAM 4500 TOW TK
CSB	CSB - Property Div	2015 MITSUBISHI FUSO TOW TRUCK
CSB	CSB - Property Div	2016 FORD F-450
CSB	CSB - Property Div	2016 FORD F-450
CSB	CSB - Property Div	2016 FORD UTILITY
CSB	CSB - Property Div	2017 FORD F-550 TOW TRUCK
CSB	CSB - Property Div	2017 FORD TRANSIT CONNECT XL VAN
CSB	CSB - Property Div	2017 FORD TRANSIT CONNECT XL VAN
CSB	CSB - Property Div	2017 RAM 3500 PROMASTER CARGO
CSB	CSB - Property Div	2018 LIFT KING LK16P44
CSB	CSB - Property Div	2019 FORD E-350
CSB	CSB - Property Div	2019 FORD E-350
CSB	CSB - Records Div	2006 DODGE CARAVAN
EOCOP	EOCOP	2003 H-D FXDP

Bureau	DEPT	YEAR/MAKE/MODEL
EOCOP	EOCOP	2006 FORD EXPEDITION
EOCOP	EOCOP	2014 FORD UTILITY
EOCOP	EOCOP	2015 CHEVROLET MALIBU
EOCOP	EOCOP	2016 FORD UTILITY
EOCOP	EOCOP	2017 FORD UTILITY
EOCOP	EOCOP	2020 FORD UTILITY
EOCOP	EOCOP - EPU	2014 CHEVROLET IMPALA
EOCOP	EOCOP - EPU	2015 FORD UTILITY
EOCOP	EOCOP - EPU	2015 FORD UTILITY
EOCOP	EOCOP - EPU	2016 CHEVROLET IMPALA
EOCOP	EOCOP - EPU	2016 CHEVROLET IMPALA
EOCOP	EOCOP - EPU	2016 FORD UTILITY
EOCOP	EOCOP - EPU	2017 CHEVROLET MALIBU
EOCOP	EOCOP - EPU	2019 CHEVROLET SUBURBAN
EOCOP	EOCOP - FST	2015 CHEVROLET MALIBU
EOCOP	EOCOP - FST	2017 FORD Transit XLT Wagon SWB
EOCOP	EOCOP - PIO	2006 FORD E-350
EOCOP	EOCOP - PIO	2010 DODGE AVENGER SXT
EOCOP	EOCOP - PIO	2015 CHRYSLER 200 Limited
EOCOP	EOCOP - PIO	2019 FORD FUSION
EOCOP	EOCOP - SCD	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2013 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2013 FORD UTILITY
EOCOP	EOCOP - SCD	2014 HONDA REBEL
EOCOP	EOCOP - SCD	2014 HONDA REBEL
EOCOP	EOCOP - SCD	2015 CHEVROLET MALIBU
EOCOP	EOCOP - SCD	2016 CHEVROLET IMPALA
EOCOP	EOCOP - SCD	2018 FORD FUSION
HSB	HSB	2014 CHEVROLET MALIBU
HSB	HSB	2017 FORD UTILITY
HSB	HSB	2018 FORD UTILITY
HSB	HSB - JSTACC	2003 FORD E-250

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - JSTACC	2008 FORD EXPEDITION
HSB	HSB - JSTACC	2010 CHEVROLET IMPALA
HSB	HSB - JSTACC	2011 CHEVROLET IMPALA
HSB	HSB - JSTACC	2012 JEEP PATRIOT
HSB	HSB - JSTACC	2013 CHEVROLET TAHOE
HSB	HSB - JSTACC	2014 CHEVROLET IMPALA
HSB	HSB - JSTACC	2014 CHEVROLET MALIBU
HSB	HSB - JSTACC	2014 CHEVROLET MALIBU
HSB	HSB - JSTACC	2014 CHEVROLET MALIBU
HSB	HSB - JSTACC	2014 CHEVROLET MALIBU
HSB	HSB - JSTACC	2014 CHEVROLET MALIBU
HSB	HSB - JSTACC	2015 CHEVROLET MALIBU
HSB	HSB - JSTACC	2015 CHEVROLET MALIBU
HSB	HSB - JSTACC	2015 CHEVROLET MALIBU
HSB	HSB - JSTACC	2015 CHEVROLET MALIBU
HSB	HSB - JSTACC	2015 CHEVROLET MALIBU
HSB	HSB - JSTACC	2015 HYUNDAI SONATA
HSB	HSB - JSTACC	2016 FORD UTILITY
HSB	HSB - JSTACC	2017 CHEVROLET MALIBU
HSB	HSB - JSTACC	2017 CHEVROLET MALIBU
HSB	HSB - JSTACC	2017 CHEVROLET MALIBU
HSB	HSB - JSTACC	2017 FORD TRANSIT 250 VAN
HSB	HSB - JSTACC	2018 CHEVROLET TAHOE
HSB	HSB - JSTACC	2018 FORD FUSION
HSB	HSB - JSTACC	2019 FORD FUSION
HSB	HSB - JSTACC	2020 FORD FUSION
HSB	HSB - SOD	2001 INTERNATIONAL 4900
HSB	HSB - SOD	2004 FORD F-550 SUPERDUTY
HSB	HSB - SOD	2004 FORD F-550 SUPERDUTY
HSB	HSB - SOD	2004 FREIGHTLINER APC
HSB	HSB - SOD	2005 INGERSOLL RAND LIGHT TOWER
HSB	HSB - SOD	2008 CHEVROLET SUBURBAN
HSB	HSB - SOD	2008 FORD EXPEDITION
HSB	HSB - SOD	2008 FREIGHTLINER Z-BODIES
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2008 H-D XL883
HSB	HSB - SOD	2010 CHEVROLET SUBURBAN
HSB	HSB - SOD	2010 CHEVROLET SUBURBAN
HSB	HSB - SOD	2010 CHEVROLET SUBURBAN
HSB	HSB - SOD	2010 DODGE AVENGER SXT
HSB	HSB - SOD	2010 FORD EXPEDITION
HSB	HSB - SOD	2010 FORD EXPEDITION
HSB	HSB - SOD	2011 FORD F-350
HSB	HSB - SOD	2011 FORD F-550
HSB	HSB - SOD	2011 FORD FOCUS SE
HSB	HSB - SOD	2012 CHEVROLET SUBURBAN
HSB	HSB - SOD	2012 DODGE RAM 3500
HSB	HSB - SOD	2012 FORD E-350
HSB	HSB - SOD	2013 CHEVROLET IMPALA
HSB	HSB - SOD	2013 FORD UTILITY
HSB	HSB - SOD	2013 FORD UTILITY
HSB	HSB - SOD	2013 FORD UTILITY
HSB	HSB - SOD	2013 FORD UTILITY
HSB	HSB - SOD	2013 FORD UTILITY
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 FORD UTILITY K9
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2013 H-D FLHTP-I
HSB	HSB - SOD	2014 CHEVROLET 3500
HSB	HSB - SOD	2014 DODGE RAM 1500
HSB	HSB - SOD	2014 DODGE RAM 1500
HSB	HSB - SOD	2014 DODGE RAM 1500
HSB	HSB - SOD	2014 DODGE RAM 2500
HSB	HSB - SOD	2014 DODGE RAM 2500
HSB	HSB - SOD	2014 DODGE RAM 2500
HSB	HSB - SOD	2014 DODGE RAM 2500
HSB	HSB - SOD	2014 DODGE RAM 2500
HSB	HSB - SOD	2014 DODGE RAM 3500
HSB	HSB - SOD	2014 FORD F-350
HSB	HSB - SOD	2014 FORD F-350
HSB	HSB - SOD	2014 FORD F-350
HSB	HSB - SOD	2014 FORD F-550
HSB	HSB - SOD	2014 FORD INTC-Sedan
HSB	HSB - SOD	2014 FORD INTC-Sedan
HSB	HSB - SOD	2014 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2014 FORD INTC-Sedan
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2014 FORD UTILITY K9
HSB	HSB - SOD	2015 CHEVROLET SILVERADO
HSB	HSB - SOD	2015 CHEVROLET SILVERADO
HSB	HSB - SOD	2015 FORD INTC-Sedan
HSB	HSB - SOD	2015 FORD Transit 350 Wagon
HSB	HSB - SOD	2015 FORD UTILITY
HSB	HSB - SOD	2015 FORD UTILITY
HSB	HSB - SOD	2015 FORD UTILITY K9
HSB	HSB - SOD	2015 FORD UTILITY K9
HSB	HSB - SOD	2015 FREIGHTLINER M2106V
HSB	HSB - SOD	2015 RAM 3500
HSB	HSB - SOD	2015 RAM 3500
HSB	HSB - SOD	2015 RAM 3500
HSB	HSB - SOD	2015 SOLAR TECH SILENT MESSENGER
HSB	HSB - SOD	2016 CHEVROLET IMPALA
HSB	HSB - SOD	2016 CHEVROLET IMPALA
HSB	HSB - SOD	2016 CHEVROLET IMPALA
HSB	HSB - SOD	2016 CHEVROLET IMPALA
HSB	HSB - SOD	2016 CHEVROLET IMPALA
HSB	HSB - SOD	2016 FORD F-350
HSB	HSB - SOD	2016 FORD F-350
HSB	HSB - SOD	2016 FORD F-350
HSB	HSB - SOD	2016 FORD F-350
HSB	HSB - SOD	2016 FORD F-350
HSB	HSB - SOD	2016 FORD INTC-Sedan
HSB	HSB - SOD	2016 FORD INTC-Sedan
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FORD UTILITY K9
HSB	HSB - SOD	2016 FREIGHTLINER M2106V
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2016 H-D FLHTP
HSB	HSB - SOD	2017 DODGE DURANGO
HSB	HSB - SOD	2017 DODGE RAM 2500
HSB	HSB - SOD	2017 DODGE RAM 2500
HSB	HSB - SOD	2017 DODGE RAM 3500
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 FORD UTILITY

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2017 FORD UTILITY
HSB	HSB - SOD	2017 RAM 3500 PROMASTER CARGO
HSB	HSB - SOD	2017 RAM 3500 PROMASTER CARGO
HSB	HSB - SOD	2017 RAM 3500 PROMASTER CARGO
HSB	HSB - SOD	2017 RAM 3500 PROMASTER CARGO
HSB	HSB - SOD	2017 RAM 3500 PROMASTER CARGO
HSB	HSB - SOD	2017 RAM 3500 PROMASTER CARGO
HSB	HSB - SOD	2018 DODGE RAM 1500
HSB	HSB - SOD	2018 DODGE RAM 1500
HSB	HSB - SOD	2018 DODGE RAM 1500
HSB	HSB - SOD	2018 DODGE RAM 1500
HSB	HSB - SOD	2018 FORD E-450
HSB	HSB - SOD	2018 FORD Transit 350 Wagon
HSB	HSB - SOD	2018 FORD Transit 350 Wagon
HSB	HSB - SOD	2018 FORD UTILITY
HSB	HSB - SOD	2019 DODGE RAM 1500
HSB	HSB - SOD	2019 DODGE RAM 1500
HSB	HSB - SOD	2019 FORD F-250
HSB	HSB - SOD	2019 FORD F-250
HSB	HSB - SOD	2019 FORD F-550
HSB	HSB - SOD	2019 FORD INTC-Sedan
HSB	HSB - SOD	2019 FORD INTC-Sedan
HSB	HSB - SOD	2019 FORD INTC-Sedan
HSB	HSB - SOD	2019 FORD TRANSIT 250 VAN
HSB	HSB - SOD	2019 FORD TRANSIT 250 VAN
HSB	HSB - SOD	2019 FORD UTILITY
HSB	HSB - SOD	2019 FORD UTILITY
HSB	HSB - SOD	2019 FORD UTILITY
HSB	HSB - SOD	2019 FORD UTILITY
HSB	HSB - SOD	2019 FORD UTILITY K9
HSB	HSB - SOD	2019 FORD UTILITY K9
HSB	HSB - SOD	2019 FORD UTILITY K9
HSB	HSB - SOD	2019 FORD UTILITY K9
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 BMW R1250RT-P
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO

Bureau	DEPT	YEAR/MAKE/MODEL
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 DODGE DURANGO
HSB	HSB - SOD	2020 FORD F-550
IAB	HSB - SOD	2014 CHEVROLET IMPALA
IAB	IAB	2011 CHEVROLET IMPALA
IAB	IAB	2015 CHEVROLET MALIBU
IAB	IAB	2016 CHEVROLET IMPALA
IAB	IAB	2017 FORD UTILITY
IAB	IAB - IAD	2010 FORD CROWN VICTORIA
IAB	IAB - IAD	2012 CHEVROLET IMPALA
IAB	IAB - IAD	2014 CHEVROLET CRUZE
IAB	IAB - IAD	2014 CHEVROLET IMPALA
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2014 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET COLORADO
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
IAB	IAB - IAD	2015 CHEVROLET MALIBU
IAB	IAB - IAD	2015 DODGE DURANGO
IAB	IAB - IAD	2015 HYUNDAI SANTA FE
IAB	IAB - IAD	2016 CHEVROLET IMPALA
IAB	IAB - IAD	2017 CHEVROLET MALIBU
IAB	IAB - IAD	2017 CHEVROLET MALIBU
IAB	IAB - IAD	2017 CHEVROLET MALIBU
IAB	IAB - IAD	2018 DODGE RAM 1500
IAB	IAB - IAD	2018 FORD FUSION
IAB	IAB - IAD	2018 FORD FUSION
IAB	IAB - IAD	2018 FORD FUSION
IAB	IAB - IAD	2018 FORD FUSION
IAB	IAB - IAD	2019 FORD FUSION
IAB	IAB - RMD	2010 DODGE AVENGER SXT
IAB	IAB - RMD	2013 CHEVROLET IMPALA
IAB	IAB - RMD	2014 CHEVROLET IMPALA
IAB	IAB - RMD	2016 FORD INTC-Sedan
IAB	IAB - RMD	2016 FORD INTC-Sedan
ISB	ISB	2014 DODGE CHARGER
ISB	ISB	2015 CHEVROLET MALIBU
ISB	ISB	2016 FORD INTC-Sedan
ISB	ISB	2016 FORD UTILITY
ISB	ISB	2016 FORD UTILITY
ISB	ISB - 1DDU	2013 CHEVROLET IMPALA
ISB	ISB - 1DDU	2014 CHEVROLET MALIBU
ISB	ISB - 1DDU	2014 CHEVROLET MALIBU
ISB	ISB - 1DDU	2015 CHEVROLET MALIBU
ISB	ISB - 1DDU	2017 CHEVROLET MALIBU
ISB	ISB - 1DDU	2017 CHEVROLET MALIBU
ISB	ISB - 1DDU	2018 FORD FUSION
ISB	ISB - 2DDU	2014 CHEVROLET MALIBU
ISB	ISB - 2DDU	2014 CHEVROLET MALIBU
ISB	ISB - 2DDU	2014 CHEVROLET MALIBU
ISB	ISB - 2DDU	2015 CHEVROLET MALIBU
ISB	ISB - 2DDU	2017 CHEVROLET MALIBU
ISB	ISB - 2DDU	2017 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - 3DDU	2013 CHEVROLET IMPALA
ISB	ISB - 3DDU	2014 CHEVROLET MALIBU
ISB	ISB - 3DDU	2014 CHEVROLET MALIBU
ISB	ISB - 3DDU	2017 CHEVROLET MALIBU
ISB	ISB - 3DDU	2017 CHEVROLET MALIBU
ISB	ISB - 3DDU	2017 CHEVROLET MALIBU
ISB	ISB - 3DDU	2018 FORD FUSION
ISB	ISB - 3DDU	2018 FORD FUSION
ISB	ISB - 4DDU	2010 DODGE AVENGER SXT
ISB	ISB - 4DDU	2014 CHEVROLET MALIBU
ISB	ISB - 4DDU	2014 CHEVROLET MALIBU
ISB	ISB - 4DDU	2015 CHEVROLET MALIBU
ISB	ISB - 4DDU	2015 CHEVROLET MALIBU
ISB	ISB - 4DDU	2015 CHEVROLET MALIBU
ISB	ISB - 4DDU	2015 CHEVROLET MALIBU
ISB	ISB - 4DDU	2017 CHEVROLET MALIBU
ISB	ISB - 5DDU	2008 CHEVROLET IMPALA
ISB	ISB - 5DDU	2013 CHEVROLET MALIBU
ISB	ISB - 5DDU	2014 CHEVROLET MALIBU
ISB	ISB - 5DDU	2014 CHEVROLET MALIBU
ISB	ISB - 5DDU	2014 CHEVROLET MALIBU
ISB	ISB - 5DDU	2015 CHEVROLET MALIBU
ISB	ISB - 5DDU	2017 CHEVROLET MALIBU
ISB	ISB - 5DDU	2018 FORD FUSION
ISB	ISB - 6DDU	2010 CHEVROLET IMPALA
ISB	ISB - 6DDU	2013 CHEVROLET IMPALA
ISB	ISB - 6DDU	2014 CHEVROLET MALIBU
ISB	ISB - 6DDU	2014 CHEVROLET MALIBU
ISB	ISB - 6DDU	2014 CHEVROLET MALIBU
ISB	ISB - 6DDU	2014 CHEVROLET MALIBU
ISB	ISB - 6DDU	2017 CHEVROLET MALIBU
ISB	ISB - 6DDU	2018 FORD FUSION
ISB	ISB - 6DDU	2018 FORD FUSION
ISB	ISB - 6DDU	2018 FORD FUSION
ISB	ISB - 7DDU	2012 CHEVROLET IMPALA
ISB	ISB - 7DDU	2014 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - 7DDU	2015 CHEVROLET MALIBU
ISB	ISB - 7DDU	2015 CHEVROLET MALIBU
ISB	ISB - 7DDU	2015 CHEVROLET MALIBU
ISB	ISB - 7DDU	2017 CHEVROLET MALIBU
ISB	ISB - 7DDU	2017 CHEVROLET MALIBU
ISB	ISB - 7DDU	2018 FORD FUSION
ISB	ISB - 7DDU	2018 FORD FUSION
ISB	ISB - CID	2010 CHEVROLET IMPALA
ISB	ISB - CID	2010 DODGE AVENGER SXT
ISB	ISB - CID	2010 DODGE AVENGER SXT
ISB	ISB - CID	2011 CHEVROLET IMPALA
ISB	ISB - CID	2012 CHEVROLET IMPALA
ISB	ISB - CID	2013 CHEVROLET IMPALA
ISB	ISB - CID	2013 CHEVROLET IMPALA
ISB	ISB - CID	2013 CHEVROLET IMPALA
ISB	ISB - CID	2013 CHEVROLET IMPALA
ISB	ISB - CID	2013 CHEVROLET IMPALA
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2013 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2014 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 CHEVROLET MALIBU
ISB	ISB - CID	2015 FORD F-150
ISB	ISB - CID	2015 FORD INTC-Sedan
ISB	ISB - CID	2015 FORD INTC-Sedan
ISB	ISB - CID	2015 FORD INTC-Sedan PT
ISB	ISB - CID	2015 FORD Transit 350 Wagon
ISB	ISB - CID	2016 CHEVROLET IMPALA
ISB	ISB - CID	2016 CHRYSLER 200 Limited
ISB	ISB - CID	2016 FORD INTC-Sedan
ISB	ISB - CID	2016 FORD UTILITY PT
ISB	ISB - CID	2016 RAM 1500
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 CHEVROLET MALIBU
ISB	ISB - CID	2017 DODGE DURANGO
ISB	ISB - CID	2017 DODGE DURANGO
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD FUSION
ISB	ISB - CID	2018 FORD Transit XLT Wagon SWB
ISB	ISB - CID	2019 FORD FUSION
ISB	ISB - CID	2019 FORD FUSION
ISB	ISB - CID	2020 FORD FUSION
ISB	ISB - CID	2021 FORD TRANSIT CONNECT XL VAN
ISB	ISB - CID	2021 FORD TRANSIT CONNECT XL VAN
ISB	ISB - CSID	2013 FORD UTILITY
ISB	ISB - CSID	2013 FORD UTILITY
ISB	ISB - CSID	2013 FORD UTILITY
ISB	ISB - CSID	2014 CHEVROLET IMPALA
ISB	ISB - CSID	2015 CHEVROLET MALIBU
ISB	ISB - CSID	2016 CHEVROLET IMPALA
ISB	ISB - CSID	2019 FORD FUSION
ISB	ISB - CSID	2019 FORD FUSION

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - CSID	2019 FORD TRANSIT 250 VAN
ISB	ISB - CSID	2019 FORD TRANSIT 250 VAN
ISB	ISB - NSID	2009 PONTIAC G6
ISB	ISB - NSID	2010 CHEVROLET IMPALA
ISB	ISB - NSID	2010 DODGE AVENGER SXT
ISB	ISB - NSID	2010 DODGE AVENGER SXT
ISB	ISB - NSID	2010 DODGE CHARGER
ISB	ISB - NSID	2010 FORD FOCUS SE
ISB	ISB - NSID	2011 CHEVROLET IMPALA
ISB	ISB - NSID	2011 CHEVROLET IMPALA
ISB	ISB - NSID	2012 CHEVROLET IMPALA
ISB	ISB - NSID	2012 CHEVROLET IMPALA
ISB	ISB - NSID	2013 CHEVROLET IMPALA
ISB	ISB - NSID	2013 CHEVROLET IMPALA
ISB	ISB - NSID	2013 CHEVROLET IMPALA
ISB	ISB - NSID	2013 CHEVROLET IMPALA
ISB	ISB - NSID	2013 CHEVROLET MALIBU
ISB	ISB - NSID	2013 FORD INTC-Sedan PT
ISB	ISB - NSID	2013 FORD UTILITY
ISB	ISB - NSID	2013 FORD UTILITY
ISB	ISB - NSID	2013 FORD UTILITY PT
ISB	ISB - NSID	2013 FORD UTILITY PT
ISB	ISB - NSID	2014 CHEVROLET IMPALA
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 CHEVROLET MALIBU
ISB	ISB - NSID	2014 DODGE CHARGER
ISB	ISB - NSID	2014 FORD INTC-Sedan PT
ISB	ISB - NSID	2014 FORD UTILITY
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHEVROLET MALIBU
ISB	ISB - NSID	2015 CHRYSLER 200 Limited
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD INTC-Sedan
ISB	ISB - NSID	2015 FORD Transit 350 Wagon
ISB	ISB - NSID	2015 HYUNDAI SONATA
ISB	ISB - NSID	2015 HYUNDAI SONATA
ISB	ISB - NSID	2016 CHEVROLET IMPALA
ISB	ISB - NSID	2016 CHEVROLET IMPALA
ISB	ISB - NSID	2016 CHEVROLET IMPALA
ISB	ISB - NSID	2016 DODGE DART
ISB	ISB - NSID	2016 FORD UTILITY
ISB	ISB - NSID	2016 FORD UTILITY K9
ISB	ISB - NSID	2016 HYUNDAI SONATA
ISB	ISB - NSID	2016 KIA Optima
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2017 CHEVROLET MALIBU
ISB	ISB - NSID	2018 DODGE JOURNEY SE
ISB	ISB - NSID	2018 FORD FUSION
ISB	ISB - NSID	2018 FORD FUSION
ISB	ISB - NSID	2018 FORD FUSION
ISB	ISB - NSID	2018 FORD FUSION
ISB	ISB - NSID	2018 FORD FUSION
ISB	ISB - NSID	2018 FORD FUSION
ISB	ISB - NSID	2018 FORD TRANSIT CONNECT XL VAN
ISB	ISB - NSID	2018 FORD TRANSIT CONNECT XL VAN
ISB	ISB - NSID	2018 FORD Transit XLT Wagon SWB
ISB	ISB - NSID	2018 FORD Transit XLT Wagon SWB
ISB	ISB - NSID	2018 HYUNDAI ELANTRA SEL
ISB	ISB - NSID	2018 HYUNDAI ELANTRA SEL
ISB	ISB - NSID	2018 HYUNDAI ELANTRA SEL
ISB	ISB - NSID	2018 HYUNDAI ELANTRA SEL
ISB	ISB - NSID	2018 HYUNDAI ELANTRA SEL
ISB	ISB - NSID	2018 HYUNDAI ELANTRA SEL
ISB	ISB - NSID	2019 FORD FUSION
ISB	ISB - NSID	2019 FORD FUSION
ISB	ISB - NSID	2019 FORD FUSION
ISB	ISB - NSID	2019 FORD FUSION
ISB	ISB - NSID	2019 FORD FUSION
ISB	ISB - NSID	2019 FORD FUSION
ISB	ISB - NSID	2020 FORD FUSION
ISB	ISB - SSD	2010 FORD FOCUS SE
ISB	ISB - SSD	2012 CHEVROLET IMPALA
ISB	ISB - SSD	2012 CHEVROLET IMPALA
ISB	ISB - SSD	2012 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2013 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 CHEVROLET IMPALA
ISB	ISB - SSD	2014 DODGE CHARGER
ISB	ISB - SSD	2015 CHEVROLET MALIBU
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2016 CHEVROLET IMPALA
ISB	ISB - SSD	2019 FORD FUSION
ISB	ISB - SSD	2019 FORD FUSION
ISB	ISB - YFSD	1989 MERCURY COUGAR
ISB	ISB - YFSD	2011 CHEVROLET IMPALA
ISB	ISB - YFSD	2013 FORD INTC-Sedan
ISB	ISB - YFSD	2013 FORD UTILITY
ISB	ISB - YFSD	2013 FORD UTILITY PT
ISB	ISB - YFSD	2014 CHEVROLET IMPALA
ISB	ISB - YFSD	2014 CHEVROLET MALIBU
ISB	ISB - YFSD	2014 CHEVROLET MALIBU
ISB	ISB - YFSD	2014 CHEVROLET MALIBU
ISB	ISB - YFSD	2014 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 CHEVROLET MALIBU
ISB	ISB - YFSD	2015 FORD INTC-Sedan
ISB	ISB - YFSD	2015 FORD Transit 350 Wagon
ISB	ISB - YFSD	2015 FORD Transit 350 Wagon
ISB	ISB - YFSD	2015 FORD Transit 350 Wagon
ISB	ISB - YFSD	2016 CHEVROLET IMPALA
ISB	ISB - YFSD	2016 CHEVROLET IMPALA
ISB	ISB - YFSD	2016 CHEVROLET IMPALA
ISB	ISB - YFSD	2016 FORD INTC-Sedan
ISB	ISB - YFSD	2016 FORD INTC-Sedan
ISB	ISB - YFSD	2016 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
ISB	ISB - YFSD	2016 FORD UTILITY
ISB	ISB - YFSD	2017 CHEVROLET MALIBU
ISB	ISB - YFSD	2017 CHEVROLET MALIBU
ISB	ISB - YFSD	2017 CHEVROLET MALIBU
ISB	ISB - YFSD	2017 RAM 3500 PROMASTER CARGO
ISB	ISB - YFSD	2018 FORD FUSION
ISB	ISB - YFSD	2018 FORD FUSION
ISB	ISB - YFSD	2018 FORD FUSION
ITB	ITB	2006 DODGE CARAVAN
ITB	ITB	2007 CHEVROLET SILVERADO
ITB	ITB	2010 DODGE AVENGER SXT
ITB	ITB	2010 FORD CROWN VICTORIA
ITB	ITB	2010 FORD FOCUS SE
ITB	ITB	2012 DODGE GRAND CARAVAN
ITB	ITB	2013 MOBILE SURVEILLANCE TR
ITB	ITB	2013 MOBILE SURVEILLANCE TR
ITB	ITB	2013 MOBILE SURVEILLANCE TR
ITB	ITB	2013 MOBILE SURVEILLANCE TR
ITB	ITB	2013 MOBILE SURVEILLANCE TR
ITB	ITB	2014 CHEVROLET MALIBU
ITB	ITB	2016 CHEVROLET IMPALA
ITB	ITB	2016 Mobile Pro 3400 Commander
ITB	ITB	2016 Mobile Pro 3400 Commander
ITB	ITB	2016 Mobile Pro 3400 Commander
ITB	ITB	2016 Mobile Pro 3400 Commander
ITB	ITB	2016 Mobile Pro 3400 Commander
ITB	ITB	2017 FORD TRANSIT CONNECT XL VAN
ITB	ITB	2017 SIRCHIE TRAILER
ITB	ITB	2017 SIRCHIE TRAILER
ITB	ITB	2017 SIRCHIE TRAILER
ITB	ITB	2017 SIRCHIE TRAILER
ITB	ITB	2017 SIRCHIE TRAILER
ITB	ITB	2018 FORD Transit XLT Wagon SWB
ITB	ITB	2019 Mobile Pro 3400 Commander
ITB	ITB	2019 Mobile Pro 3400 Commander
ITB	ITB	2019 Mobile Pro 3400 Commander

Bureau	DEPT	YEAR/MAKE/MODEL
ITB	ITB	2019 Mobile Pro 3400 Commander
ITB	ITB	2019 Mobile Pro 3400 Commander
ITB	ITB	2019 Mobile Pro 3400 Commander
ITB	ITB	2019 Mobile Pro 3400 Commander
OAG	Office of The Attorney General	2013 DODGE AVENGER SXT
OAG	Office of The Attorney General	2013 DODGE AVENGER SXT
PDB	PDB	2016 FORD UTILITY
PDB	PDB - DRD	2015 CHEVROLET MALIBU
PDB	PDB - MPA	2006 NISSAN FORKLIFT
PDB	PDB - MPA	2007 FORD F-350
PDB	PDB - MPA	2009 PONTIAC G6
PDB	PDB - MPA	2013 CHEVROLET IMPALA
PDB	PDB - MPA	2013 CHEVROLET IMPALA
PDB	PDB - MPA	2013 CHEVROLET IMPALA
PDB	PDB - MPA	2013 FORD INTC-Sedan
PDB	PDB - MPA	2013 FORD UTILITY
PDB	PDB - MPA	2014 CHEVROLET IMPALA
PDB	PDB - MPA	2014 CHEVROLET IMPALA
PDB	PDB - MPA	2014 CHEVROLET IMPALA
PDB	PDB - MPA	2014 CHEVROLET MALIBU
PDB	PDB - MPA	2014 DODGE CHARGER
PDB	PDB - MPA	2014 FORD E-350
PDB	PDB - MPA	2014 FORD E-350
PDB	PDB - MPA	2015 CHEVROLET MALIBU
PDB	PDB - MPA	2015 CHEVROLET MALIBU
PDB	PDB - MPA	2015 FORD INTC-Sedan
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD Transit 350 Wagon
PDB	PDB - MPA	2015 FORD UTILITY
PDB	PDB - MPA	2016 CHEVROLET IMPALA
PDB	PDB - MPA	2016 CHEVROLET IMPALA

Bureau	DEPT	YEAR/MAKE/MODEL
PDB	PDB - MPA	2016 CHEVROLET IMPALA
PDB	PDB - MPA	2016 FORD F-350
PDB	PDB - MPA	2016 FORD INTC-Sedan
PDB	PDB - MPA	2016 FORD INTC-Sedan
PDB	PDB - MPA	2016 FORD INTC-Sedan
PDB	PDB - MPA	2016 FORD INTC-Sedan
PDB	PDB - MPA	2016 FORD INTC-Sedan
PDB	PDB - MPA	2016 FORD Transit 350 Wagon
PDB	PDB - MPA	2016 FORD UTILITY
PDB	PDB - MPA	2016 FORD UTILITY
PDB	PDB - MPA	2016 INTERNATIONAL 44 Passenger Bus
PDB	PDB - MPA	2017 FORD Transit XLT Wagon SWB
PDB	PDB - MPA	2017 FORD UTILITY PT
PDB	PDB - MPA	2017 FORD UTILITY PT
PDB	PDB - MPA	2017 RAM 3500 PROMASTER CARGO
PDB	PDB - MPA	2019 FORD FUSION
PDB	PDB - MPA	2019 FORD FUSION
PDB	PDB - MPA	2019 FORD FUSION
PDB	PDB - MPA	2019 FORD FUSION
PDB	PDB - OVC	2012 CHEVROLET IMPALA
PDB	PDB - OVC	2012 CHEVROLET IMPALA
PDB	PDB - OVC	2013 CHEVROLET IMPALA
PDB	PDB - OVC	2014 DODGE CHARGER
PDB	PDB - OVC	2014 DODGE CHARGER
PDB	PDB - OVC	2015 FORD INTC-Sedan
PDB	PDB - OVC	2015 FORD INTC-Sedan
PDB	PDB - OVC	2016 CHEVROLET IMPALA
PDB	PDB - OVC	2016 CHEVROLET IMPALA
PDB	PDB - OVC	2019 DODGE CHARGER
PDB	PDB - OVC	2019 FORD FUSION
PDB	PDB - Recruiting	2011 CHEVROLET IMPALA
PDB	PDB - Recruiting	2013 CHEVROLET MALIBU
PDB	PDB - Recruiting	2014 DODGE CHARGER
PDB	PDB - Recruiting	2016 FORD Transit XLT Wagon SWB
PDB	PDB - Recruiting	2017 CHEVROLET MALIBU
PDB	PDB - Recruiting	2017 CHEVROLET MALIBU

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN	2012 CHEVROLET CRUZE
PSN	PSN	2014 FORD INTC-Sedan
PSN	PSN	2014 FORD UTILITY
PSN	PSN	2015 CHEVROLET MALIBU
PSN	PSN	2018 FORD UTILITY
PSN	PSN	2019 FORD TRANSIT 250 VAN
PSN	PSN	2020 FORD UTILITY
PSN	PSN - 2D	2002 FABRIQUE SMART WORKHO
PSN	PSN - 2D	2008 H-D XL883
PSN	PSN - 2D	2009 HONDA REBEL
PSN	PSN - 2D	2009 HONDA REBEL
PSN	PSN - 2D	2009 HONDA REBEL
PSN	PSN - 2D	2009 HONDA REBEL
PSN	PSN - 2D	2009 HONDA REBEL
PSN	PSN - 2D	2010 CHEVROLET 3500
PSN	PSN - 2D	2012 FORD E-350
PSN	PSN - 2D	2013 CHEVROLET IMPALA
PSN	PSN - 2D	2013 H-D FLHTP-I
PSN	PSN - 2D	2013 H-D FLHTP-I
PSN	PSN - 2D	2013 HONDA REBEL
PSN	PSN - 2D	2013 HONDA REBEL
PSN	PSN - 2D	2013 HONDA REBEL
PSN	PSN - 2D	2013 HONDA REBEL
PSN	PSN - 2D	2013 HONDA REBEL
PSN	PSN - 2D	2013 HONDA REBEL
PSN	PSN - 2D	2014 CHEVROLET CRUZE
PSN	PSN - 2D	2014 CHEVROLET IMPALA
PSN	PSN - 2D	2014 CHEVROLET IMPALA
PSN	PSN - 2D	2014 CHEVROLET IMPALA
PSN	PSN - 2D	2014 CHEVROLET MALIBU
PSN	PSN - 2D	2014 DODGE CHARGER
PSN	PSN - 2D	2014 FORD INTC-Sedan
PSN	PSN - 2D	2014 FORD INTC-Sedan
PSN	PSN - 2D	2014 HONDA REBEL
PSN	PSN - 2D	2014 HONDA REBEL
PSN	PSN - 2D	2014 HONDA REBEL

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 2D	2014 HONDA REBEL
PSN	PSN - 2D	2014 HONDA REBEL
PSN	PSN - 2D	2014 Progression LIGHT TOWER
PSN	PSN - 2D	2015 CHEVROLET MALIBU
PSN	PSN - 2D	2016 CHEVROLET IMPALA
PSN	PSN - 2D	2016 CHEVROLET IMPALA
PSN	PSN - 2D	2016 CHEVROLET IMPALA
PSN	PSN - 2D	2016 FORD INTC-Sedan
PSN	PSN - 2D	2016 FORD Transit 350 Wagon
PSN	PSN - 2D	2016 FORD UTILITY
PSN	PSN - 2D	2016 FORD UTILITY
PSN	PSN - 2D	2017 DODGE RAM 1500
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD INTC-Sedan
PSN	PSN - 2D	2017 FORD Transit 350 Wagon
PSN	PSN - 2D	2017 FORD UTILITY
PSN	PSN - 2D	2017 FORD UTILITY
PSN	PSN - 2D	2017 FORD UTILITY PT
PSN	PSN - 2D	2018 CHEVROLET EXPRESS VAN
PSN	PSN - 2D	2018 CHEVROLET EXPRESS VAN
PSN	PSN - 2D	2018 FORD UTILITY
PSN	PSN - 2D	2018 FORD UTILITY PT
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD INTC-Sedan
PSN	PSN - 2D	2019 FORD TRANSIT 250 VAN
PSN	PSN - 2D	2019 FORD UTILITY
PSN	PSN - 2D	2019 FORD UTILITY
PSN	PSN - 2D	2019 FORD UTILITY
PSN	PSN - 2D	2019 FORD UTILITY PT
PSN	PSN - 2D	2019 FORD UTILITY PT
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO
PSN	PSN - 2D	2020 DODGE DURANGO PT
PSN	PSN - 2D	2020 DODGE DURANGO PT
PSN	PSN - 2D	2020 DODGE DURANGO PT

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 2D	2020 DODGE DURANGO PT
PSN	PSN - 2D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2008 H-D XL883
PSN	PSN - 3D	2008 H-D XL883
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2009 HONDA REBEL
PSN	PSN - 3D	2010 CHEVROLET IMPALA
PSN	PSN - 3D	2012 CHEVROLET IMPALA
PSN	PSN - 3D	2012 CHEVROLET IMPALA
PSN	PSN - 3D	2013 FORD INTC-Sedan
PSN	PSN - 3D	2013 H-D FLHTP-I
PSN	PSN - 3D	2013 H-D FLHTP-I
PSN	PSN - 3D	2013 HONDA REBEL
PSN	PSN - 3D	2013 HONDA REBEL
PSN	PSN - 3D	2013 HONDA REBEL
PSN	PSN - 3D	2013 HONDA REBEL
PSN	PSN - 3D	2014 CHEVROLET IMPALA
PSN	PSN - 3D	2014 CHEVROLET IMPALA
PSN	PSN - 3D	2014 CHEVROLET IMPALA
PSN	PSN - 3D	2014 CHEVROLET IMPALA
PSN	PSN - 3D	2014 CHEVROLET IMPALA
PSN	PSN - 3D	2014 DODGE CHARGER
PSN	PSN - 3D	2014 DODGE CHARGER
PSN	PSN - 3D	2014 DODGE CHARGER
PSN	PSN - 3D	2014 FORD INTC-Sedan
PSN	PSN - 3D	2014 HONDA REBEL
PSN	PSN - 3D	2014 Progression LIGHT TOWER

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 3D	2015 CHEVROLET MALIBU
PSN	PSN - 3D	2015 CHRYSLER 200 Limited
PSN	PSN - 3D	2015 FORD INTC-Sedan
PSN	PSN - 3D	2016 FORD INTC-Sedan
PSN	PSN - 3D	2016 FORD Transit 350 Wagon
PSN	PSN - 3D	2016 FORD Transit 350 Wagon
PSN	PSN - 3D	2016 FORD UTILITY
PSN	PSN - 3D	2016 FORD UTILITY
PSN	PSN - 3D	2017 DODGE RAM 1500
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD INTC-Sedan
PSN	PSN - 3D	2017 FORD Transit 350 Wagon
PSN	PSN - 3D	2017 FORD UTILITY
PSN	PSN - 3D	2017 FORD UTILITY
PSN	PSN - 3D	2017 FORD UTILITY
PSN	PSN - 3D	2017 FORD UTILITY
PSN	PSN - 3D	2017 FORD UTILITY
PSN	PSN - 3D	2017 FORD UTILITY PT
PSN	PSN - 3D	2017 FORD UTILITY PT
PSN	PSN - 3D	2017 FORD UTILITY PT
PSN	PSN - 3D	2017 FORD UTILITY PT
PSN	PSN - 3D	2017 FORD UTILITY PT
PSN	PSN - 3D	2018 CHEVROLET EXPRESS VAN
PSN	PSN - 3D	2018 FORD INTC-Sedan
PSN	PSN - 3D	2018 FORD INTC-Sedan
PSN	PSN - 3D	2018 FORD INTC-Sedan
PSN	PSN - 3D	2018 FORD INTC-Sedan
PSN	PSN - 3D	2018 FORD INTC-Sedan
PSN	PSN - 3D	2018 FORD INTC-Sedan
PSN	PSN - 3D	2018 FORD UTILITY

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 3D	2018 FORD UTILITY PT
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD INTC-Sedan
PSN	PSN - 3D	2019 FORD TRANSIT 250 VAN
PSN	PSN - 3D	2019 FORD UTILITY
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 DODGE DURANGO PT
PSN	PSN - 3D	2020 FORD Transit 350 Van
PSN	PSN - 4D	2002 FABRIQUE SMART WORKHO
PSN	PSN - 4D	2007 FORD FUSION

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 4D	2008 H-D XL883
PSN	PSN - 4D	2008 H-D XL883
PSN	PSN - 4D	2008 H-D XL883
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2009 HONDA REBEL
PSN	PSN - 4D	2011 CHEVROLET IMPALA
PSN	PSN - 4D	2012 CHEVROLET IMPALA
PSN	PSN - 4D	2013 CHEVROLET IMPALA
PSN	PSN - 4D	2013 CHEVROLET IMPALA
PSN	PSN - 4D	2013 CHEVROLET IMPALA
PSN	PSN - 4D	2013 CHEVROLET MALIBU
PSN	PSN - 4D	2013 FORD INTC-Sedan
PSN	PSN - 4D	2013 FORD UTILITY
PSN	PSN - 4D	2013 H-D FLHTP-I
PSN	PSN - 4D	2013 H-D FLHTP-I
PSN	PSN - 4D	2013 HONDA REBEL
PSN	PSN - 4D	2013 HONDA REBEL
PSN	PSN - 4D	2013 HONDA REBEL
PSN	PSN - 4D	2013 HONDA REBEL
PSN	PSN - 4D	2014 CHEVROLET IMPALA
PSN	PSN - 4D	2014 CHEVROLET IMPALA
PSN	PSN - 4D	2014 CHEVROLET IMPALA
PSN	PSN - 4D	2014 CHEVROLET IMPALA
PSN	PSN - 4D	2014 CHEVROLET IMPALA
PSN	PSN - 4D	2014 DODGE CHARGER
PSN	PSN - 4D	2014 DODGE CHARGER
PSN	PSN - 4D	2014 FORD UTILITY

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 4D	2014 HONDA REBEL
PSN	PSN - 4D	2014 Progression LIGHT TOWER
PSN	PSN - 4D	2015 CHEVROLET MALIBU
PSN	PSN - 4D	2015 CHEVROLET MALIBU
PSN	PSN - 4D	2016 CHEVROLET IMPALA
PSN	PSN - 4D	2016 FORD INTC-Sedan
PSN	PSN - 4D	2016 FORD UTILITY
PSN	PSN - 4D	2016 FORD UTILITY
PSN	PSN - 4D	2016 FORD UTILITY
PSN	PSN - 4D	2016 FORD UTILITY
PSN	PSN - 4D	2016 FORD UTILITY PT
PSN	PSN - 4D	2017 DODGE RAM 1500
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD INTC-Sedan
PSN	PSN - 4D	2017 FORD Transit 350 Wagon
PSN	PSN - 4D	2017 FORD UTILITY
PSN	PSN - 4D	2017 FORD UTILITY
PSN	PSN - 4D	2017 FORD UTILITY
PSN	PSN - 4D	2017 FORD UTILITY PT
PSN	PSN - 4D	2017 FORD UTILITY PT
PSN	PSN - 4D	2017 FORD UTILITY PT
PSN	PSN - 4D	2017 FORD UTILITY PT
PSN	PSN - 4D	2017 FORD UTILITY PT
PSN	PSN - 4D	2017 FORD UTILITY PT
PSN	PSN - 4D	2018 CHEVROLET EXPRESS VAN
PSN	PSN - 4D	2018 FORD INTC-Sedan
PSN	PSN - 4D	2018 FORD INTC-Sedan
PSN	PSN - 4D	2018 FORD UTILITY
PSN	PSN - 4D	2018 FORD UTILITY
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD INTC-Sedan
PSN	PSN - 4D	2019 FORD UTILITY
PSN	PSN - 4D	2019 FORD UTILITY
PSN	PSN - 4D	2019 FORD UTILITY PT
PSN	PSN - 4D	2019 FORD UTILITY PT
PSN	PSN - 4D	2019 Progression LIGHT TOWER
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO
PSN	PSN - 4D	2020 DODGE DURANGO PT
PSN	PSN - 4D	2020 DODGE DURANGO PT
PSN	PSN - 4D	2020 DODGE DURANGO PT
PSN	PSN - 4D	2020 DODGE DURANGO PT
PSN	PSN - 4D	2020 FORD Transit 350 Van
PSN	PSN - 5D	2002 FABRIQUE SMART WORKHO
PSN	PSN - 5D	2008 H-D XL883
PSN	PSN - 5D	2009 HONDA REBEL

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2009 HONDA REBEL
PSN	PSN - 5D	2012 CHEVROLET IMPALA
PSN	PSN - 5D	2012 CHEVROLET MALIBU
PSN	PSN - 5D	2013 H-D FLHTP-I
PSN	PSN - 5D	2013 H-D FLHTP-I
PSN	PSN - 5D	2013 HONDA REBEL
PSN	PSN - 5D	2013 HONDA REBEL
PSN	PSN - 5D	2014 CHEVROLET CRUZE
PSN	PSN - 5D	2014 CHEVROLET IMPALA
PSN	PSN - 5D	2014 CHEVROLET IMPALA
PSN	PSN - 5D	2014 CHEVROLET IMPALA
PSN	PSN - 5D	2014 CHEVROLET IMPALA
PSN	PSN - 5D	2014 CHEVROLET IMPALA
PSN	PSN - 5D	2014 CHEVROLET IMPALA
PSN	PSN - 5D	2014 DODGE CHARGER
PSN	PSN - 5D	2014 DODGE CHARGER
PSN	PSN - 5D	2014 FORD UTILITY
PSN	PSN - 5D	2014 HONDA REBEL
PSN	PSN - 5D	2014 HONDA REBEL
PSN	PSN - 5D	2014 HONDA REBEL
PSN	PSN - 5D	2014 HONDA REBEL
PSN	PSN - 5D	2014 Progression LIGHT TOWER
PSN	PSN - 5D	2016 CHEVROLET IMPALA
PSN	PSN - 5D	2016 CHEVROLET IMPALA
PSN	PSN - 5D	2016 CHEVROLET IMPALA
PSN	PSN - 5D	2016 CHEVROLET IMPALA
PSN	PSN - 5D	2016 FORD Transit 350 Wagon
PSN	PSN - 5D	2016 FORD UTILITY

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 5D	2016 FORD UTILITY
PSN	PSN - 5D	2016 FORD UTILITY
PSN	PSN - 5D	2016 FORD UTILITY
PSN	PSN - 5D	2016 FORD UTILITY
PSN	PSN - 5D	2016 FORD UTILITY PT
PSN	PSN - 5D	2017 DODGE RAM 1500
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD INTC-Sedan
PSN	PSN - 5D	2017 FORD Transit 350 Wagon
PSN	PSN - 5D	2017 FORD UTILITY
PSN	PSN - 5D	2017 FORD UTILITY
PSN	PSN - 5D	2017 FORD UTILITY
PSN	PSN - 5D	2017 FORD UTILITY
PSN	PSN - 5D	2017 FORD UTILITY PT
PSN	PSN - 5D	2017 FORD UTILITY PT
PSN	PSN - 5D	2017 FORD UTILITY PT
PSN	PSN - 5D	2017 FORD UTILITY PT
PSN	PSN - 5D	2017 FORD UTILITY PT
PSN	PSN - 5D	2017 FORD UTILITY PT
PSN	PSN - 5D	2018 CHEVROLET EXPRESS VAN
PSN	PSN - 5D	2018 FORD INTC-Sedan
PSN	PSN - 5D	2018 FORD INTC-Sedan
PSN	PSN - 5D	2018 FORD INTC-Sedan
PSN	PSN - 5D	2018 FORD UTILITY
PSN	PSN - 5D	2018 FORD UTILITY PT
PSN	PSN - 5D	2018 FORD UTILITY PT
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD INTC-Sedan
PSN	PSN - 5D	2019 FORD TRANSIT 250 VAN
PSN	PSN - 5D	2019 FORD UTILITY
PSN	PSN - 5D	2019 FORD UTILITY PT
PSN	PSN - 5D	2020 DODGE DURANGO
PSN	PSN - 5D	2020 DODGE DURANGO
PSN	PSN - 5D	2020 DODGE DURANGO
PSN	PSN - 5D	2020 DODGE DURANGO
PSN	PSN - 5D	2020 DODGE DURANGO
PSN	PSN - 5D	2020 DODGE DURANGO
PSN	PSN - 5D	2020 DODGE DURANGO PT
PSN	PSN - 5D	2020 DODGE DURANGO PT
PSN	PSN - 5D	2020 DODGE DURANGO PT
PSS	PSS	2014 FORD INTC-Sedan
PSS	PSS	2014 FORD INTC-Sedan
PSS	PSS	2016 CHEVROLET IMPALA
PSS	PSS	2016 CHEVROLET IMPALA
PSS	PSS	2017 FORD UTILITY
PSS	PSS	2020 FORD UTILITY
PSS	PSS - 1D	2002 FABRIQUE SMART WORKHO
PSS	PSS - 1D	2008 H-D XL883
PSS	PSS - 1D	2008 H-D XL883
PSS	PSS - 1D	2009 HONDA REBEL

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 1D	2009 HONDA REBEL
PSS	PSS - 1D	2009 HONDA REBEL
PSS	PSS - 1D	2009 HONDA REBEL
PSS	PSS - 1D	2009 HONDA REBEL
PSS	PSS - 1D	2009 HONDA REBEL
PSS	PSS - 1D	2010 CHEVROLET IMPALA
PSS	PSS - 1D	2010 DODGE AVENGER SXT
PSS	PSS - 1D	2010 DODGE AVENGER SXT
PSS	PSS - 1D	2012 CHEVROLET IMPALA
PSS	PSS - 1D	2013 CHEVROLET IMPALA
PSS	PSS - 1D	2013 FORD UTILITY
PSS	PSS - 1D	2013 FORD UTILITY
PSS	PSS - 1D	2013 H-D FLHTP-I
PSS	PSS - 1D	2013 H-D FLHTP-I
PSS	PSS - 1D	2013 HONDA REBEL
PSS	PSS - 1D	2013 HONDA REBEL
PSS	PSS - 1D	2013 HONDA REBEL
PSS	PSS - 1D	2013 HONDA REBEL
PSS	PSS - 1D	2013 HONDA REBEL
PSS	PSS - 1D	2014 CHEVROLET IMPALA
PSS	PSS - 1D	2014 DODGE CHARGER
PSS	PSS - 1D	2014 DODGE CHARGER
PSS	PSS - 1D	2014 FORD INTC-Sedan
PSS	PSS - 1D	2014 FORD INTC-Sedan
PSS	PSS - 1D	2014 FORD UTILITY
PSS	PSS - 1D	2014 FORD UTILITY
PSS	PSS - 1D	2014 HONDA REBEL
PSS	PSS - 1D	2014 HONDA REBEL
PSS	PSS - 1D	2014 HONDA REBEL
PSS	PSS - 1D	2014 HONDA REBEL
PSS	PSS - 1D	2014 Progression LIGHT TOWER
PSS	PSS - 1D	2015 CHEVROLET MALIBU
PSS	PSS - 1D	2015 CHRYSLER 200 Limited
PSS	PSS - 1D	2016 CHEVROLET IMPALA
PSS	PSS - 1D	2016 CHEVROLET IMPALA
PSS	PSS - 1D	2016 DODGE DART

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 1D	2016 FORD INTC-Sedan
PSS	PSS - 1D	2016 FORD INTC-Sedan
PSS	PSS - 1D	2016 FORD Transit 350 Wagon
PSS	PSS - 1D	2016 FORD Transit 350 Wagon
PSS	PSS - 1D	2016 FORD UTILITY
PSS	PSS - 1D	2016 FORD UTILITY
PSS	PSS - 1D	2016 FORD UTILITY
PSS	PSS - 1D	2016 FORD UTILITY
PSS	PSS - 1D	2016 FORD UTILITY PT
PSS	PSS - 1D	2017 DODGE RAM 1500
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD INTC-Sedan
PSS	PSS - 1D	2017 FORD Transit 350 Wagon
PSS	PSS - 1D	2017 FORD UTILITY
PSS	PSS - 1D	2017 FORD UTILITY
PSS	PSS - 1D	2017 FORD UTILITY PT
PSS	PSS - 1D	2017 FORD UTILITY PT
PSS	PSS - 1D	2017 FORD UTILITY PT
PSS	PSS - 1D	2017 FORD UTILITY PT
PSS	PSS - 1D	2017 FORD UTILITY PT
PSS	PSS - 1D	2018 CHEVROLET EXPRESS VAN
PSS	PSS - 1D	2018 CHEVROLET EXPRESS VAN
PSS	PSS - 1D	2018 FORD INTC-Sedan
PSS	PSS - 1D	2018 FORD INTC-Sedan
PSS	PSS - 1D	2018 FORD UTILITY
PSS	PSS - 1D	2018 FORD UTILITY
PSS	PSS - 1D	2019 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD INTC-Sedan
PSS	PSS - 1D	2019 FORD TRANSIT 250 VAN
PSS	PSS - 1D	2019 FORD UTILITY
PSS	PSS - 1D	2019 FORD UTILITY
PSS	PSS - 1D	2019 FORD UTILITY PT
PSS	PSS - 1D	2019 FORD UTILITY PT
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO
PSS	PSS - 1D	2020 DODGE DURANGO PT
PSS	PSS - 1D	2020 DODGE DURANGO PT
PSS	PSS - 1D	2020 DODGE DURANGO PT
PSS	PSS - 1D	2020 DODGE DURANGO PT
PSS	PSS - 1D	2020 DODGE DURANGO PT
PSS	PSS - 1D	2020 DODGE DURANGO PT
PSS	PSS - 1D	2020 DODGE DURANGO PT

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 1D	2020 FORD Transit 350 Van
PSS	PSS - 6D	2001 WORKHORSE P42
PSS	PSS - 6D	2007 CHEVROLET SILVERADO
PSS	PSS - 6D	2008 FORD E-250
PSS	PSS - 6D	2008 H-D XL883
PSS	PSS - 6D	2009 HONDA REBEL
PSS	PSS - 6D	2009 HONDA REBEL
PSS	PSS - 6D	2009 HONDA REBEL
PSS	PSS - 6D	2009 HONDA REBEL
PSS	PSS - 6D	2009 HONDA REBEL
PSS	PSS - 6D	2010 DODGE AVENGER SXT
PSS	PSS - 6D	2012 CHEVROLET IMPALA
PSS	PSS - 6D	2012 CHEVROLET IMPALA
PSS	PSS - 6D	2012 CHEVROLET IMPALA
PSS	PSS - 6D	2013 CHEVROLET IMPALA
PSS	PSS - 6D	2013 FORD UTILITY
PSS	PSS - 6D	2013 H-D FLHTP-I
PSS	PSS - 6D	2013 H-D FLHTP-I
PSS	PSS - 6D	2014 CHEVROLET IMPALA
PSS	PSS - 6D	2014 CHEVROLET IMPALA
PSS	PSS - 6D	2014 CHEVROLET IMPALA
PSS	PSS - 6D	2014 DODGE CHARGER
PSS	PSS - 6D	2014 DODGE CHARGER
PSS	PSS - 6D	2014 FORD FOCUS
PSS	PSS - 6D	2014 FORD INTC-Sedan
PSS	PSS - 6D	2014 FORD INTC-Sedan
PSS	PSS - 6D	2014 FORD INTC-Sedan PT
PSS	PSS - 6D	2014 FORD INTC-Sedan PT
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL
PSS	PSS - 6D	2014 HONDA REBEL

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 6D	2014 Progression LIGHT TOWER
PSS	PSS - 6D	2015 CHEVROLET MALIBU
PSS	PSS - 6D	2015 FORD UTILITY PT
PSS	PSS - 6D	2016 CHEVROLET IMPALA
PSS	PSS - 6D	2016 CHEVROLET IMPALA
PSS	PSS - 6D	2016 CHEVROLET IMPALA
PSS	PSS - 6D	2016 CHEVROLET IMPALA
PSS	PSS - 6D	2016 FORD UTILITY
PSS	PSS - 6D	2016 FORD UTILITY
PSS	PSS - 6D	2017 DODGE RAM 1500
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD INTC-Sedan
PSS	PSS - 6D	2017 FORD Transit 350 Wagon
PSS	PSS - 6D	2017 FORD UTILITY
PSS	PSS - 6D	2017 FORD UTILITY
PSS	PSS - 6D	2017 FORD UTILITY
PSS	PSS - 6D	2017 FORD UTILITY PT
PSS	PSS - 6D	2017 FORD UTILITY PT
PSS	PSS - 6D	2017 FORD UTILITY PT
PSS	PSS - 6D	2017 FORD UTILITY PT
PSS	PSS - 6D	2017 FORD UTILITY PT
PSS	PSS - 6D	2017 FORD UTILITY PT
PSS	PSS - 6D	2018 CHEVROLET EXPRESS VAN
PSS	PSS - 6D	2018 CHEVROLET EXPRESS VAN
PSS	PSS - 6D	2018 FORD INTC-Sedan
PSS	PSS - 6D	2018 FORD INTC-Sedan
PSS	PSS - 6D	2018 FORD UTILITY
PSS	PSS - 6D	2018 FORD UTILITY PT
PSS	PSS - 6D	2018 FORD UTILITY PT
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD INTC-Sedan
PSS	PSS - 6D	2019 FORD UTILITY
PSS	PSS - 6D	2019 FORD UTILITY PT
PSS	PSS - 6D	2019 FORD UTILITY PT
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO
PSS	PSS - 6D	2020 DODGE DURANGO PT
PSS	PSS - 6D	2020 DODGE DURANGO PT
PSS	PSS - 6D	2020 DODGE DURANGO PT
PSS	PSS - 6D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2001 WORKHORSE P42
PSS	PSS - 7D	2002 FABRIQUE SMART WORKHO
PSS	PSS - 7D	2008 H-D XL883
PSS	PSS - 7D	2008 H-D XL883

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 7D	2008 H-D XL883
PSS	PSS - 7D	2008 H-D XL883
PSS	PSS - 7D	2008 H-D XL883
PSS	PSS - 7D	2009 HONDA REBEL
PSS	PSS - 7D	2009 HONDA REBEL
PSS	PSS - 7D	2009 HONDA REBEL
PSS	PSS - 7D	2009 HONDA REBEL
PSS	PSS - 7D	2009 HONDA REBEL
PSS	PSS - 7D	2009 HONDA REBEL
PSS	PSS - 7D	2010 DODGE AVENGER SXT
PSS	PSS - 7D	2011 CHEVROLET IMPALA
PSS	PSS - 7D	2012 CHEVROLET IMPALA
PSS	PSS - 7D	2012 CHEVROLET IMPALA
PSS	PSS - 7D	2012 CHEVROLET IMPALA
PSS	PSS - 7D	2012 H-D FLHTP-I
PSS	PSS - 7D	2013 CHEVROLET IMPALA
PSS	PSS - 7D	2013 H-D FLHTP-I
PSS	PSS - 7D	2013 HONDA REBEL
PSS	PSS - 7D	2013 HONDA REBEL
PSS	PSS - 7D	2013 HONDA REBEL
PSS	PSS - 7D	2014 CHEVROLET IMPALA
PSS	PSS - 7D	2014 CHEVROLET IMPALA
PSS	PSS - 7D	2014 CHEVROLET IMPALA
PSS	PSS - 7D	2014 CHEVROLET IMPALA
PSS	PSS - 7D	2014 DODGE CHARGER
PSS	PSS - 7D	2014 DODGE CHARGER
PSS	PSS - 7D	2014 FORD INTC-Sedan
PSS	PSS - 7D	2014 FORD INTC-Sedan
PSS	PSS - 7D	2014 FORD INTC-Sedan
PSS	PSS - 7D	2014 FORD INTC-Sedan
PSS	PSS - 7D	2014 FORD INTC-Sedan
PSS	PSS - 7D	2014 FORD INTC-Sedan
PSS	PSS - 7D	2014 HONDA REBEL
PSS	PSS - 7D	2014 HONDA REBEL
PSS	PSS - 7D	2014 HONDA REBEL
PSS	PSS - 7D	2014 HONDA REBEL

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 7D	2014 HONDA REBEL
PSS	PSS - 7D	2014 HONDA REBEL
PSS	PSS - 7D	2014 HONDA REBEL
PSS	PSS - 7D	2015 CHRYSLER 200 Limited
PSS	PSS - 7D	2016 CHEVROLET IMPALA
PSS	PSS - 7D	2016 CHEVROLET IMPALA
PSS	PSS - 7D	2016 CHEVROLET IMPALA
PSS	PSS - 7D	2016 FORD INTC-Sedan
PSS	PSS - 7D	2016 FORD UTILITY
PSS	PSS - 7D	2016 FORD UTILITY
PSS	PSS - 7D	2016 FORD UTILITY
PSS	PSS - 7D	2016 FORD UTILITY PT
PSS	PSS - 7D	2016 FORD UTILITY PT
PSS	PSS - 7D	2017 DODGE RAM 1500
PSS	PSS - 7D	2017 FORD INTC-Sedan
PSS	PSS - 7D	2017 FORD INTC-Sedan
PSS	PSS - 7D	2017 FORD INTC-Sedan
PSS	PSS - 7D	2017 FORD INTC-Sedan
PSS	PSS - 7D	2017 FORD Transit 350 Wagon
PSS	PSS - 7D	2017 FORD UTILITY
PSS	PSS - 7D	2017 FORD UTILITY
PSS	PSS - 7D	2017 FORD UTILITY PT
PSS	PSS - 7D	2018 CHEVROLET EXPRESS VAN
PSS	PSS - 7D	2018 FORD INTC-Sedan
PSS	PSS - 7D	2018 FORD INTC-Sedan
PSS	PSS - 7D	2018 FORD INTC-Sedan
PSS	PSS - 7D	2018 FORD UTILITY
PSS	PSS - 7D	2018 FORD UTILITY PT
PSS	PSS - 7D	2018 FORD UTILITY PT
PSS	PSS - 7D	2018 FORD UTILITY PT
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD INTC-Sedan
PSS	PSS - 7D	2019 FORD TRANSIT 250 VAN
PSS	PSS - 7D	2019 FORD UTILITY
PSS	PSS - 7D	2019 FORD UTILITY PT
PSS	PSS - 7D	2019 FORD UTILITY PT
PSS	PSS - 7D	2019 FORD UTILITY PT
PSS	PSS - 7D	2019 FORD UTILITY PT
PSS	PSS - 7D	2019 Progression LIGHT TOWER
PSS	PSS - 7D	2019 Progression LIGHT TOWER
PSS	PSS - 7D	2019 Progression LIGHT TOWER
PSS	PSS - 7D	2020 DODGE DURANGO
PSS	PSS - 7D	2020 DODGE DURANGO
PSS	PSS - 7D	2020 DODGE DURANGO
PSS	PSS - 7D	2020 DODGE DURANGO
PSS	PSS - 7D	2020 DODGE DURANGO
PSS	PSS - 7D	2020 DODGE DURANGO
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT

Bureau	DEPT	YEAR/MAKE/MODEL
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 DODGE DURANGO PT
PSS	PSS - 7D	2020 FORD Transit 350 Van

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METROPOLITIAN POLICE DEPARTMENT- MPD-FA0

Agy	T Code	Vendor Name	Primary Doc Key	Primary Doc Sfx	Invoice No	Travel Description& Justification	Bank ID	Payment Date	Check No	Trans Amt	Distribution Type
FA0	224	AARON MAKANOFF	DE619956	001	TRAV ADV 2-9-10-20	INVESTIGATIVE TRAVEL	150	2/3/20	006321538	$ 182.40	FIRST CLASS MAIL
FA0	224	AARON MAKANOFF	DE621785	001	TRAV REIM- 2-9-11-20	INVESTIGATIVE TRAVEL	150	3/2/20	006327774	$ 60.34	FIRST CLASS MAIL
FA0	224	ALFRED AUSTIN-BRAXTON	DE633491	001	TRAV REIM 9-9-10-20	INVESTIGATIVE TRAVEL	150	10/20/20	006371159	$ 198.28	FIRST CLASS MAIL
FA0	224	ANDREW FINKELMAN	DE623060	001	TRAV REIM 2-11-14-20	INVESTIGATIVE TRAVEL	150	3/16/20	006331501	$ 196.00	FIRST CLASS MAIL
FA0	224	ANDREW HOROS	DE616789	001	TRAV REIM 9-28--10-2-20	NASBLA ANNUAL CONFERENCE	150	12/19/19	006312742	$ 574.00	FIRST CLASS MAIL
FA0	224	BRIANNA JORDAN	DE612688	001	TRAV REIM 8-24-29-20	NIOA TRAINING CONFERENCE	150	10/28/19	006301439	$ 328.03	FIRST CLASS MAIL
FA0	224	BRYAN MANCUSO	DE618207	001	TRAV REIM 12-2-5-20	INVESTIGATIVE TRAVEL	150	1/9/20	006316104	$ 339.75	FIRST CLASS MAIL
FA0	224	CHAD WYBLE	DE612619	001	TRAV ADV- 12-3-7-19	INTERNATIONAL WORKBOAT CONF.	150	10/30/19	006302293	$ 1,433.94	FIRST CLASS MAIL
FA0	224	CHAD WYBLE	DE618241	001	TRAV REIM 12-3-7-19	INTERNATIONAL WORKBOAT CONF.	150	1/10/20	006316217	$ 250.64	FIRST CLASS MAIL
FA0	224	CHANEL DICKERSON	DE617782	001	TRAV ADV 1-13-17-20	MCCA PELI MENTOR VISIT	150	1/6/20	006315616	$ 179.20	FIRST CLASS MAIL
FA0	224	CHANEL DICKERSON	DE623247	001	TRAV REIM 1-12-18-20	TRAINING	150	3/17/20	006331959	$ 196.95	FIRST CLASS MAIL
FA0	224	CHRISTOPHER BASTIAN	DE619907	001	TRAV ADV 2-4-6-20	INVESTIGATIVE TRAVEL	150	2/3/20	006321535	$ 146.40	FIRST CLASS MAIL
FA0	224	CHRISTOPHER BASTIAN	DE620903	001	TRAV REIM-2-4-6-20	HOMICIDE INVESTIGATIVE TRAVEL	150	2/18/20	006325282	$ 6.10	FIRST CLASS MAIL
FA0	224	CHRISTOPHER GAGLIONE	DE617249	001	TRAV REIM 11-11-12-19	DIVING & EQUIPMENT CONFERENCE	150	12/24/19	006313627	$ 734.58	FIRST CLASS MAIL
FA0	224	DAMION JOHNSON	DE614166	001	TRAV REIM- 9-22-10-5-19	ADV. TRAFFIC CRASH INVEST. COURSE	150	11/20/19	006307715	$ 89.30	FIRST CLASS MAIL
FA0	224	DAMION JOHNSON	DE615285	001	TRAV REIM- 9-22-10-5-19	ADV. TRAFFIC CRASH INVEST. COURSE	150	11/27/19	006309140	$ 81.00	FIRST CLASS MAIL
FA0	224	DANIEL WHALEN	DE623711	001	TRAV REIM 03-12-13-20	INVESTIGATIVE TRAVEL	150	3/25/20	006333306	$ 91.50	FIRST CLASS MAIL
FA0	224	ERIC WALSH	DE622200	001	TRAV REIM 02-9-12-20	INVESTIGATIVE TRAVEL	150	3/6/20	006328462	$ 342.00	FIRST CLASS MAIL
FA0	224	ERIC WALSH	DE615447	001	TRAV REIM 10-21-24-20	INVESTIGATIVE TRAVEL	150	12/3/19	006309783	$ 366.00	FIRST CLASS MAIL
FA0	224	ERIC WALSH	DE619084	001	TRAV REIM 10-21-24-19	STRMIX USA WORKSHOP	150	1/23/20	006319345	$ 35.20	FIRST CLASS MAIL
FA0	224	GABRIEL TRUBY	DE633547	001	TRAV REIM 9-27--10-1-20	INVESTIGATIVE TRAVEL	150	10/22/20	006371659	$ 357.00	FIRST CLASS MAIL
FA0	224	GLENN LOMBARDINI	DE617746	001	TRAV ADV 1-10-12-20	DIVE RESCUE INTER. ICE COURSE	150	1/6/20	006315618	$ 132.00	FIRST CLASS MAIL
FA0	224	GLENN LOMBARDINI	DE619304	001	TRAV REIM 1-10-12-20	DIVE RESCUE INTER. ICE COURSE	150	1/23/20	006319348	$ 2,356.82	FIRST CLASS MAIL
FA0	224	GLENN LOMBARDINI	DE617730	001	TRAV REIM 9-30-10-3-19	DIVE RESCUE COURSE 1	150	1/6/20	006315618	$ 625.78	FIRST CLASS MAIL
FA0	224	JAMES KELLY	DE622494	001	TRAV REIM 1-27-29-20	FEDERAL AVIATION TRAINING	150	3/6/20	006328465	$ 1,232.01	FIRST CLASS MAIL
FA0	224	JANINE LEFTWICH	DE618922	001	TRAV REIM 11-18-22-19	NATIONAL CRIMINAL JUSTICE TRAINING	150	1/17/20	006318268	$ 635.00	FIRST CLASS MAIL
FA0	224	JEFFERY CARROLL	DE613593	001	TRAV REIM- 10-27-29-19	IACP CONFERENCE	150	11/19/19	006307471	$ 69.74	FIRST CLASS MAIL
FA0	224	JEFFREY BRUCE	DE620905	001	TRAV REIM- 1-26-31-20	FARS SYTEM WIDE TRAINING	150	2/18/20	006325284	$ 386.78	FIRST CLASS MAIL
FA0	224	JEFFREY LESLIE	DE619668	001	TRAV REIM 09-30-10-3-19	DIVE RESCUE INTERNATIONAL CONF.	150	1/29/20	006320693	$ 329.93	FIRST CLASS MAIL
FA0	224	JEFFREY LESLIE	DE617735	001	TRAV REIM 09-30-10-3-19	DIVE RESCUE INTERNATIONAL CONF.	150	1/6/20	006315617	$ 495.85	FIRST CLASS MAIL
FA0	224	JEFFREY WEBER	DE619905	001	TRAV ADV 2-4-6-20	INVESTIGATIVE TRAVEL	150	2/3/20	006321536	$ 146.40	FIRST CLASS MAIL
FA0	224	JEFFREY WEBER	DE620891	001	TRAV REI- 2-4-6-20	INVESTIGATIVE TRAVEL	150	2/18/20	006325283	$ 164.20	FIRST CLASS MAIL
FA0	224	JEFFREY WEBER	DE623702	001	TRAV REIM 03-12-13-20	INVESTIGATIVE TRAVEL	150	3/25/20	006333314	$ 91.50	FIRST CLASS MAIL

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Agy	T Code	Vendor Name	Primary Doc Key	Primary Doc Sfx	Invoice No	Travel Description& Justification	Bank ID	Payment Date	Check No	Trans Amt	Distribution Type
FA0	224	JEFFREY WEBER	DE618585	001	TRAV REIM 12-15-16-19	INVESTIGATIVE TRAVEL	150	1/15/20	006317713	$ 84.00	FIRST CLASS MAIL
FA0	224	JEFFREY WEBER	DE620890	002	TRAV REIM-12-10-12-19	INVESTIGATIVE TRAVEL	150	3/2/20	006327778	$ 152.50	FIRST CLASS MAIL
FA0	224	JEFFREY WEBER	DE620891	002	TRAV REIM-12-10-12-19	INVESTIGATIVE TRAVEL	150	3/2/20	006327778	$ 6.10	FIRST CLASS MAIL
FA0	224	JODY O'LEARY	DE618575	001	TRAV REIM 12-11-14-19	FEDERAL MOTOR CARRIER SAFETY TRAINING	150	1/15/20	006317712	$ 931.37	FIRST CLASS MAIL
FA0	224	JODY O'LEARY	DE624529	001	TRAV REIM 3-1-6-20	PASSENGER VEHICLE INSPECTION TRAINING	150	4/10/20	006337075	$ 357.42	FIRST CLASS MAIL
FA0	224	JODY O'LEARY	DE623485	001	TRAV REIM 2-18-22-20	TRAINING	150	3/23/20	006332739	$ 369.83	FIRST CLASS MAIL
FA0	224	JOSHUA BRANSON	DE620893	001	TRAV REIM- 12-9-11-20	INVESTIGATIVE TRAVEL	150	2/18/20	006325280	$ 152.50	FIRST CLASS MAIL
FA0	224	KARANE WILLIAMS-THOMAS	DE619951	001	TRAV ADV 2-9-11-20	INVESTIGATIVE TRAVEL	150	2/3/20	006321537	$ 182.40	FIRST CLASS MAIL
FA0	224	KARANE WILLIAMS-THOMAS	DE621617	001	TRAV REIM- 2-9-11-20	INVESTIGATIVE TRAVEL	150	3/2/20	006327773	$ 27.60	FIRST CLASS MAIL
FA0	224	KIEL TILLEY	DE622209	001	TRAV REIM 2-9-12-20	INVESTIGATIVE TRAVEL	150	3/6/20	006328464	$ 285.99	FIRST CLASS MAIL
FA0	224	LINDSEY SCOTT	DE617246	001	TRAV REIM 11-12-16-19	DIVING & EQUIPMENT CONFERENCE	150	12/24/19	006313597	$ 1,043.06	FIRST CLASS MAIL
FA0	224	LUKE FRENCH	DE628312	001	TRAV REIM 7-1-3-20	INVESTIGATIVE TRAVEL	150	7/20/20	006354289	$ 342.68	FIRST CLASS MAIL
FA0	224	MATTHEW MAHL	DE623487	001	TRAV REIM 2-18-22-20	TRAINING	150	3/23/20	006332740	$ 338.94	FIRST CLASS MAIL
FA0	224	MATTHEW MAHL	DE624528	001	TRAV REIM 3-1-6-20	NORTH AMERICAN STANDARD INSPECTION CLASS	150	4/10/20	006337076	$ 335.50	FIRST CLASS MAIL
FA0	224	MICHAEL FULTON	DE618584	001	TRAV REIM 12-15-16-19	INVESTIGATIVE TRAVEL	150	1/15/20	006317714	$ 82.50	FIRST CLASS MAIL
FA0	224	MICHAEL FULTON	DE623049	001	TRAV REIM 2-11-14-20	INVESTIGATIVE TRAVEL	150	3/16/20	006331499	$ 196.00	FIRST CLASS MAIL
FA0	224	MICHAEL R. MILLER	DE617759	001	TRAV ADV 1-9-13-20	DIVE RESCUE INTERNATIONAL RESCUE I	150	1/6/20	006315615	$ 132.00	FIRST CLASS MAIL
FA0	224	MICHAEL R. MILLER	DE620007	001	TRAV REIM 1-9-13-20	DIVE RESCUE INTERNATIONAL RESCUE I	150	2/4/20	006321826	$ 2,264.10	FIRST CLASS MAIL
FA0	224	MICHAEL SAKKELAND	DE614204	001	TRAV REIM- 9-22--10-11-19	AIRBUS HELICOPTERS FIELD COURSE	150	11/14/19	006306269	$ 7,038.60	FIRST CLASS MAIL
FA0	224	PAUL HREBENAK	DE615402	001	TRAV REIM 10-21-24-19	INVESTIGATIVE TRAVEL	150	12/17/19	006312398	$ 532.02	FIRST CLASS MAIL
FA0	224	PAULETTE D. WOODSON	DE612613	001	TRAV ADV- 11-13-15-19	WORDS OF WORTH CONFERENCE	150	10/28/19	006301441	$ 325.09	FIRST CLASS MAIL
FA0	224	PHUSON DANG NGUYEN	DE620907	001	TRAV REIM- 1-26-31-20	FARS SYTEM WIDE TRAINING	150	2/18/20	006325288	$ 376.65	FIRST CLASS MAIL
FA0	224	RAMEY J KYLE	DE618038	001	TRAV REIM 11-4-6-19	THE LAW ENFORCEMENT JUVENILE CONVENING	150	1/8/20	006315968	$ 250.00	FIRST CLASS MAIL
FA0	224	RANDY HARRISON	DE633489	001	TRAV REIM 9-9-10-20	INVESTIGATIVE TRAVEL	150	10/20/20	006371160	$ 82.50	FIRST CLASS MAIL
FA0	224	ROBERT J. VARGA	DE612645	001	TRAV ADV- 12-3-7-19	INTERNATIONAL WORKBOAT CONF.	150	10/28/19	006301448	$ 856.74	FIRST CLASS MAIL
FA0	224	ROBERT J. VARGA	DE618245	001	TRAV REIM 12-3-7-19	INTERNATIONAL WORKBOAT CONF.	150	1/10/20	006316219	$ 415.06	FIRST CLASS MAIL
FA0	224	ROSANNE L. ETINOFF	DE617371	001	PARKING EXPEN-12-19-19	PARKING EXPENSES related to official meetings and	150	12/24/19	006313615	$ 94.15	FIRST CLASS MAIL
FA0	224	ROSANNE L. ETINOFF	DE613169	001	PARKING REIMB-10-30-19	PARKING EXPENSES for 12 months related to official meetings and training.	150	11/1/19	006302712	$ 604.35	FIRST CLASS MAIL
FA0	224	SALAH CZAPARY	DE615343	001	TRAV REIM 10-9-13-19	LAW ENFORCEMENT ALLIANCE CONFERENCE	150	12/3/19	006309784	$ 859.48	FIRST CLASS MAIL
FA0	224	SARAH BUC	DE618206	001	TRAV REIM 12-2-5-19	INVESTIGATIVE TRAVEL	150	1/9/20	006316105	$ 974.07	FIRST CLASS MAIL
FA0	224	SHANE LAMOND	DE610496	001	TRAV ADV 10-23-25-19	MCCA INTELLIGENCE CONFERENCE	150	10/7/19	006294906	$ 836.70	FIRST CLASS MAIL
FA0	224	SHANE LAMOND	DE617290	001	TRAV ADV 1-6-8-20	MCCA INTELLIGENCE CONFERENCE	150	12/24/19	006313630	$ 146.40	FIRST CLASS MAIL

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FA0	224	SHANE LAMOND	DE617774	001	TRAV ADV 1-6-8-20	MCCA INTELLIGENCE CONFERENCE	150	1/6/20	006315619	$ 486.60	FIRST CLASS MAIL
FA0	224	SHANE LAMOND	DE612590	001	TRAV ADV- 11-20-22-19	NYPD OPERATION SENTRY INTELLIGENCE CONF.	150	10/28/19	006301451	$ 725.95	FIRST CLASS MAIL
FA0	224	SHANE LAMOND	DE619338	001	TRAV REIM 1-6-8-20	MCCA INTELLIGENCE CONFERENCE	150	1/24/20	006319506	$ 446.84	FIRST CLASS MAIL
FA0	224	SHANE LAMOND	DE613805	001	TRAV REIM-10-23-25-19	INVESTIGATIVE TRAVEL	150	11/8/19	006304902	$ 252.61	FIRST CLASS MAIL
FA0	224	VICTOR J. DEPERALTA	DE614431	001	TRAV REIM- 9-22--10-5-19	INVESTIGATIVE TRAVEL	150	11/20/19	006307716	$ 140.30	FIRST CLASS MAIL
FY20 FA0 TRAINING & TRAVEL EXPENDITURES:						**Summary**				**$ 35,583.22**	
TRAVEL OCCURRED BETWEEN: 10-1-2020 thru 03-24-2021											
FA0	224	JEFFREY HERTEL	DE639253	001	TRAV ADV-4-27--5-02-21	PILOT TRAINING	150	3/4/21	006406943	$ 1,301.56	FIRST CLASS MAIL
FA0	224	KEITH BYRD	DE639343	001	TRAV ADV 3-28-21--5-1-21	BOMB CERTIFICATION	150	3/5/21	006407028	$ 5,246.00	FIRST CLASS MAIL
FY21 FA0 TRAINING & TRAVEL EXPENDITURES:						**Summary**				**$ 6,547.56**	
						Grand Total:				**$ 42,130.78**	

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Transfer-In -- MPD as a Seller				
Fiscal Year	**Buying Agency**	**Service**	**Amount**	**MOU**
2020	Department of Transportation	Alcohol Countermeasures/Impaired Driving Program	283,551	x
2020	Department of Transportation	Occupant Protection	41,845	x
2020	Department of Transportation	Pedestrian and Bicycle Safety Program	84,831	x
2020	Department of Transportation	Police Traffic Services	854,246	x
2020	Department of Transportation	Streetcar	728,486	x
2020	OAG - Child Support Enforcement	Paternity and Child Support Enforcement	273,378	x
2020	Alcoholic Beverage Regulation Admin (ABRA)	MPD to assign officers to work reimbursable details and billing licenses ar	586,624	x
2020	Department of Behavioral Health	Naloxone Kits	416,457	x
2020	OSSE	Athletic Security Services	15,273	x
2020	Office of Victims Services and Justice	Violence Against Women	169,476	x
2020	Fire and Emergency Medical Services	Police and Fire Clinic	5,392,923	x
2020	Department of General Services	Medical Services/PFC Use	9,369	x
2020	Department of Energy	DOEE - PFC Usage	4,188	x
2020	DC Public Schools	School Security	18,995,366	x
2020	Child and Family Services (RL0)	Fingerprinting Service - Guardians	12,085	x
2020	Department of Insurance, Securities and Banking	Fingerprintng Service	8,000	x
2020	DC Public Library	Fingerprintng Service	140	x
2020	FEMA Public Assistance	Public Assistance	61,772	
2020	Reimbursement from EPO	Other Expenses	46,419,240	
2020	Reimbursement from EPO	PRESIDENTIAL/VICE PRES SUP-FED PROTECT	2,459,610	
2020	Reimbursement from EPO	Equip, Depr, Maint and Oper	472,258	
FY20 Total			**77,289,118**	
2021	Department of Transportation	Alcohol Countermeasures/Impaired Driving Program	708,748	x
2021	Department of Transportation	Occupant Protection	389,400	x
2021	Department of Transportation	Pedestrian and Bicycle Safety Program	268,310	x
2021	Department of Transportation	Police Traffic Services	1,031,394	x
2021	Fire and Emergency Medical Services	Police and Fire Clinic	6,462,779	x
2021	Office of Victims Services and Justice	Violence Against Women - Criminal Investigations	76,323	x
2021	Office of Victims Services and Justice	Violence Against Women - Criminal Apprehension	104,821	x
2021	Board of Elections and Ethics	Ballot Box Escort Service	57,788	x
2021	Office of the Chief Financial Officer	Fingerprinting Service	18,675	x
2021	Office of Inspector General	Fingerprinting Service	386	x
2021	Reimbursement from EPO	Other Expenses	11,768,941	
2021	Reimbursement from EPO	PRESIDENTIAL/VICE PRES SUP-FED PROTECT	545,517	

FY21 Total (as of 04/07/21)			**21,433,082**	
Transfer Out -- MPD as a Buyer				
Fiscal Year	**Buying Agency**	**Service**	**Amount**	**MOU**
2020	OFRM	RTS - Telecom	30,469	
2020	Department of Public Works	Fleet Services/Maintenance	559,801	
2020	Office of Contracts and Procurement	P-Card	835,598	
2020	Office of the Chief Technology Officer	RTS - Telecom	363,658	
2020	Office of the Chief Technology Officer	JOIN MPD	16,361	x
2020	Office of the Chief Technology Officer	Virtual Machine & Addt'l Resource	103,508	x
2020	Criminal Justice Coordinating Council	National Criminal History Improvement Program - NCH19F	35,390	x
2020	Office of Finance & Treasury	Armored Car Service	2,500	x
2020	Office of Finance & Treasury	Cashier Services	81,738	x
FY20 Total			**2,029,023**	
2021	OFRM	RTS - Telecom	81,640	
2021	Department of Public Works	Fleet Services/Maintenance	745,553	
2021	Office of Contracts and Procurement	P-Card	335,000	
2021	Office of the Chief Technology Officer	RTS - Telecom	193,000	
2021	Office of Finance & Treasury	Armored Car Service	2,766	x
FY21 Total (as of 04/07/21)			**1,357,959**	

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Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/02/2019	BRANCH, KYI	10/01/2019	$33	SAMSCLUB #6655	Supplies/Services for Community Outreach
2020	10/02/2019	PHILLIPS, JUSTIN	10/02/2019	-$336	DISPUTE CREDIT	Travel/Training
2020	10/03/2019	DAVIS, CAROLYN	10/02/2019	$205	WM SUPERCENTER #5968	Supplies/Services for Community Outreach
2020	10/03/2019	ZUROWSKI, ROBERT	10/01/2019	$840	JOHN F KENNEDY CENTER	Supplies/Services for Community Outreach
2020	10/04/2019	BRABHAM, ROBIN	10/04/2019	$940	HOMEWOOD SUITES	Travel/Training
2020	10/04/2019	BRABHAM, ROBIN	10/04/2019	$940	HOMEWOOD SUITES	Travel/Training
2020	10/04/2019	SMALL, STACY	10/03/2019	$530	INT*IN *PRECISION CAPI	Supplies
2020	10/04/2019	SMALL, STACY	10/03/2019	$1,800	WWW.SURVEYGIZMO.COM	Services
2020	10/04/2019	ZUROWSKI, ROBERT	10/02/2019	$761	AMERICAN AIRLINES	Travel/Training
2020	10/04/2019	ZUROWSKI, ROBERT	10/02/2019	$761	AMERICAN AIRLINES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/05/2019	$157	HOMEWOOD SUITES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/05/2019	$157	HOMEWOOD SUITES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/05/2019	$807	HOMEWOOD SUITES	Travel/Training
2020	10/07/2019	BRABHAM, ROBIN	10/04/2019	$160	IACP	Services
2020	10/07/2019	ZUROWSKI, ROBERT	10/03/2019	$118	HOLIDAY INN EXPRESS AL	Travel/Training
2020	10/07/2019	ZUROWSKI, ROBERT	10/03/2019	$118	HOLIDAY INN EXPRESS AL	Travel/Training
2020	10/07/2019	ZUROWSKI, ROBERT	10/03/2019	$1,237	KIMPTON SIR FRANCES DR	Travel/Training
2020	10/08/2019	PARSONS, LESLIE	10/07/2019	$1,525	OFFICESUPPLY.COM	Supplies
2020	10/09/2019	BRANCH, KYI	10/08/2019	$182	AMZN MKTP US	Supplies/Services for Community Outreach
2020	10/09/2019	MOORE, RAYMOND	10/07/2019	$8,400	DC CHAMBER OF COMMERCE	Travel/Training
2020	10/09/2019	PARSONS, LESLIE	10/08/2019	$60	TMOBILE*LAW RELATION	Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/09/2019	PHILLIPS, JUSTIN	10/07/2019	$8,400	DC CHAMBER OF COMMERCE	Travel/Training
2020	10/09/2019	SNAPKO, ADAM	10/08/2019	$1,521	LIVE VIEW GPS	Harbor Related Supplies/Services
2020	10/09/2019	SNAPKO, ADAM	10/08/2019	$10	LIVE VIEW GPS	Harbor Related Supplies/Services
2020	10/10/2019	BRANCH, KYI	10/09/2019	$37	AMZN MKTP US	Supplies/Services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/08/2019	$1,497	POSITIVE PROMO00 OF 00	Supplies/Services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/09/2019	$105	WALMART.COM	Supplies/Services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/10/2019	$18	AMZN MKTP US	Supplies/Services for Community Outreach
2020	10/10/2019	BRANCH, KYI	10/09/2019	$64	MICHAELS STORES 1298	Supplies/Services for Community Outreach
2020	10/10/2019	SNAPKO, ADAM	10/09/2019	$175	NATIONAL SAFE BOATING	Harbor Related Supplies/Services
2020	10/11/2019	BRABHAM, ROBIN	10/10/2019	$349	THE HAMILTON GROUP	Supplies
2020	10/11/2019	BRANCH, KYI	10/11/2019	$125	TOY CONNECTION INC	Supplies/Services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/11/2019	$57	STU	Supplies/Services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/11/2019	$4	DOLLAR TREE	Supplies/Services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/11/2019	$75	OTC BRANDS, INC.	Supplies/Services for Community Outreach
2020	10/14/2019	BRANCH, KYI	10/13/2019	$19	MICHAELS STORES 1298	Supplies/Services for Community Outreach
2020	10/14/2019	VAUGHN-LEE, FAYETTE	10/11/2019	$209	LEDO PIZZA	Supplies/Services for Community Outreach
2020	10/16/2019	MONTAGNA, CAROLYN	10/15/2019	$400	MAGLOCLEN	Services
2020	10/16/2019	SETTLES, CHRISTOPHER	10/15/2019	$630	LOWES #03256	Supplies
2020	10/17/2019	BRABHAM, ROBIN	10/16/2019	$799	AUTOMATED SIGNATURE TE	Services
2020	10/17/2019	HAMILTON, ARNITA	10/15/2019	$161	RESTAURANT DEPOT	Supplies/Services for Community Outreach

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/17/2019	SETTLES, CHRISTOPHER	10/15/2019	$749	THE HOME DEPOT 2583	Supplies
2020	10/17/2019	SETTLES, CHRISTOPHER	10/15/2019	$4,760	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	10/17/2019	ZUROWSKI, ROBERT	10/15/2019	$988	DELTA	Travel/Training
2020	10/17/2019	ZUROWSKI, ROBERT	10/15/2019	$988	DELTA	Travel/Training
2020	10/18/2019	PARSONS, LESLIE	10/17/2019	$60	TMOBILE*LAW RELATION	Services
2020	10/18/2019	STARKS, ERIC	10/16/2019	$2,198	MYRIAD SOLUTIONS INC	IT Products/Services
2020	10/21/2019	SETTLES, CHRISTOPHER	10/18/2019	$37	FEDEX	Services
2020	10/21/2019	SMALL, STACY	10/18/2019	$530	INT*IN *PRECISION CAPI	Supplies
2020	10/21/2019	STARKS, ERIC	10/18/2019	$2,742	SOLARWINDS	IT Products/Services
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	$117	FRAGERS	Supplies/Services for Community Outreach
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	$142	MCCORMICK PAINT-33 DC/	Supplies/Services for Community Outreach
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	$200	PAYPAL	Supplies/Services for Community Outreach
2020	10/21/2019	VAUGHN-LEE, FAYETTE	10/18/2019	$144	FEDEX	Supplies/Services for Community Outreach
2020	10/22/2019	BRABHAM, ROBIN	10/11/2019	-$157	HOMEWOOD SUITES	Travel/Training
2020	10/22/2019	BRANCH, KYI	10/21/2019	$49	WALMART.COM	Supplies/Services for Community Outreach
2020	10/22/2019	SNAPKO, ADAM	10/21/2019	$679	HYATT REGENCY MCCORMIC	Travel/Training
2020	10/22/2019	ZUROWSKI, ROBERT	10/22/2019	-$988	DELTA	Travel/Training
2020	10/22/2019	ZUROWSKI, ROBERT	10/22/2019	-$988	DELTA	Travel/Training
2020	10/23/2019	BRANCH, KYI	10/21/2019	$85	STAR VENDING	Supplies/Services for Community Outreach
2020	10/23/2019	BRANCH, KYI	10/21/2019	$20	OTC BRANDS INC	Supplies/Services for Community Outreach

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/23/2019	DAVIS, CAROLYN	10/22/2019	$400	LOWES #03256	Supplies/Services for Community Outreach
2020	10/23/2019	SCHAEFER, JAMES	10/22/2019	$450	AIRBORNE PUBLIC SAF	Travel/Training
2020	10/23/2019	SMALL, STACY	10/22/2019	$540	PROJ VIDEO 118	Services
2020	10/23/2019	ZUROWSKI, ROBERT	10/22/2019	$1,500	SQ *SQ *A TOUCH OF CLA	Supplies/Services for Community Outreach
2020	10/24/2019	BRANCH, KYI	10/23/2019	$27	AMAZON.COM*MT9S26ZG3 A	Supplies/Services for Community Outreach
2020	10/24/2019	BRANCH, KYI	10/23/2019	$46	WALMART.COM	Supplies/Services for Community Outreach
2020	10/24/2019	SCHAEFER, JAMES	10/23/2019	$34	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2020	10/24/2019	SNAPKO, ADAM	10/22/2019	$372	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	10/24/2019	ZUROWSKI, ROBERT	10/24/2019	$988	DELTA	Travel/Training
2020	10/24/2019	ZUROWSKI, ROBERT	10/24/2019	$988	DELTA	Travel/Training
2020	10/24/2019	ZUROWSKI, ROBERT	10/22/2019	$623	CHICK-FIL-A #03882	Supplies/Services for Community Outreach
2020	10/25/2019	BRABHAM, ROBIN	10/23/2019	$774	SOUTHWEST	Travel/Training
2020	10/25/2019	BRABHAM, ROBIN	10/24/2019	$702	MHR MARQUIS CHICAGO FD	Travel/Training
2020	10/25/2019	BRABHAM, ROBIN	10/24/2019	$702	MHR MARQUIS CHICAGO FD	Travel/Training
2020	10/25/2019	BRANCH, KYI	10/24/2019	$14	MICHAELS STORES 1298	Supplies/Services for Community Outreach
2020	10/25/2019	GIBB, YUN FEI	10/24/2019	$160	SQ *SQ *SIGNING SELLER	Services
2020	10/25/2019	HAMILTON, ARNITA	10/23/2019	$107	SHOPPERS FOOD / PHAR	Supplies/Services for Community Outreach
2020	10/25/2019	HAMILTON, ARNITA	10/23/2019	$113	RESTAURANT DEPOT	Supplies/Services for Community Outreach
2020	10/25/2019	SETTLES, CHRISTOPHER	10/24/2019	$1,685	800-781-2677	Supplies
2020	10/25/2019	SNAPKO, ADAM	10/24/2019	$2,498	SPOTLIGHT EASTERN	Harbor Related Supplies/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/25/2019	STARKS, ERIC	10/24/2019	$125	TERAMIND INC	IT Products/Services
2020	10/25/2019	SUTTON, ROBERT	10/25/2019	$731	ULINE	Supplies
2020	10/28/2019	BRABHAM, ROBIN	10/25/2019	$106	SUB	Disputed Charge
2020	10/28/2019	GIBB, YUN FEI	10/25/2019	$975	INT*IN *BARRAZA COMMUN	Services
2020	10/28/2019	SMALL, STACY	10/26/2019	$98	AMAZON.COM*O42C168J3	Supplies
2020	10/28/2019	STARKS, ERIC	10/25/2019	$4,180	THE CALVIN PRICE	IT Products/Services
2020	10/28/2019	STARKS, ERIC	10/25/2019	$790	RJH SUPPLY LLC	IT Products/Services
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	$151	LOWES #03256	Supplies/Services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	$62	SPIRIT HALLOWEEN 71025	Supplies/Services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	$157	SPIRIT HALLOWEEN 71025	Supplies/Services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/29/2019	$14	AMAZON PRIME	Supplies/Services for Community Outreach
2020	10/29/2019	DAVIS, CAROLYN	10/28/2019	$256	WAL-MART #3035	Supplies/Services for Community Outreach
2020	10/29/2019	GONZALEZ, EMMA	10/27/2019	$30	GRAZIE GRAZIE	Travel/Training
2020	10/29/2019	GONZALEZ, EMMA	10/28/2019	$11	CVS/PHARMACY #10415	Travel/Training
2020	10/29/2019	SETTLES, CHRISTOPHER	10/28/2019	$869	LOWES #00907	Supplies
2020	10/30/2019	BRABHAM, ROBIN	10/29/2019	$98	CHAMPION AWARDS	Supplies
2020	10/30/2019	BRABHAM, ROBIN	10/29/2019	$755	LAPEL PINS PLUS NETWOR	Supplies
2020	10/30/2019	DAVIS, CAROLYN	10/29/2019	$253	WAL-MART #5968	Supplies/Services for Community Outreach
2020	10/30/2019	GONZALEZ, EMMA	10/28/2019	$13	GRAZIE GRAZIE	Travel/Training
2020	10/30/2019	GONZALEZ, EMMA	10/28/2019	$93	MI VIDA	Travel/Training

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/30/2019	GONZALEZ, EMMA	10/29/2019	$36	PHO HIEP HOA	Travel/Training
2020	10/30/2019	STARKS, ERIC	10/29/2019	$1,109	ENTIT SOFTWARE LLC	IT Products/Services
2020	10/30/2019	STARKS, ERIC	10/29/2019	$3,510	INTUIT PAYME	IT Products/Services
2020	10/30/2019	STATEN, DERECK	10/29/2019	$30	DOLLAR TREE	Supplies/Services for Community Outreach
2020	10/30/2019	STATEN, DERECK	10/29/2019	$528	BJS WHOLESALE #0207	Supplies/Services for Community Outreach
2020	10/30/2019	VAUGHN-LEE, FAYETTE	10/29/2019	$29	GIANT 0384	Supplies/Services for Community Outreach
2020	10/30/2019	VAUGHN-LEE, FAYETTE	10/29/2019	$10	DOLLAR TREE	Supplies/Services for Community Outreach
2020	10/30/2019	VAUGHN-LEE, FAYETTE	10/29/2019	$181	BJS WHOLESALE #0207	Supplies/Services for Community Outreach
2020	10/31/2019	BRANCH, KYI	10/30/2019	$140	SAMSCLUB #6655	Supplies/Services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	$37	LOWES #03256	Supplies/Services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	$65	GIANT 0384	Supplies/Services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	$140	INT*IN *GOTTA GO NOW	Supplies/Services for Community Outreach
2020	10/31/2019	DAVIS, CAROLYN	10/30/2019	$330	WAL-MART #5968	Supplies/Services for Community Outreach
2020	10/31/2019	GONZALEZ, EMMA	10/29/2019	$17	7-ELEVEN 23723	Travel/Training
2020	10/31/2019	GONZALEZ, EMMA	10/29/2019	$1,066	INTERCONTINENTAL THE W	Travel/Training
2020	10/31/2019	GONZALEZ, EMMA	10/29/2019	$1,066	INTERCONTINENTAL THE W	Travel/Training
2020	10/31/2019	GONZALEZ, EMMA	10/30/2019	$68	CIRCA AT NAVY YARD	Travel/Training
2020	10/31/2019	SETTLES, CHRISTOPHER	10/29/2019	$4,750	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	10/31/2019	SMALL, STACY	10/29/2019	$2,600	WASHINGTON TROPHY C	Supplies
2020	10/31/2019	SMALL, STACY	10/30/2019	$648	AMZN MKTP US	Supplies

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	10/31/2019	STARKS, ERIC	10/30/2019	$155	INT*IN *CHANGING TECHN	IT Products/Services
2020	10/31/2019	STATEN, DERECK	10/30/2019	$48	DOLLAR AND BEYOND	Supplies/Services for Community Outreach
2020	10/31/2019	STATEN, DERECK	10/30/2019	$167	DOLLAR AND BEYOND	Supplies/Services for Community Outreach
2020	10/31/2019	STATEN, DERECK	10/30/2019	$76	WM SUPERCENTER #5968	Supplies/Services for Community Outreach
2020	11/01/2019	BRANCH, KYI	10/31/2019	$40	GIANT 2379	Supplies/Services for Community Outreach
2020	11/01/2019	DAVIS, CAROLYN	10/31/2019	$19	GIANT 0384	Supplies/Services for Community Outreach
2020	11/01/2019	SETTLES, CHRISTOPHER	11/01/2019	$441	NBF*NATL BIZ FURNITURE	Supplies
2020	11/01/2019	STATEN, DERECK	10/31/2019	$52	PARTY CITY 738	Supplies/Services for Community Outreach
2020	11/01/2019	STATEN, DERECK	10/31/2019	$68	WM SUPERCENTER #5968	Supplies/Services for Community Outreach
2020	11/04/2019	MONTAGNA, CAROLYN	10/31/2019	$32	TAXI SVC WASHINGTON	Services
2020	11/04/2019	PHILLIPS, JUSTIN	11/04/2019	$336	DISPUTE REBILL	Travel/Training
2020	11/04/2019	SETTLES, CHRISTOPHER	11/01/2019	$392	HOMEDEPOT.COM	Supplies
2020	11/04/2019	SETTLES, CHRISTOPHER	11/01/2019	-$216	THE HOME DEPOT #2583	Supplies
2020	11/04/2019	SETTLES, CHRISTOPHER	11/01/2019	$216	THE HOME DEPOT #2583	Supplies
2020	11/04/2019	STATEN, DERECK	11/01/2019	$290	LEDO PIZZA	Supplies/Services for Community Outreach
2020	11/04/2019	VAUGHN-LEE, FAYETTE	10/31/2019	$21	STAR VENDING	Supplies/Services for Community Outreach
2020	11/04/2019	VAUGHN-LEE, FAYETTE	10/31/2019	$18	SAFEWAY #2892	Supplies/Services for Community Outreach
2020	11/04/2019	ZUROWSKI, ROBERT	11/02/2019	$618	TOP GOLF NATIONAL HARB	Supplies/Services for Community Outreach
2020	11/05/2019	BRABHAM, ROBIN	11/04/2019	$85	CHAMPION AWARDS	Supplies
2020	11/05/2019	STARKS, ERIC	11/04/2019	$1,402	MOBIL SATELLITE TECHNO	IT Products/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	11/06/2019	BRABHAM, ROBIN	11/04/2019	$124	AMTRAK TEL30	Travel/Training
2020	11/06/2019	JOHNSON, MARVIN	11/05/2019	$837	B&H PHOTO 800-606-696	Supplies
2020	11/06/2019	SNAPKO, ADAM	11/05/2019	$380	SQ *SQ *MOUNT VERNON C	Harbor Related Supplies/Services
2020	11/06/2019	SNAPKO, ADAM	11/05/2019	$310	DEMA	Harbor Related Supplies/Services
2020	11/06/2019	SUTTON, ROBERT	11/06/2019	$4,406	ULINE	Supplies
2020	11/06/2019	SUTTON, ROBERT	11/06/2019	$3,284	NBF OFFICEFURNITURE	Supplies
2020	11/07/2019	BRABHAM, ROBIN	11/06/2019	$300	GWU DSA # 2	Supplies/Services for Community Outreach
2020	11/07/2019	JOHNSON, MARVIN	11/06/2019	$237	EXPEDIA 7492533240017	Travel/Training
2020	11/07/2019	PARSONS, LESLIE	11/06/2019	$85	TMOBILE*LAW RELATION	Services
2020	11/07/2019	SETTLES, CHRISTOPHER	11/07/2019	$269	DISPLAYS2GO	Supplies
2020	11/07/2019	SMALL, STACY	11/06/2019	$4,841	INT*IN *THE PROMOTOUCH	Supplies
2020	11/07/2019	SNAPKO, ADAM	11/05/2019	$196	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	11/07/2019	SNAPKO, ADAM	11/05/2019	$196	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	11/07/2019	SUTTON, ROBERT	11/06/2019	$380	SQU*SQ *DIRECT LOCKSMI	Services
2020	11/07/2019	SUTTON, ROBERT	11/06/2019	$1,185	SQU*SQ *DIRECT LOCKSMI	Services
2020	11/07/2019	SUTTON, ROBERT	11/06/2019	$600	SQU*SQ *DIRECT LOCKSMI	Services
2020	11/07/2019	ZUROWSKI, ROBERT	11/06/2019	$618	TOP GOLF NATIONAL HARB	Supplies/Services for Community Outreach
2020	11/08/2019	BRABHAM, ROBIN	11/06/2019	$445	DOUBLETREE PHILADELPHI	Travel/Training
2020	11/08/2019	BRABHAM, ROBIN	11/06/2019	$57	AMTRAK TEL31	Travel/Training
2020	11/08/2019	DAVIS, CAROLYN	11/06/2019	$140	STAR VENDING	Supplies/Services for Community Outreach
2020	11/08/2019	DAVIS, CAROLYN	11/07/2019	-$14	AMAZON PRIME	Supplies/Services for Community Outreach

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2020	11/08/2019	JOHNSON, MARVIN	11/06/2019	$193	UNITED AIRLINES	Travel/Training
2020	11/08/2019	JOHNSON, MARVIN	11/06/2019	$324	AMERICAN AIRLINES	Travel/Training
2020	11/08/2019	SETTLES, CHRISTOPHER	11/06/2019	$2,120	CAPITAL SERVICES & SUP	Supplies
2020	11/08/2019	STARKS, ERIC	11/07/2019	$4,988	DUPONT COMPUTERS	IT Products/Services
2020	11/11/2019	BRABHAM, ROBIN	11/09/2019	$12	AMZN MKTP US	Supplies/Services for Community Outreach
2020	11/11/2019	MONTAGNA, CAROLYN	11/08/2019	$60	TAXI SVC WASHINGTON	Services
2020	11/11/2019	ZUROWSKI, ROBERT	11/07/2019	$287	CHICK-FIL-A #02000	Supplies/Services for Community Outreach
2020	11/12/2019	PARSONS, LESLIE	11/11/2019	$570	EXPEDIA 7493681199347	Travel/Training
2020	11/13/2019	BRABHAM, ROBIN	11/12/2019	-$20	FED LAW ENF TRNG	Travel/Training
2020	11/13/2019	SETTLES, CHRISTOPHER	11/11/2019	-$338	VH BLACKINTON CO INC	Supplies
2020	11/13/2019	SNAPKO, ADAM	11/12/2019	$1,795	KONECRANES INC	Harbor Related Supplies/Services
2020	11/13/2019	SUTTON, ROBERT	11/11/2019	$86	THE HOME DEPOT 2583	Supplies
2020	11/14/2019	BRABHAM, ROBIN	11/13/2019	$436	AMZN MKTP US	Supplies/Services for Community Outreach
2020	11/14/2019	HAINES, JOHN	11/14/2019	$392	ULINE	Supplies
2020	11/14/2019	MOORE, RAYMOND	11/12/2019	$0	INTERNATIONAL TRANSACTION	Travel/Training
2020	11/14/2019	MOORE, RAYMOND	11/12/2019	$23	SHERATON ADDIS	Travel/Training
2020	11/14/2019	PHILLIPS, JUSTIN	11/12/2019	$12	INTERNATIONAL TRANSACTION	Travel/Training
2020	11/14/2019	PHILLIPS, JUSTIN	11/12/2019	$805	SHERATON ADDIS	Travel/Training
2020	11/14/2019	ZUROWSKI, ROBERT	11/13/2019	$1,320	BIG BUS TOURS LTD	Supplies/Services for Community Outreach
2020	11/15/2019	SMALL, STACY	11/15/2019	$89	AMZN MKTP US	Supplies

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2020	11/15/2019	SNAPKO, ADAM	11/14/2019	$2,953	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	11/15/2019	VAUGHN-LEE, FAYETTE	11/13/2019	$22	SAFEWAY #2892	Supplies/Services for Community Outreach
2020	11/15/2019	ZUROWSKI, ROBERT	11/14/2019	$1,427	MEDIEVAL TIMES BALT TI	Supplies/Services for Community Outreach
2020	11/18/2019	HAMILTON, ARNITA	11/14/2019	-$31	KMART.COM 7840	Supplies/Services for Community Outreach
2020	11/18/2019	MONTAGNA, CAROLYN	11/15/2019	$2,470	ASTRA RADIO COMMUNICAT	Supplies
2020	11/18/2019	PHILLIPS, JUSTIN	11/17/2019	$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/18/2019	SMALL, STACY	11/15/2019	$1,377	ARTICULATE GLOBAL INC	Services
2020	11/18/2019	STARKS, ERIC	11/15/2019	$4,059	RJH SUPPLY LLC	IT Products/Services
2020	11/18/2019	SUTTON, ROBERT	11/14/2019	$3,342	SAFEWARE-MOTO	Supplies
2020	11/18/2019	SUTTON, ROBERT	11/15/2019	$1,080	SQU*SQ *DIRECT LOCKSMI	Services
2020	11/18/2019	ZUROWSKI, ROBERT	11/14/2019	$319	CHICK-FIL-A #02000	Supplies/Services for Community Outreach
2020	11/18/2019	ZUROWSKI, ROBERT	11/15/2019	$627	WASHINGTON WIZARDS	Supplies/Services for Community Outreach
2020	11/19/2019	BRABHAM, ROBIN	11/18/2019	$150	SQ *SQ *KAREBEAR FACE	Supplies/Services for Community Outreach
2020	11/19/2019	PHILLIPS, JUSTIN	11/18/2019	$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/19/2019	PHILLIPS, JUSTIN	11/18/2019	$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/19/2019	SMALL, STACY	11/18/2019	-$78	ARTICULATE GLOBAL INC	Services
2020	11/19/2019	SMALL, STACY	11/19/2019	$302	AMZN MKTP US	Supplies
2020	11/20/2019	PHILLIPS, JUSTIN	11/19/2019	$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/20/2019	PHILLIPS, JUSTIN	11/19/2019	$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/20/2019	SCHAEFER, JAMES	11/19/2019	$1,402	EXPEDIA 71001369916051	Motor Carrier Related Supplies/Services

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2020	11/20/2019	SCHAEFER, JAMES	11/19/2019	$808	DELTA	Motor Carrier Related Supplies/Services
2020	11/20/2019	SNAPKO, ADAM	11/19/2019	$64	FEDEX	Harbor Related Supplies/Services
2020	11/20/2019	STARKS, ERIC	11/19/2019	$3,925	MVS INC	IT Products/Services
2020	11/20/2019	STARKS, ERIC	11/19/2019	$135	INT*IN *CHANGING TECHN	IT Products/Services
2020	11/20/2019	SUTTON, ROBERT	11/18/2019	$686	CAROUSEL CHECKS	Supplies
2020	11/20/2019	VAUGHN-LEE, FAYETTE	11/20/2019	$306	ULINE	Supplies/Services for Community Outreach
2020	11/20/2019	ZUROWSKI, ROBERT	11/19/2019	$1,617	WASHINGTONCAPITALS	Supplies/Services for Community Outreach
2020	11/21/2019	MONTAGNA, CAROLYN	11/19/2019	$11	TAXI SVC WASHINGTON	Services
2020	11/21/2019	SETTLES, CHRISTOPHER	11/19/2019	$1,870	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	11/21/2019	SETTLES, CHRISTOPHER	11/19/2019	$4,375	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	11/22/2019	DAVIS, CAROLYN	11/22/2019	$225	PLAYERS LOUNGE & S&G	Supplies/Services for Community Outreach
2020	11/22/2019	HAMILTON, APRIL	11/21/2019	$50	CROWN TROPHY GAITHERSB	Supplies
2020	11/22/2019	MONTAGNA, CAROLYN	11/20/2019	$14	TAXI SVC WASHINGTON	Services
2020	11/22/2019	MOORE, RAYMOND	11/20/2019	$2,391	AMERICAN AIRLINES	Travel/Training
2020	11/22/2019	MOORE, RAYMOND	11/20/2019	$2,644	AMERICAN AIRLINES	Travel/Training
2020	11/22/2019	MOORE, RAYMOND	11/20/2019	$42	AMERICAN AIRLINES	Travel/Training
2020	11/22/2019	PHILLIPS, JUSTIN	11/21/2019	$25	NEW JERSEY E-ZPASS	Travel/Training
2020	11/22/2019	SANTIAGO, MARCO	11/21/2019	$27	AMZN MKTP US	Supplies/Services for Community Outreach
2020	11/25/2019	ABREU, CARLOS	11/22/2019	$74	TRAVEL GUARD GROUP INC	Travel/Training
2020	11/25/2019	ABREU, CARLOS	11/22/2019	$960	UNITED AIRLINES	Travel/Training
2020	11/25/2019	DAVIS, CAROLYN	11/21/2019	$180	TLF*CONKLYNS FLORIST	Supplies/Services for Community Outreach

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2020	11/25/2019	MONTAGNA, CAROLYN	11/22/2019	$18	TAXI SVC WASHINGTON	Services
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	$40	EXPEDIA 7496502514980	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	$54	TRAVEL GUARD GROUP INC	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	$659	UNITED AIRLINES	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	$94	UNITED AIRLINES	Travel/Training
2020	11/25/2019	PHILLIPS, JUSTIN	11/22/2019	$75	UNITED AIRLINES	Travel/Training
2020	11/25/2019	SANTIAGO, MARCO	11/22/2019	$85	AMZN MKTP US	Supplies/Services for Community Outreach
2020	11/25/2019	SANTIAGO, MARCO	11/22/2019	$410	POPCORN SUPPLY COMPANY	Supplies/Services for Community Outreach
2020	11/25/2019	SETTLES, CHRISTOPHER	11/22/2019	$497	STANDARD OFFICE SUPPLY	Supplies
2020	11/25/2019	SETTLES, CHRISTOPHER	11/22/2019	$498	THE HOME DEPOT #2583	Supplies
2020	11/25/2019	SMALL, STACY	11/20/2019	$4,568	STANDARD OFFICE SUPPLY	Supplies
2020	11/25/2019	STARKS, ERIC	11/24/2019	$125	TERAMIND INC	IT Products/Services
2020	11/25/2019	ZUROWSKI, ROBERT	11/21/2019	$222	CHICK-FIL-A #02000	Supplies/Services for Community Outreach
2020	11/27/2019	JOHNSON, MARVIN	11/26/2019	$229	SQUARESPACE INC.	Services
2020	11/27/2019	SMALL, STACY	11/26/2019	$1,372	PAUL C BUFF	Supplies
2020	11/27/2019	SMALL, STACY	11/26/2019	$114	B&H PHOTO 800-606-696	Supplies
2020	11/29/2019	ZUROWSKI, ROBERT	11/26/2019	$879	AMERICAN AIRLINES	Travel/Training
2020	11/29/2019	ZUROWSKI, ROBERT	11/26/2019	$879	AMERICAN AIRLINES	Travel/Training
2020	12/02/2019	BRABHAM, ROBIN	12/02/2019	-$106	DISPUTE CREDIT	Disputed Charge
2020	12/02/2019	SETTLES, CHRISTOPHER	11/30/2019	$499	ULINE	Supplies
2020	12/02/2019	STARKS, ERIC	11/29/2019	$1,060	AMAZON.COM*ES4OP2AH3	IT Products/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2020	12/03/2019	CLARK, MARCELLA	12/02/2019	$150	CHAMPION AWARDS	Supplies
2020	12/03/2019	CLARK, MARCELLA	12/02/2019	$47	CAPITAL SERVICES & SUP	Supplies
2020	12/03/2019	ZUROWSKI, ROBERT	12/02/2019	$510	JERSEY MIKES 36002	Supplies/Services for Community Outreach
2020	12/04/2019	BRABHAM, ROBIN	12/03/2019	$522	INT*IN *AL BETZ & ASSO	Services
2020	12/04/2019	HAMILTON, APRIL	12/03/2019	$548	NBA OFFICE PRODUCTS, I	Supplies
2020	12/04/2019	HAMILTON, APRIL	12/03/2019	$144	NBA OFFICE PRODUCTS, I	Supplies
2020	12/05/2019	MONTAGNA, CAROLYN	12/03/2019	$69	TAXI SVC WASHINGTON	Services
2020	12/05/2019	MONTAGNA, CAROLYN	12/03/2019	$26	TAXI SVC WASHINGTON	Services
2020	12/06/2019	CLARK, MARCELLA	12/05/2019	$475	POLICE EXECUTIVE RESEA	Services
2020	12/06/2019	DAVIS, CAROLYN	12/04/2019	$102	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	12/06/2019	DAVIS, CAROLYN	12/04/2019	$28	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	12/06/2019	MONTAGNA, CAROLYN	12/06/2019	-$11	DISPUTE CREDIT	Disputed Charge
2020	12/06/2019	SETTLES, CHRISTOPHER	12/04/2019	$619	M & M APPLIANCE SALES	Supplies
2020	12/06/2019	SETTLES, CHRISTOPHER	12/04/2019	$649	M & M APPLIANCE SALES	Supplies
2020	12/06/2019	SNAPKO, ADAM	12/05/2019	$2,590	LIFEGUARD STORE - ONLI	Harbor Related Supplies/Services
2020	12/06/2019	SUTTON, ROBERT	12/05/2019	$4,980	THE HAMILTON GROUP	Supplies
2020	12/09/2019	MONTAGNA, CAROLYN	12/06/2019	$1,040	AMZN MKTP US	Supplies
2020	12/09/2019	PARSONS, LESLIE	12/06/2019	$60	TMOBILE*LAW RELATION	Services
2020	12/09/2019	SETTLES, CHRISTOPHER	12/07/2019	-$498	DISPUTE CREDIT	Disputed Charge
2020	12/09/2019	SUTTON, ROBERT	12/05/2019	$139	HOMEDEPOT.COM	Supplies
2020	12/09/2019	ZUROWSKI, ROBERT	12/05/2019	$239	CHICK-FIL-A #02000	Supplies/Services for Community Outreach

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2020	12/10/2019	PARSONS, LESLIE	12/10/2019	$1,026	EXPEDIA 71002128886708	Travel/Training
2020	12/10/2019	SANTIAGO, MARCO	12/09/2019	$488	S FREEDMAN AND SONS	Supplies/Services for Community Outreach
2020	12/10/2019	SNAPKO, ADAM	12/09/2019	$189	TRI-STATE MARINE INC	Harbor Related Supplies/Services
2020	12/10/2019	STARKS, ERIC	12/09/2019	$389	DUPONT COMPUTERS	IT Products/Services
2020	12/10/2019	STARKS, ERIC	12/09/2019	$2,672	INT*IN *CHANGING TECHN	IT Products/Services
2020	12/10/2019	SUTTON, ROBERT	12/10/2019	-$41	ULINE	Supplies
2020	12/10/2019	SUTTON, ROBERT	12/10/2019	-$249	ULINE	Supplies
2020	12/12/2019	HAMILTON, ARNITA	12/11/2019	$145	WAL-MART #5129	Supplies/Services for Community Outreach
2020	12/12/2019	PARSONS, LESLIE	12/11/2019	$60	TMOBILE*LAW RELATION	Services
2020	12/12/2019	PHILLIPS, JUSTIN	12/10/2019	$1,372	DC CHAMBER OF COMMERCE	Travel/Training
2020	12/13/2019	CLARK, MARCELLA	12/12/2019	$112	SUB	Services
2020	12/13/2019	SNAPKO, ADAM	12/12/2019	$1,800	PRINCE WILLIAM MARINA	Harbor Related Supplies/Services
2020	12/16/2019	DAVIS, CAROLYN	12/13/2019	$149	WAL-MART #5968	Supplies/Services for Community Outreach
2020	12/16/2019	HAMILTON, ARNITA	12/12/2019	$122	OTC BRANDS INC	Supplies/Services for Community Outreach
2020	12/16/2019	PARSONS, LESLIE	12/13/2019	$864	EXPEDIA 71002313698883	Travel/Training
2020	12/16/2019	STARKS, ERIC	12/13/2019	$885	UPCO LOCK AND SAFE	IT Products/Services
2020	12/16/2019	ZUROWSKI, ROBERT	12/12/2019	$251	CHICK-FIL-A #02000	Supplies/Services for Community Outreach
2020	12/17/2019	BRABHAM, ROBIN	12/16/2019	$315	DC CENTRAL KITCHEN	Disputed Charge
2020	12/18/2019	GIBB, YUN FEI	12/14/2019	$165	GALLAUDET UNIVERSITY	Services
2020	12/18/2019	HAMILTON, ARNITA	12/17/2019	$100	FIVE BELOW 246	Supplies/Services for Community Outreach

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2020	12/19/2019	BRABHAM, ROBIN	12/18/2019	$191	FIVEBELOW.COM	Supplies/Services for Community Outreach
2020	12/19/2019	BRABHAM, ROBIN	12/18/2019	-$42	FIVEBELOW.COM	Supplies/Services for Community Outreach
2020	12/19/2019	BRABHAM, ROBIN	12/18/2019	-$5	FIVEBELOW.COM	Supplies/Services for Community Outreach
2020	12/19/2019	SANTIAGO, MARCO	12/18/2019	$16	WAL-MART #5129	Supplies/Services for Community Outreach
2020	12/19/2019	SANTIAGO, MARCO	12/18/2019	$156	WAL-MART #3035	Supplies/Services for Community Outreach
2020	12/19/2019	STATEN, DERECK	12/18/2019	$724	FIVE BELOW 242	Supplies/Services for Community Outreach
2020	12/19/2019	VAUGHN-LEE, FAYETTE	12/18/2019	$16	DEAN AVENUE CLEANERS	Supplies/Services for Community Outreach
2020	12/19/2019	VAUGHN-LEE, FAYETTE	12/18/2019	$24	HARRIS TEETER #0282	Supplies/Services for Community Outreach
2020	12/20/2019	BRABHAM, ROBIN	12/19/2019	$450	MAJOR CITIES CHIEFS AS	Travel/Training
2020	12/20/2019	DAVIS, CAROLYN	12/19/2019	$327	FIVE BELOW 251	Supplies/Services for Community Outreach
2020	12/20/2019	MONTAGNA, CAROLYN	12/19/2019	$4,557	DUPONT COMPUTERS	Supplies
2020	12/20/2019	SETTLES, CHRISTOPHER	12/19/2019	$3,048	NATIONAL CAPITAL FLAG	Supplies
2020	12/20/2019	VAUGHN-LEE, FAYETTE	12/18/2019	$47	STAR VENDING	Supplies/Services for Community Outreach
2020	12/23/2019	ABREU, CARLOS	12/19/2019	$768	SOUTHWEST	Travel/Training
2020	12/23/2019	BRABHAM, ROBIN	12/19/2019	$288	SOUTHWEST	Travel/Training
2020	12/23/2019	BRABHAM, ROBIN	12/21/2019	$153	PAPA JOHN'S #3651	Supplies/Services for Community Outreach
2020	12/23/2019	BRABHAM, ROBIN	12/22/2019	$25	E-ZPASS MD REBILL	Travel/Training
2020	12/23/2019	GONZALEZ, EMMA	12/20/2019	$66	ORBITZ*71002515508907	Travel/Training
2020	12/23/2019	GONZALEZ, EMMA	12/20/2019	$718	SOUTHWEST	Travel/Training
2020	12/23/2019	STARKS, ERIC	12/19/2019	$891	KORMAN SIGNS INC	IT Products/Services

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2020	12/23/2019	ZUROWSKI, ROBERT	12/20/2019	$418	TST* BEN S CHILI BOWL	Supplies/Services for Community Outreach
2020	12/24/2019	STARKS, ERIC	12/23/2019	$3,000	RJH SUPPLY LLC	IT Products/Services
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	$2	EXPEDIA 7506009529937	Travel/Training
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	$19	EXPEDIA 7506009529937	Travel/Training
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	$92	DELTA	Travel/Training
2020	12/26/2019	CLARK, MARCELLA	12/24/2019	$142	DELTA	Travel/Training
2020	12/26/2019	GIBB, YUN FEI	12/24/2019	$582	DEAF ACCESS SOLUTIONS	Services
2020	12/26/2019	GIBB, YUN FEI	12/24/2019	$301	DEAF ACCESS SOLUTIONS	Services
2020	12/26/2019	STARKS, ERIC	12/24/2019	$125	TERAMIND INC	IT Products/Services
2020	12/27/2019	PARSONS, LESLIE	12/26/2019	$50	TMOBILE*LAW RELATION	Services
2020	12/30/2019	SNAPKO, ADAM	12/29/2019	$390	PAYPAL	Travel/Training
2020	12/30/2019	STARKS, ERIC	12/28/2019	$14	AMAZON PRIME	Disputed Charge
2020	12/31/2019	SUTTON, ROBERT	12/31/2019	$255	GIH*GLOBALINDUSTRIALEQ	Supplies
2020	01/02/2020	GONZALEZ, EMMA	12/30/2019	$386	MARRIOTT HOTELS SAN JU	Travel/Training
2020	01/02/2020	GONZALEZ, EMMA	01/01/2020	$2,256	SIXT RENT A CAR	Travel/Training
2020	01/02/2020	PARSONS, LESLIE	12/30/2019	$91	FLATWOODS HOTEL & CONF	Travel/Training
2020	01/02/2020	PARSONS, LESLIE	12/30/2019	$91	FLATWOODS HOTEL & CONF	Travel/Training
2020	01/02/2020	SMALL, STACY	01/01/2020	$225	GOOGLE *ADS9921218798	Services
2020	01/03/2020	ABREU, CARLOS	01/02/2020	$56	RESTAURANTE RAICES SAN	Travel/Training
2020	01/03/2020	GONZALEZ, EMMA	01/01/2020	$38	SMB 159 PUMA CONDADO	Travel/Training
2020	01/03/2020	GONZALEZ, EMMA	01/01/2020	$12	HUDSONNEWS ST1604	Travel/Training

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2020	01/03/2020	GONZALEZ, EMMA	01/01/2020	$43	MARRIOTT HOTELS F/B	Travel/Training
2020	01/03/2020	STARKS, ERIC	01/02/2020	-$14	AMAZON PRIME	IT Products/Services
2020	01/03/2020	SUTTON, ROBERT	01/02/2020	$175	MOI INC	Services
2020	01/06/2020	ABREU, CARLOS	01/04/2020	$20	EL HAMBURGER DE PUERTA	Travel/Training
2020	01/06/2020	ABREU, CARLOS	01/03/2020	$61	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	ABREU, CARLOS	01/05/2020	$43	RARE 125 INC	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/04/2020	$4	SUPERMAX DE DIEGO SI	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/05/2020	$50	SMB 159 PUMA CONDADO	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/02/2020	$32	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/02/2020	$30	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/04/2020	$64	MARRIOTT HOTELS F/B	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/03/2020	$34	MOJITOS RESTAURANT/SO	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/03/2020	$36	1950 CONDADO	Travel/Training
2020	01/06/2020	GONZALEZ, EMMA	01/05/2020	$34	RARE 125 INC	Travel/Training
2020	01/06/2020	MCKINNON, DWIGHT	01/03/2020	$23	ALLIANZ TRAVEL INS	Travel/Training
2020	01/06/2020	MCKINNON, DWIGHT	01/03/2020	$187	AMERICAN AIRLINES	Travel/Training
2020	01/06/2020	MCKINNON, DWIGHT	01/03/2020	$51	AMERICAN AIRLINES	Travel/Training
2020	01/06/2020	MONTAGNA, CAROLYN	01/03/2020	$280	PAYPAL	Travel/Training
2020	01/06/2020	MOORE, RAYMOND	01/05/2020	$27	ALLIANZ TRAVEL INS	Travel/Training
2020	01/06/2020	MOORE, RAYMOND	01/05/2020	$23	ALLIANZ TRAVEL INS	Travel/Training
2020	01/06/2020	SETTLES, CHRISTOPHER	01/03/2020	$4,800	THE HAMILTON GROUP	Uniforms

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2020	01/06/2020	SNAPKO, ADAM	01/03/2020	$771	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	01/07/2020	BRABHAM, ROBIN	01/06/2020	$542	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/07/2020	BRABHAM, ROBIN	01/06/2020	$447	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/07/2020	GONZALEZ, EMMA	01/05/2020	$31	1950 CONDADO	Travel/Training
2020	01/07/2020	GONZALEZ, EMMA	01/06/2020	$53	SIXT RENT A CAR	Travel/Training
2020	01/07/2020	GONZALEZ, EMMA	01/06/2020	$6	WALGREENS #0217	Travel/Training
2020	01/07/2020	MOORE, RAYMOND	01/05/2020	$257	AMERICAN AIRLINES	Travel/Training
2020	01/08/2020	ABREU, CARLOS	01/06/2020	$1,543	MARRIOTT HOTELS SAN JU	Travel/Training
2020	01/08/2020	ABREU, CARLOS	01/06/2020	$59	MARRIOTT HOTELS F/B	Travel/Training
2020	01/08/2020	GONZALEZ, EMMA	01/06/2020	$1,693	MARRIOTT HOTELS SAN JU	Travel/Training
2020	01/08/2020	PARSONS, LESLIE	01/07/2020	$60	TMOBILE*LAW RELATION	Services
2020	01/08/2020	SUTTON, ROBERT	01/07/2020	$475	SQU*SQ *DIRECT LOCKSMI	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	BRABHAM, ROBIN	01/08/2020	$80	QGV*NATIONAL INFORMAT	Services
2020	01/09/2020	GONZALEZ, EMMA	01/06/2020	$3	LA CONCHA IN ROOM	Travel/Training
2020	01/09/2020	HAINES, JOHN	01/09/2020	$128	ULINE	Supplies

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2020	01/09/2020	PARSONS, LESLIE	01/08/2020	$60	TMOBILE*LAW RELATION	Services
2020	01/09/2020	SNAPKO, ADAM	01/08/2020	$1,125	DIVE RESCUE INTERNATIO	Harbor Related Supplies/Services
2020	01/09/2020	STARKS, ERIC	01/08/2020	$2,963	INT*IN *CHANGING TECHN	IT Products/Services
2020	01/09/2020	SUTTON, ROBERT	01/09/2020	$4,799	ULINE	Supplies
2020	01/10/2020	SETTLES, CHRISTOPHER	01/09/2020	$212	AMERICAN BUSINESS SUPP	Supplies
2020	01/10/2020	SUTTON, ROBERT	01/09/2020	$480	CHARLEYS CRANE SERVICE	Services
2020	01/13/2020	BRABHAM, ROBIN	01/10/2020	$19	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/13/2020	BRABHAM, ROBIN	01/10/2020	-$2	MARRIOTT MARQUISHOUSTO	Travel/Training
2020	01/13/2020	GIBB, YUN FEI	01/10/2020	$600	INT*IN *BARRAZA COMMUN	Services
2020	01/13/2020	SUTTON, ROBERT	01/11/2020	$955	PITNEY BOWES PI	Services
2020	01/14/2020	BRABHAM, ROBIN	01/13/2020	$5,000	MAJOR CITIES CHIEFS AS	Services
2020	01/14/2020	SETTLES, CHRISTOPHER	01/14/2020	$2,663	ULINE	Supplies
2020	01/16/2020	SNAPKO, ADAM	01/15/2020	$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2020	01/16/2020	SNAPKO, ADAM	01/15/2020	$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2020	01/17/2020	SCHAEFER, JAMES	01/16/2020	$54	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2020	01/17/2020	SETTLES, CHRISTOPHER	01/15/2020	$3,000	VH BLACKINTON CO INC	Uniforms
2020	01/17/2020	SNAPKO, ADAM	01/15/2020	$685	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	01/20/2020	ABREU, CARLOS	01/17/2020	$0	UNITED AIRLINES	Travel/Training
2020	01/20/2020	ABREU, CARLOS	01/17/2020	$200	UNITED AIRLINES	Travel/Training
2020	01/20/2020	CLARK, MARCELLA	01/18/2020	$1,148	HYATT HOUSE RALEIG N.H	Travel/Training
2020	01/20/2020	PHILLIPS, JUSTIN	01/16/2020	$69	UNITED AIRLINES	Travel/Training

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2020	01/20/2020	PHILLIPS, JUSTIN	01/16/2020	$200	UNITED AIRLINES	Travel/Training
2020	01/20/2020	PHILLIPS, JUSTIN	01/16/2020	-$75	UNITED AIRLINES	Travel/Training
2020	01/20/2020	SETTLES, CHRISTOPHER	01/16/2020	$700	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	01/20/2020	SETTLES, CHRISTOPHER	01/17/2020	$3,660	CLARY BUS MACHINES	Supplies
2020	01/20/2020	SMALL, STACY	01/17/2020	$531	INT*IN *PRECISION CAPI	Supplies
2020	01/20/2020	SMALL, STACY	01/17/2020	$700	INT*IN *PRECISION CAPI	Supplies
2020	01/20/2020	SMALL, STACY	01/18/2020	-$2,601	IBM IOL	Services
2020	01/22/2020	SUTTON, ROBERT	01/21/2020	$198	INT*IN *DAILY WASHINGT	Services
2020	01/23/2020	PARSONS, LESLIE	01/22/2020	$60	TMOBILE*LAW RELATION	Services
2020	01/23/2020	PARSONS, LESLIE	01/22/2020	$60	TMOBILE*LAW RELATION	Services
2020	01/23/2020	PARSONS, LESLIE	01/22/2020	$85	TMOBILE*LAW RELATION	Services
2020	01/23/2020	SCHAEFER, JAMES	01/22/2020	$440	MEDICAL SUPPLY SYSTEMS	Motor Carrier Related Supplies/Services
2020	01/23/2020	STARKS, ERIC	01/22/2020	$1,875	INT*IN *CRADLE SYSTEMS	IT Products/Services
2020	01/23/2020	SUTTON, ROBERT	01/22/2020	$2,084	DISTRICT SUPPLY INC	Supplies
2020	01/24/2020	SNAPKO, ADAM	01/23/2020	$4,729	KONECRANES INC	Harbor Related Supplies/Services
2020	01/24/2020	SUTTON, ROBERT	01/23/2020	$235	DISTRICT SUPPLY INC	Supplies
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	$477	DELTA	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	$477	DELTA	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	$458	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	$458	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	CLARK, MARCELLA	01/24/2020	$37	AMERICAN AIRLINES	Travel/Training

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2020	01/27/2020	CLARK, MARCELLA	01/24/2020	$37	AMERICAN AIRLINES	Travel/Training
2020	01/27/2020	JOHNSON, WALDO	01/24/2020	$3,934	DUPONT COMPUTERS	IT Products/Services
2020	01/27/2020	STARKS, ERIC	01/24/2020	$125	TERAMIND INC	IT Products/Services
2020	01/27/2020	STARKS, ERIC	01/24/2020	$635	RJH SUPPLY LLC	IT Products/Services
2020	01/27/2020	STARKS, ERIC	01/23/2020	$94	CHU GRAPHIC ARTS, INC.	IT Products/Services
2020	01/27/2020	ZUROWSKI, ROBERT	01/23/2020	$243	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	01/28/2020	CLARK, MARCELLA	01/27/2020	-$6	SUB	Services
2020	01/29/2020	STARKS, ERIC	01/27/2020	$94	CHU GRAPHIC ARTS, INC.	IT Products/Services
2020	01/30/2020	PHILLIPS, JUSTIN	01/29/2020	$39	TRAVEL GUARD GROUP INC	Travel/Training
2020	01/30/2020	SCHAEFER, JAMES	01/28/2020	$501	UNITED AIRLINES	Motor Carrier Related Supplies/Services
2020	01/30/2020	SCHAEFER, JAMES	01/28/2020	$297	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	01/30/2020	SCHAEFER, JAMES	01/28/2020	$37	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	01/30/2020	SUTTON, ROBERT	01/30/2020	$3,307	ULINE	Supplies
2020	01/31/2020	MCKINNON, DWIGHT	01/30/2020	$123	UNITED AIRLINES	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/30/2020	$97	UNITED AIRLINES	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/30/2020	$14	TRAVEL GUARD GROUP INC	Travel/Training
2020	01/31/2020	MCKINNON, DWIGHT	01/29/2020	$168	ALASKA A 02	Travel/Training
2020	01/31/2020	PHILLIPS, JUSTIN	01/29/2020	$397	UNITED AIRLINES	Travel/Training
2020	01/31/2020	PHILLIPS, JUSTIN	01/29/2020	$119	UNITED AIRLINES	Travel/Training
2020	01/31/2020	PHILLIPS, JUSTIN	01/29/2020	$79	UNITED AIRLINES	Travel/Training
2020	01/31/2020	SMALL, STACY	01/31/2020	$1,500	AXON *TASER	Uniforms

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2020	02/03/2020	CLARK, MARCELLA	01/31/2020	$697	THE DESOTO HOTEL	Travel/Training
2020	02/03/2020	CLARK, MARCELLA	01/31/2020	$697	THE DESOTO HOTEL	Travel/Training
2020	02/03/2020	GIBB, YUN FEI	01/31/2020	$211	ACCESS INTERPRETING	Services
2020	02/03/2020	GONZALEZ, EMMA	01/01/2020	$122	SIXT RENT A CAR	Disputed Charge
2020	02/03/2020	MCKINNON, DWIGHT	01/31/2020	$376	WESTIN SEATTLE	Travel/Training
2020	02/03/2020	PARSONS, LESLIE	01/31/2020	$226	TRAVELOCITY*7518075764	Travel/Training
2020	02/03/2020	PARSONS, LESLIE	01/31/2020	$543	AMERICAN AIRLINES	Travel/Training
2020	02/03/2020	PARSONS, LESLIE	01/31/2020	$543	AMERICAN AIRLINES	Travel/Training
2020	02/03/2020	SCHAEFER, JAMES	01/31/2020	-$37	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	02/03/2020	SMALL, STACY	01/30/2020	$4,997	ACTION TARGETS	Supplies
2020	02/03/2020	ZUROWSKI, ROBERT	01/31/2020	$398	SOUTHWEST	Travel/Training
2020	02/03/2020	ZUROWSKI, ROBERT	01/31/2020	$398	SOUTHWEST	Travel/Training
2020	02/03/2020	ZUROWSKI, ROBERT	01/30/2020	$243	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	02/03/2020	ZUROWSKI, ROBERT	01/31/2020	$175	362 AMF 8003425263 EC	Supplies/Services for Community Outreach
2020	02/04/2020	SCHAEFER, JAMES	02/03/2020	$2,550	MEDICAL SUPPLY SYSTEMS	Services
2020	02/05/2020	SETTLES, CHRISTOPHER	01/31/2020	$3,963	STANDARD OFFICE SUPPLY	Supplies
2020	02/06/2020	BRABHAM, ROBIN	02/04/2020	$287	CHU GRAPHIC ARTS, INC.	Supplies
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	$315	AMERICAN AIRLINES	Travel/Training

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2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	BRABHAM, ROBIN	02/05/2020	$315	AMERICAN AIRLINES	Travel/Training
2020	02/06/2020	STARKS, ERIC	02/05/2020	$4,486	IN *VANTIX	IT Products/Services
2020	02/06/2020	SUTTON, ROBERT	02/04/2020	$4,524	THE HOME DEPOT #2583	Supplies
2020	02/06/2020	ZUROWSKI, ROBERT	02/04/2020	$306	UNITED AIRLINES	Travel/Training
2020	02/06/2020	ZUROWSKI, ROBERT	02/04/2020	$306	UNITED AIRLINES	Travel/Training
2020	02/07/2020	BRABHAM, ROBIN	02/05/2020	$1,376	JETBLUE 27	Travel/Training
2020	02/07/2020	MOORE, RAYMOND	02/06/2020	$252	MARRIOTT CHRLSTN RIVER	Travel/Training
2020	02/07/2020	SMALL, STACY	02/06/2020	$250	POLICE EXECUTIVE RESEA	Services
2020	02/07/2020	SMALL, STACY	02/06/2020	$250	POLICE EXECUTIVE RESEA	Services
2020	02/10/2020	ABREU, CARLOS	02/08/2020	$1,124	AVIANCA 13	Travel/Training
2020	02/10/2020	ABREU, CARLOS	02/08/2020	$60	AGENT FEE 89	Travel/Training
2020	02/10/2020	ABREU, CARLOS	02/09/2020	$18	CRACKER BARREL #184 NE	Travel/Training
2020	02/10/2020	GONZALEZ, EMMA	02/09/2020	$22	MILLERS ENERGY #47	Travel/Training
2020	02/10/2020	GONZALEZ, EMMA	02/09/2020	$16	CRACKER BARREL #184 NE	Travel/Training
2020	02/10/2020	MOORE, RAYMOND	02/06/2020	$121	HOLIDAY INN EXPRESS	Travel/Training
2020	02/10/2020	PHILLIPS, JUSTIN	02/09/2020	$17	CRACKER BARREL #184 NE	Travel/Training
2020	02/10/2020	PHILLIPS, JUSTIN	02/09/2020	$27	EXXONMOBIL 48073928	Travel/Training
2020	02/10/2020	SANTIAGO, MARCO	02/07/2020	$81	ARFMANN MARKETING LLC	Supplies/Services for Community Outreach
2020	02/10/2020	SCHAEFER, JAMES	02/06/2020	$2,915	LASER ART INC	Services
2020	02/10/2020	SETTLES, CHRISTOPHER	02/06/2020	$4,911	VH BLACKINTON CO INC	Supplies

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2020	02/10/2020	SNAPKO, ADAM	02/09/2020	$486	DELTA	Harbor Related Supplies/Services
2020	02/10/2020	SNAPKO, ADAM	02/09/2020	$486	DELTA	Harbor Related Supplies/Services
2020	02/10/2020	ZUROWSKI, ROBERT	02/06/2020	$243	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	02/11/2020	PARSONS, LESLIE	02/10/2020	$415	AMERICAN AIRLINES	Travel/Training
2020	02/11/2020	SETTLES, CHRISTOPHER	02/10/2020	$67	W.S. JENKS & SON	Supplies
2020	02/12/2020	SUTTON, ROBERT	02/10/2020	$2,784	M & M APPLIANCE SALES	Supplies
2020	02/12/2020	SUTTON, ROBERT	02/11/2020	$4,805	CLARY BUS MACHINES	Supplies
2020	02/12/2020	ZUROWSKI, ROBERT	02/11/2020	$175	362 AMF 8003425263 EC	Supplies/Services for Community Outreach
2020	02/13/2020	DAVIS, CAROLYN	02/12/2020	$1,050	FASHIONS AT LARGE INC	Disputed Charge
2020	02/13/2020	MCKINNON, DWIGHT	02/11/2020	$60	AGENT FEE 89	Travel/Training
2020	02/13/2020	MCKINNON, DWIGHT	02/11/2020	$38	AVIANCA	Travel/Training
2020	02/13/2020	MCKINNON, DWIGHT	02/11/2020	$812	AVIANCA 13	Travel/Training
2020	02/13/2020	PHILLIPS, JUSTIN	02/13/2020	$18	ALLIANZ INSURANCE	Travel/Training
2020	02/13/2020	SETTLES, CHRISTOPHER	02/12/2020	$895	GRAINGER	Supplies
2020	02/13/2020	SETTLES, CHRISTOPHER	02/12/2020	$2	USPS PO 1049740101	Supplies
2020	02/13/2020	SNAPKO, ADAM	02/12/2020	$31	FEDEX	Harbor Related Supplies/Services
2020	02/13/2020	SNAPKO, ADAM	02/12/2020	$4,778	IN *GENERAL MERCHANDIS	Harbor Related Supplies/Services
2020	02/13/2020	ZUROWSKI, ROBERT	02/11/2020	$294	HYATT PLACE CHICAGO	Travel/Training
2020	02/13/2020	ZUROWSKI, ROBERT	02/11/2020	$294	HYATT PLACE CHICAGO	Travel/Training
2020	02/14/2020	ABREU, CARLOS	02/12/2020	$617	UNITED AIRLINES	Travel/Training
2020	02/14/2020	ABREU, CARLOS	02/12/2020	$67	UNITED AIRLINES	Travel/Training

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2020	02/14/2020	ABREU, CARLOS	02/13/2020	$296	DELTA	Travel/Training
2020	02/14/2020	ABREU, CARLOS	02/13/2020	$315	DELTA	Travel/Training
2020	02/14/2020	MCKINNON, DWIGHT	02/12/2020	$617	UNITED AIRLINES	Travel/Training
2020	02/14/2020	MCKINNON, DWIGHT	02/13/2020	$40	TRAVEL GUARD GROUP INC	Travel/Training
2020	02/14/2020	MCKINNON, DWIGHT	02/13/2020	$26	HILTON 1600 BAR AND GR	Travel/Training
2020	02/14/2020	PARSONS, LESLIE	02/13/2020	$60	TMOBILE*LAW RELATION	Services
2020	02/14/2020	PHILLIPS, JUSTIN	02/12/2020	$430	AMTRAK MOB04	Travel/Training
2020	02/14/2020	SUTTON, ROBERT	02/14/2020	$1,269	ULINE	Supplies
2020	02/14/2020	ZUROWSKI, ROBERT	02/12/2020	$663	HYATT PLACE EL SEGUNDO	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/13/2020	-$67	UNITED AIRLINES	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/14/2020	$28	WESTIN METROPOLITAN DI	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/14/2020	$56	WESTIN METROPOLITAN DI	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/14/2020	-$617	UNITED AIRLINES	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/16/2020	$183	WESTIN METROPOLITAN AI	Travel/Training
2020	02/17/2020	ABREU, CARLOS	02/15/2020	$537	HERTZ RENT-A-CAR	Travel/Training
2020	02/17/2020	BRABHAM, ROBIN	02/13/2020	$486	CHU GRAPHIC ARTS, INC.	Supplies
2020	02/17/2020	MCKINNON, DWIGHT	02/13/2020	$617	UNITED AIRLINES	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	$246	FOUR POINTS HOTEL	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	$403	HERTZ RENT-A-CAR	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	$315	DELTA	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	$315	DELTA	Travel/Training

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2020	02/17/2020	MCKINNON, DWIGHT	02/15/2020	$24	ALLIANZ TRAVEL INS	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/15/2020	$24	ALLIANZ TRAVEL INS	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/14/2020	$257	HILTON HOTEL AMERICAS	Travel/Training
2020	02/17/2020	MCKINNON, DWIGHT	02/15/2020	$23	CENTRAL KITCHEN + BAR	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	$315	DELTA	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	$315	DELTA	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	-$315	DELTA	Travel/Training
2020	02/17/2020	O'BRYANT, KEVIN	02/14/2020	-$315	DELTA	Travel/Training
2020	02/17/2020	PARSONS, LESLIE	02/14/2020	$272	HOLIDAY INN RALEIGH ST	Travel/Training
2020	02/17/2020	PARSONS, LESLIE	02/14/2020	$408	HOLIDAY INN RALEIGH ST	Travel/Training
2020	02/17/2020	PARSONS, LESLIE	02/14/2020	$136	HOLIDAY INN RALEIGH ST	Travel/Training
2020	02/17/2020	PHILLIP, DERECK	02/13/2020	$22	DALLAS BBQ - TIMES SQU	Travel/Training
2020	02/17/2020	PHILLIP, DERECK	02/13/2020	$636	AMTRAK .CO04	Travel/Training
2020	02/17/2020	PHILLIP, DERECK	02/15/2020	$261	WESTIN NY AT TIMES SQU	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/13/2020	$30	DALLAS BBQ - TIMES SQU	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/13/2020	$68	AMTRAK 04	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/14/2020	$209	AVIS RENT-A-CAR 1	Travel/Training
2020	02/17/2020	PHILLIPS, JUSTIN	02/15/2020	$530	WESTIN NY AT TIMES SQU	Travel/Training
2020	02/17/2020	SETTLES, CHRISTOPHER	02/13/2020	$560	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	02/17/2020	SETTLES, CHRISTOPHER	02/13/2020	$380	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	02/17/2020	SETTLES, CHRISTOPHER	02/14/2020	$400	JIMMIE MUSCATELLO'S GQ	Uniforms

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2020	02/17/2020	ZUROWSKI, ROBERT	02/13/2020	$243	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	02/19/2020	BRABHAM, ROBIN	02/18/2020	$516	AMERICAN AIRLINES	Travel/Training
2020	02/19/2020	BRABHAM, ROBIN	02/18/2020	$150	IACP	Travel/Training
2020	02/19/2020	MONTAGNA, CAROLYN	02/14/2020	$103	STANDARD OFFICE SUPPLY	Supplies
2020	02/19/2020	PARSONS, LESLIE	02/18/2020	$60	TMOBILE*LAW RELATION	Services
2020	02/19/2020	SCHAEFER, JAMES	02/18/2020	$605	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	02/19/2020	SCHAEFER, JAMES	02/18/2020	$566	DELTA	Motor Carrier Related Supplies/Services
2020	02/19/2020	SUTTON, ROBERT	02/18/2020	$1,200	SQ *DIRECT LOCKSMITH S	Services
2020	02/20/2020	BRABHAM, ROBIN	02/19/2020	$570	LIVE BY LOEWS ARLINGTO	Travel/Training
2020	02/20/2020	BRABHAM, ROBIN	02/19/2020	$475	POLICE EXECUTIVE RESEA	Services
2020	02/20/2020	BRABHAM, ROBIN	02/19/2020	$475	POLICE EXECUTIVE RESEA	Services
2020	02/20/2020	HAMILTON, ARNITA	02/20/2020	$32	PARTY CITY BOPIS	Supplies/Services for Community Outreach
2020	02/20/2020	HAMILTON, ARNITA	02/20/2020	$47	PARTY CITY 1002	Supplies/Services for Community Outreach
2020	02/20/2020	HAMILTON, ARNITA	02/20/2020	$50	WALMART.COM	Supplies/Services for Community Outreach
2020	02/20/2020	JOHNSON, WALDO	02/19/2020	$2,631	DUPONT COMPUTERS	IT Products/Services
2020	02/20/2020	SETTLES, CHRISTOPHER	02/18/2020	$382	JIMMIE MUSCATELLO'S GQ	Supplies
2020	02/20/2020	SETTLES, CHRISTOPHER	02/19/2020	$433	GRAINGER	Supplies
2020	02/20/2020	SMALL, STACY	02/19/2020	$587	AMAZON.COM*3J0FZ80X3 A	Supplies
2020	02/20/2020	SNAPKO, ADAM	02/19/2020	$495	PAYPAL	Travel/Training
2020	02/20/2020	SNAPKO, ADAM	02/19/2020	$495	PAYPAL	Travel/Training
2020	02/20/2020	STARKS, ERIC	02/19/2020	$637	IN *CHANGING TECHNOLOG	IT Products/Services

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2020	02/21/2020	GONZALEZ, EMMA	02/21/2020	$46	ALLIANZ TRAVEL INS	Travel/Training
2020	02/21/2020	JOHNSON, WALDO	02/20/2020	$2,670	MVS INC	IT Products/Services
2020	02/21/2020	SANTIAGO, MARCO	02/21/2020	$16	AMZN MKTP US	Supplies/Services for Community Outreach
2020	02/21/2020	SETTLES, CHRISTOPHER	02/19/2020	$4,879	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	02/21/2020	SNAPKO, ADAM	02/19/2020	$350	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2020	02/21/2020	SNAPKO, ADAM	02/19/2020	$350	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2020	02/21/2020	SUTTON, ROBERT	02/20/2020	$1,399	IN *PRECISION CAPITAL	Supplies
2020	02/24/2020	ABREU, CARLOS	02/20/2020	$639	AMERICAN AIRLINES	Travel/Training
2020	02/24/2020	ABREU, CARLOS	02/20/2020	$17	AMERICAN AIRLINES	Travel/Training
2020	02/24/2020	ABREU, CARLOS	02/22/2020	$46	PORTOFINO RESTAURANT	Travel/Training
2020	02/24/2020	ABREU, CARLOS	02/22/2020	$243	HERTZ RENT-A-CAR	Travel/Training
2020	02/24/2020	ABREU, CARLOS	02/23/2020	$122	HILTON GARDEN INN	Travel/Training
2020	02/24/2020	BRABHAM, ROBIN	02/21/2020	$133	CHAMPION AWARDS	Supplies
2020	02/24/2020	BRABHAM, ROBIN	02/22/2020	$298	THE HAMILTON GROUP	Supplies
2020	02/24/2020	GONZALEZ, EMMA	02/20/2020	$639	AMERICAN AIRLINES	Travel/Training
2020	02/24/2020	GONZALEZ, EMMA	02/20/2020	$36	AMERICAN AIRLINES	Travel/Training
2020	02/24/2020	GONZALEZ, EMMA	02/23/2020	$31	PANERA BREAD #600852	Travel/Training
2020	02/24/2020	MCKINNON, DWIGHT	02/22/2020	$18	RENTAL CAR TOLLS	Travel/Training
2020	02/24/2020	MCKINNON, DWIGHT	02/24/2020	$24	ALLIANZ TRAVEL INS	Travel/Training
2020	02/24/2020	PHILLIPS, JUSTIN	02/22/2020	$352	SXM*SIRIUSXM.COM/ACCT	Travel/Training
2020	02/24/2020	PHILLIPS, JUSTIN	02/22/2020	$23	ETOLL AVIS	Travel/Training

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2020	02/24/2020	SANTIAGO, MARCO	02/21/2020	$18	AMAZON.COM*5T6V55683 A	Supplies/Services for Community Outreach
2020	02/24/2020	SCHAEFER, JAMES	02/21/2020	$601	HOLIDAY INN AUSTIN	Motor Carrier Related Supplies/Services
2020	02/24/2020	SCHAEFER, JAMES	02/22/2020	$800	HOLIDAY INN AUSTIN	Motor Carrier Related Supplies/Services
2020	02/24/2020	SNAPKO, ADAM	02/20/2020	$217	MCCALL HANDLING COMPAN	Harbor Related Supplies/Services
2020	02/24/2020	SUTTON, ROBERT	02/21/2020	$85	DEAKINS POND WHOLESALE	Supplies
2020	02/24/2020	ZUROWSKI, ROBERT	02/20/2020	$243	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	02/25/2020	ABREU, CARLOS	02/23/2020	$41	SHELL OIL 12478543007	Travel/Training
2020	02/25/2020	ABREU, CARLOS	02/23/2020	$186	HERTZ RENT-A-CAR	Travel/Training
2020	02/25/2020	DAVIS, CAROLYN	02/25/2020	-$1,050	DISPUTE CREDIT	Disputed Charge
2020	02/25/2020	GONZALEZ, EMMA	02/23/2020	$2	SHELL OIL 12448031000	Travel/Training
2020	02/25/2020	MCKINNON, DWIGHT	02/23/2020	$223	AMERICAN AIRLINES	Travel/Training
2020	02/25/2020	MCKINNON, DWIGHT	02/23/2020	$24	AMERICAN AIRLINES	Travel/Training
2020	02/25/2020	MOORE, RAYMOND	02/24/2020	$23	OLD TOWNE GRILL AND SE	Travel/Training
2020	02/25/2020	SMALL, STACY	02/24/2020	$1,913	COLOR ID	Supplies
2020	02/25/2020	SMALL, STACY	02/24/2020	$289	COLOR ID	Supplies
2020	02/25/2020	STARKS, ERIC	02/24/2020	$125	TERAMIND INC	IT Products/Services
2020	02/26/2020	DAVIS, CAROLYN	02/26/2020	-$1,050	DISPUTE CREDIT	Disputed Charge
2020	02/26/2020	GIBB, YUN FEI	02/25/2020	$600	PAYPAL	Services
2020	02/26/2020	GONZALEZ, EMMA	02/26/2020	-$122	DISPUTE CREDIT	Disputed Charge
2020	02/26/2020	MCKINNON, DWIGHT	02/24/2020	$46	AMERICAN AIRLINES	Travel/Training
2020	02/26/2020	MOORE, RAYMOND	02/26/2020	$8	CHARLESTON SQUARE MARK	Travel/Training

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2020	02/26/2020	SUTTON, ROBERT	02/25/2020	$19	MY BINDING COM	Supplies
2020	02/27/2020	BRABHAM, ROBIN	02/26/2020	$242	THE SIGN CHEF	Supplies
2020	02/27/2020	CLARK, MARCELLA	02/26/2020	-$20	WALMART.COM	Supplies/Services for Community Outreach
2020	02/27/2020	CLARK, MARCELLA	02/26/2020	$283	WALMART.COM	Supplies/Services for Community Outreach
2020	02/27/2020	CLARK, MARCELLA	02/26/2020	$201	LEVELUPPOTBELLY607074	Supplies/Services for Community Outreach
2020	02/27/2020	DAVIS, CAROLYN	02/27/2020	$1,050	DISPUTE REBILL	Disputed Charge
2020	02/27/2020	MCKINNON, DWIGHT	02/26/2020	$24	ALLIANZ TRAVEL INS	Travel/Training
2020	02/27/2020	MCKINNON, DWIGHT	02/25/2020	$24	CHARLESTON PLACE F&B	Travel/Training
2020	02/27/2020	MCKINNON, DWIGHT	02/25/2020	-$24	AMERICAN AIRLINES	Travel/Training
2020	02/27/2020	MCKINNON, DWIGHT	02/26/2020	$251	DELTA	Travel/Training
2020	02/27/2020	MOORE, RAYMOND	02/25/2020	$28	CHARLESTON PLACE F&B	Travel/Training
2020	02/27/2020	MOORE, RAYMOND	02/25/2020	$12	HOTEL BENNETT - RESTAU	Travel/Training
2020	02/27/2020	MOORE, RAYMOND	02/26/2020	$507	BUDGET RENT-A-CAR	Travel/Training
2020	02/27/2020	SCHAEFER, JAMES	02/25/2020	$139	DRIVERS LICENSE GUIDE	Motor Carrier Related Supplies/Services
2020	02/27/2020	VAUGHN-LEE, FAYETTE	02/26/2020	$107	PARTY CITY 600	Supplies/Services for Community Outreach
2020	02/28/2020	HAINES, JOHN	02/27/2020	$243	FEDEX	Services
2020	02/28/2020	MCKINNON, DWIGHT	02/26/2020	$55	CHARLESTON PLACE F&B	Travel/Training
2020	02/28/2020	MCKINNON, DWIGHT	02/26/2020	$914	CHARLESTON PLACE HOTEL	Travel/Training
2020	02/28/2020	MOORE, RAYMOND	02/26/2020	$834	CHARLESTON PLACE HOTEL	Travel/Training
2020	02/28/2020	O'BRYANT, KEVIN	02/28/2020	-$315	DELTA	Travel/Training
2020	02/28/2020	O'BRYANT, KEVIN	02/28/2020	-$315	DELTA	Travel/Training

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2020	02/28/2020	SETTLES, CHRISTOPHER	02/19/2020	-$14	GRAINGER	Supplies
2020	02/28/2020	SNAPKO, ADAM	02/27/2020	$275	ABYC	Harbor Related Supplies/Services
2020	02/28/2020	STARKS, ERIC	02/27/2020	$870	IN *CHANGING TECHNOLOG	IT Products/Services
2020	03/02/2020	HAINES, JOHN	02/28/2020	-$38	FEDEX	Services
2020	03/02/2020	MCKINNON, DWIGHT	02/28/2020	$386	MARRIOTT CHRLSTN RIVER	Travel/Training
2020	03/02/2020	SCHAEFER, JAMES	02/28/2020	$365	AMERICAN AIRLINES	Motor Carrier Related Supplies/Services
2020	03/02/2020	SMALL, STACY	02/28/2020	$2,379	SALSBURY INDUSTRIES	Supplies
2020	03/02/2020	SNAPKO, ADAM	02/29/2020	$380	MARRIOTT HOTELS	Harbor Related Supplies/Services
2020	03/02/2020	SNAPKO, ADAM	02/29/2020	$127	MARRIOTT HOTELS	Harbor Related Supplies/Services
2020	03/02/2020	SNAPKO, ADAM	02/29/2020	$253	MARRIOTT HOTELS	Harbor Related Supplies/Services
2020	03/02/2020	STARKS, ERIC	02/28/2020	$518	DUPONT COMPUTERS	IT Products/Services
2020	03/02/2020	SUTTON, ROBERT	02/27/2020	-$50	THE HOME DEPOT #2583	Supplies
2020	03/02/2020	SUTTON, ROBERT	02/27/2020	-$25	THE HOME DEPOT #2583	Supplies
2020	03/02/2020	ZUROWSKI, ROBERT	02/27/2020	$385	CASTLE LASER TAG BOWIE	Supplies/Services for Community Outreach
2020	03/02/2020	ZUROWSKI, ROBERT	02/27/2020	$243	CHICK-FIL-A #04118	Supplies/Services for Community Outreach
2020	03/02/2020	ZUROWSKI, ROBERT	02/29/2020	$493	WALMART.COM	Supplies/Services for Community Outreach
2020	03/03/2020	SUTTON, ROBERT	03/02/2020	$475	MY BINDING COM	Supplies
2020	03/03/2020	SUTTON, ROBERT	03/03/2020	$3,471	ULINE	Supplies
2020	03/03/2020	ZUROWSKI, ROBERT	03/02/2020	$500	P2W ARCH CARDS	Supplies/Services for Community Outreach
2020	03/04/2020	JOHNSON, WALDO	03/03/2020	$1,660	DUPONT COMPUTERS	IT Products/Services
2020	03/04/2020	O'BRYANT, KEVIN	03/04/2020	$315	DELTA	Travel/Training

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2020	03/04/2020	O'BRYANT, KEVIN	03/04/2020	$315	DELTA	Travel/Training
2020	03/04/2020	SUTTON, ROBERT	03/04/2020	$847	NBF*NATL BIZ FURNITURE	Supplies
2020	03/05/2020	BRABHAM, ROBIN	03/04/2020	$4,760	EVAW INTERNATIONAL	Travel/Training
2020	03/05/2020	CLARK, MARCELLA	03/04/2020	$201	LEVELUPPOTBELLY073385	Supplies/Services for Community Outreach
2020	03/05/2020	SETTLES, CHRISTOPHER	03/05/2020	$497	ULINE	COVID-19 Related Supplies/Services
2020	03/05/2020	SNAPKO, ADAM	03/03/2020	$811	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	03/05/2020	SNAPKO, ADAM	03/03/2020	$811	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	03/05/2020	SNAPKO, ADAM	03/03/2020	$34	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	03/05/2020	SNAPKO, ADAM	03/03/2020	$30	AMERICAN AIRLINES	Harbor Related Supplies/Services
2020	03/05/2020	SNAPKO, ADAM	03/04/2020	$34	FEDEX	Harbor Related Supplies/Services
2020	03/05/2020	SUTTON, ROBERT	03/05/2020	$2,849	ULINE	Supplies
2020	03/06/2020	BRABHAM, ROBIN	03/05/2020	$2,380	EVAW INTERNATIONAL	Travel/Training
2020	03/06/2020	HAMILTON, ARNITA	03/05/2020	$40	WAL-MART #5129	Supplies/Services for Community Outreach
2020	03/06/2020	PARSONS, LESLIE	03/05/2020	$42	AMZN MKTP US	Supplies
2020	03/06/2020	PARSONS, LESLIE	03/05/2020	$42	AMZN MKTP US	Supplies
2020	03/06/2020	SETTLES, CHRISTOPHER	02/26/2020	-$433	GRAINGER	Supplies
2020	03/06/2020	ZUROWSKI, ROBERT	03/05/2020	$378	RIPLEY'S BALTIMORE	Supplies/Services for Community Outreach
2020	03/09/2020	CLARK, MARCELLA	03/07/2020	$201	LEVELUPPOTBELLY021474	Supplies/Services for Community Outreach
2020	03/09/2020	HAMILTON, ARNITA	03/05/2020	$8	DOLLAR TREE	Supplies/Services for Community Outreach
2020	03/09/2020	PARSONS, LESLIE	03/06/2020	$60	TMOBILE*LAW RELATION	Services
2020	03/09/2020	PHILLIPS, JUSTIN	03/07/2020	$676	HILTON HOTEL AUSTIN	Travel/Training

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2020	03/09/2020	SCHAEFER, JAMES	03/06/2020	$610	HOLIDAY INN EXPRESS HO	Motor Carrier Related Supplies/Services
2020	03/09/2020	SCHAEFER, JAMES	03/06/2020	$610	HOLIDAY INN EXPRESS HO	Motor Carrier Related Supplies/Services
2020	03/09/2020	SMALL, STACY	03/07/2020	$4,375	MARRIOTT MARQUIS WASH	Services
2020	03/09/2020	ZUROWSKI, ROBERT	03/05/2020	$100	SPORTROCK CLIMBING CEN	Supplies/Services for Community Outreach
2020	03/09/2020	ZUROWSKI, ROBERT	03/06/2020	$650	SPORTROCK CLIMBING CEN	Supplies/Services for Community Outreach
2020	03/10/2020	PARSONS, LESLIE	03/10/2020	$31	AMZN MKTP US	Supplies
2020	03/11/2020	ABREU, CARLOS	03/09/2020	$548	HILTON HOTEL AUSTIN	Travel/Training
2020	03/11/2020	ABREU, CARLOS	03/10/2020	$8	RENTAL CAR TOLLS	Travel/Training
2020	03/11/2020	CLARK, MARCELLA	03/10/2020	$1,500	SQ *MONCOMM/STUDIO202/	Supplies/Services for Community Outreach
2020	03/11/2020	DAVIS, CAROLYN	03/11/2020	$1,050	DISPUTE REBILL	Disputed Charge
2020	03/11/2020	SUTTON, ROBERT	03/10/2020	$600	AHT SERVICES GROUP LLC	Services
2020	03/12/2020	SMALL, STACY	03/10/2020	$5,000	AED SUPERSTORE	Travel/Training
2020	03/12/2020	SMALL, STACY	03/11/2020	$289	IN *PRECISION CAPITAL	Supplies
2020	03/12/2020	SMALL, STACY	03/11/2020	$550	COLT'S MANUFACTURING	Travel/Training
2020	03/12/2020	SNAPKO, ADAM	03/06/2020	$959	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	03/12/2020	SNAPKO, ADAM	03/11/2020	$2,118	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	03/13/2020	BRABHAM, ROBIN	03/12/2020	-$242	THE SIGN CHEF	Supplies
2020	03/13/2020	SCHAEFER, JAMES	03/12/2020	$411	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2020	03/13/2020	SMALL, STACY	03/12/2020	$1,411	LAWMEN / MES	Supplies
2020	03/16/2020	DAVIS, CAROLYN	03/14/2020	-$1,050	FRAUD CREDIT	Disputed Charge
2020	03/16/2020	PARSONS, LESLIE	03/14/2020	$110	DAYS INN PENN STATE	Travel/Training

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2020	03/16/2020	PARSONS, LESLIE	03/14/2020	$110	DAYS INN PENN STATE	Travel/Training
2020	03/16/2020	SETTLES, CHRISTOPHER	03/13/2020	-$4,414	JIMMIE MUSCATELLO'S GQ	Uniforms
2020	03/16/2020	STARKS, ERIC	03/14/2020	$2,500	IN *VANTIX	IT Products/Services
2020	03/18/2020	ABREU, CARLOS	03/17/2020	-$548	HILTON HOTEL AUSTIN	Travel/Training
2020	03/18/2020	PHILLIPS, JUSTIN	03/17/2020	-$676	HILTON HOTEL AUSTIN	Travel/Training
2020	03/18/2020	SCHAEFER, JAMES	03/17/2020	$33	OFFICE DEPOT #3315	Motor Carrier Related Supplies/Services
2020	03/18/2020	SETTLES, CHRISTOPHER	03/16/2020	$2,488	W S JENKS & SON	COVID-19 Related Supplies/Services
2020	03/18/2020	SETTLES, CHRISTOPHER	03/17/2020	$4,849	THE EMBLEM AUTHORITY	Uniforms
2020	03/18/2020	SNAPKO, ADAM	03/16/2020	$1,698	HOMEDEPOT.COM	Supplies
2020	03/18/2020	SNAPKO, ADAM	03/16/2020	$1,494	HOMEDEPOT.COM	Supplies
2020	03/18/2020	SNAPKO, ADAM	03/16/2020	$1,056	HOMEDEPOT.COM	Supplies
2020	03/18/2020	SNAPKO, ADAM	03/16/2020	$129	HOMEDEPOT.COM	Supplies
2020	03/18/2020	SUTTON, ROBERT	03/17/2020	$5,000	THE HAMILTON GROUP	Supplies
2020	03/18/2020	SUTTON, ROBERT	03/18/2020	$2,904	ULINE	Supplies
2020	03/18/2020	SUTTON, ROBERT	03/18/2020	$2,529	NBF*NATL BIZ FURNITURE	Supplies
2020	03/19/2020	SETTLES, CHRISTOPHER	03/18/2020	$4,988	POLICEBIKESTORE.COM	Supplies
2020	03/19/2020	SNAPKO, ADAM	03/17/2020	$291	HOMEDEPOT.COM	Supplies
2020	03/20/2020	PARSONS, LESLIE	03/18/2020	$3,000	EPROMOS PROMOTIONAL PR	Services
2020	03/20/2020	SCHAEFER, JAMES	03/19/2020	$174	LOWES #01136	COVID-19 Related Supplies/Services
2020	03/20/2020	SCHAEFER, JAMES	03/19/2020	$65	LOWES #03256	COVID-19 Related Supplies/Services
2020	03/20/2020	SNAPKO, ADAM	03/18/2020	$3,833	MILE HIGH SHOOTING ACC	Supplies

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2020	03/20/2020	SUTTON, ROBERT	03/18/2020	$356	THE HOME DEPOT 2583	Supplies
2020	03/20/2020	SUTTON, ROBERT	03/19/2020	$260	SQ *DIRECT LOCKSMITH S	Supplies
2020	03/23/2020	CLARK, MARCELLA	03/20/2020	$816	JERSEY MIKES 36002	Supplies/Services for Community Outreach
2020	03/23/2020	PARSONS, LESLIE	03/20/2020	$60	TMOBILE*LAW RELATION	Services
2020	03/23/2020	SCHAEFER, JAMES	03/19/2020	$118	THE HOME DEPOT #2583	COVID-19 Related Supplies/Services
2020	03/23/2020	SETTLES, CHRISTOPHER	03/18/2020	$2,753	STANDARD OFFICE SUPPLY	COVID-19 Related Supplies/Services
2020	03/23/2020	SETTLES, CHRISTOPHER	03/19/2020	$93	THE HOME DEPOT 2583	COVID-19 Related Supplies/Services
2020	03/23/2020	SNAPKO, ADAM	03/18/2020	-$350	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2020	03/23/2020	SNAPKO, ADAM	03/18/2020	-$350	NATIONAL ASSOCIATION O	Harbor Related Supplies/Services
2020	03/24/2020	JOHNSON, WALDO	03/23/2020	$4,986	MVS INC	IT Products/Services
2020	03/24/2020	JOHNSON, WALDO	03/23/2020	$1,296	MVS INC	IT Products/Services
2020	03/24/2020	SETTLES, CHRISTOPHER	03/23/2020	$50	LOWES #03256	COVID-19 Related Supplies/Services
2020	03/24/2020	SNAPKO, ADAM	03/23/2020	$2,167	IN *TIGERVIEW SOFTWARE	Supplies
2020	03/25/2020	SCHAEFER, JAMES	03/24/2020	$152	WM SUPERCENTER #3035	COVID-19 Related Supplies/Services
2020	03/25/2020	SETTLES, CHRISTOPHER	03/23/2020	$26	THE HOME DEPOT #2583	COVID-19 Related Supplies/Services
2020	03/26/2020	PARSONS, LESLIE	03/25/2020	$60	TMOBILE*LAW RELATION	Services
2020	03/26/2020	SMALL, STACY	03/25/2020	$846	IN *PRECISION CAPITAL	Supplies
2020	03/27/2020	SCHAEFER, JAMES	03/25/2020	$1,696	LASER ART INC	Motor Carrier Related Supplies/Services
2020	03/27/2020	SCHAEFER, JAMES	03/25/2020	$17	GRUBBS CARE PHARMACY	COVID-19 Related Supplies/Services
2020	03/27/2020	SCHAEFER, JAMES	03/26/2020	$3,989	BEST BATTERY CO INC	Supplies
2020	03/27/2020	SNAPKO, ADAM	03/25/2020	$2,389	SAFEWARE-MOTO	COVID-19 Related Supplies/Services

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2020	03/27/2020	STARKS, ERIC	03/26/2020	$4,632	IN *CHANGING TECHNOLOG	IT Products/Services
2020	03/30/2020	BRABHAM, ROBIN	03/25/2020	-$475	POLICE EXECUTIVE RESEA	Travel/Training
2020	03/30/2020	BRABHAM, ROBIN	03/25/2020	-$475	POLICE EXECUTIVE RESEA	Travel/Training
2020	03/30/2020	BRABHAM, ROBIN	03/28/2020	$150	USPS PO BOXES ONLINE	Services
2020	03/30/2020	SETTLES, CHRISTOPHER	03/27/2020	$200	FIREARMS&EXPLOSIVES SE	Services
2020	03/31/2020	STARKS, ERIC	03/30/2020	$1,976	DUPONT COMPUTERS	IT Products/Services
2020	04/02/2020	HAINES, JOHN	03/25/2020	$1,494	ADAMS EVIDENCE GRADE T	Supplies
2020	04/02/2020	SETTLES, CHRISTOPHER	04/02/2020	-$3	LOWES #03256	Supplies
2020	04/02/2020	SMALL, STACY	04/01/2020	-$550	COLT'S MANUFACTURING	Travel/Training
2020	04/02/2020	SUTTON, ROBERT	04/02/2020	$2,832	ULINE	Supplies
2020	04/03/2020	CLARK, MARCELLA	04/02/2020	$700	THOMAS SHADE INC	Supplies
2020	04/03/2020	SNAPKO, ADAM	04/01/2020	-$849	THE HOME DEPOT 2583	Supplies
2020	43924	STARKS, ERIC	04/02/2020	$2,914	IN *CHANGING TECHNOLOG	IT Products/Services
2020	04/03/2020	STARKS, ERIC	04/02/2020	$2,197	IN *CHANGING TECHNOLOG	IT Products/Services
2020	04/03/2020	STARKS, ERIC	04/02/2020	$798	IN *CHANGING TECHNOLOG	IT Products/Services
2020	04/06/2020	PARSONS, LESLIE	04/04/2020	$200	SPRINT	Services
2020	04/09/2020	BRABHAM, ROBIN	03/31/2020	-$570	LIVE BY LOEWS ARLINGTO	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training

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2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	BRABHAM, ROBIN	04/08/2020	-$595	EVAW INTERNATIONAL	Travel/Training
2020	04/10/2020	SETTLES, CHRISTOPHER	04/09/2020	$1,300	TRINITY GLASS COMPANY	Supplies
2020	04/10/2020	STARKS, ERIC	04/09/2020	$280	IN *CHANGING TECHNOLOG	IT Products/Services
2020	04/10/2020	STARKS, ERIC	04/09/2020	$3,600	IN *CHANGING TECHNOLOG	IT Products/Services
2020	04/10/2020	STARKS, ERIC	04/09/2020	$1,550	IN *CHANGING TECHNOLOG	IT Products/Services
2020	04/13/2020	SUTTON, ROBERT	04/10/2020	$785	ALL N 1 STOP LLC	Services
2020	04/13/2020	SUTTON, ROBERT	04/11/2020	$3,402	TRACTOR SUPPLY CO #550	Supplies
2020	04/14/2020	SUTTON, ROBERT	04/13/2020	$67	AMZN MKTP US	Supplies
2020	04/14/2020	SUTTON, ROBERT	04/13/2020	$3,000	TRACTOR SUPPLY #777	Supplies
2020	04/15/2020	BRABHAM, ROBIN	04/14/2020	$799	APPOINTMENT-PLUS/STORM	Services
2020	04/20/2020	GONZALEZ, EMMA	04/20/2020	$122	DISPUTE REBILL	Disputed Charge
2020	04/20/2020	MOORE, RAYMOND	04/16/2020	-$2,644	AMERICAN AIRLINES	Travel/Training
2020	04/20/2020	MOORE, RAYMOND	04/17/2020	-$42	AMERICAN AIRLINES	Travel/Training
2020	04/24/2020	BRABHAM, ROBIN	04/23/2020	$57	CAPITAL SERVICES & SUP	Supplies

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2020	04/24/2020	CLARK, MARCELLA	04/23/2020	$1,619	WPY*WIPESCOM	Supplies
2020	04/27/2020	CLARK, MARCELLA	04/24/2020	$4,997	ACTION TARGETS	Supplies
2020	04/28/2020	MONTAGNA, CAROLYN	04/27/2020	$99	OFFICE TIMELINE	Inauguration Related Supplies/Services
2020	04/29/2020	SNAPKO, ADAM	04/28/2020	$4,379	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	04/30/2020	SNAPKO, ADAM	04/29/2020	$3,736	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	04/30/2020	SUTTON, ROBERT	04/27/2020	-$3,000	TRACTOR SUPPLY CO #550	Supplies
2020	05/01/2020	SNAPKO, ADAM	04/30/2020	$1,531	LIVE VIEW GPS	Harbor Related Supplies/Services
2020	05/01/2020	SNAPKO, ADAM	04/30/2020	$579	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	05/04/2020	SNAPKO, ADAM	05/01/2020	$53	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	05/07/2020	BRABHAM, ROBIN	05/06/2020	$530	IN *CHANGING TECHNOLOG	IT Products/Services
2020	05/07/2020	BRABHAM, ROBIN	05/06/2020	$190	IACP	Services
2020	05/07/2020	SUTTON, ROBERT	05/06/2020	$571	GRANT LEADING TECHNOLO	Supplies
2020	05/08/2020	SUTTON, ROBERT	05/07/2020	$624	U.S. OFFICE SOLUTIONS	Supplies
2020	05/08/2020	SUTTON, ROBERT	05/07/2020	$3,210	THE HAMILTON GROUP	Uniforms
2020	05/18/2020	SNAPKO, ADAM	05/14/2020	$2,150	WEST VIRGINIA SIGNA	Harbor Related Supplies/Services
2020	05/18/2020	SNAPKO, ADAM	05/15/2020	$152	PBI*LEASEDEQUIPMENT	Harbor Related Supplies/Services
2020	05/20/2020	SNAPKO, ADAM	05/19/2020	$202	ROBERTS OXYGEN CO BR 0	Harbor Related Supplies/Services
2020	05/22/2020	SUTTON, ROBERT	05/21/2020	$4,450	THE EMBLEM AUTHORITY	Uniforms
2020	05/27/2020	MONTAGNA, CAROLYN	05/26/2020	$11	TAXI SVC WASHINGTON	Services
2020	05/27/2020	MONTAGNA, CAROLYN	05/26/2020	$14	TAXI SVC WASHINGTON	Services
2020	06/01/2020	SNAPKO, ADAM	05/30/2020	$849	TOOLUP.COM	Supplies

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2020	06/01/2020	SUTTON, ROBERT	05/29/2020	$170	MCCALL HANDLING CO.	Services
2020	06/01/2020	SUTTON, ROBERT	05/29/2020	$915	EASTERN LIFT TRUCK	Travel/Training
2020	06/02/2020	BRABHAM, ROBIN	06/01/2020	$1,100	IN *GOTTA GO NOW LLC	1st Amendment Related Supplies/Services
2020	06/03/2020	PHILLIPS, JUSTIN	06/02/2020	$10	HOTELBOOKINGSERVFEE	Travel/Training
2020	06/03/2020	PHILLIPS, JUSTIN	06/02/2020	$254	CCI*HOTEL RESERVATION	Travel/Training
2020	06/04/2020	HAINES, JOHN	06/04/2020	$395	LOCAL DUMPSTER RENTAL	1st Amendment Related Supplies/Services
2020	06/04/2020	HAINES, JOHN	06/04/2020	$890	LOCAL DUMPSTER RENTAL	1st Amendment Related Supplies/Services
2020	06/04/2020	SUTTON, ROBERT	06/02/2020	$519	THE HOME DEPOT 2583	Supplies
2020	06/05/2020	CLARK, MARCELLA	06/03/2020	$4,200	JIMMIE MUSCATELLO'S GQ	Supplies
2020	06/05/2020	PARSONS, LESLIE	06/04/2020	$43	USPS PO 1049370101	Services
2020	06/05/2020	SUTTON, ROBERT	06/04/2020	$600	PRICE OIL	1st Amendment Related Supplies/Services
2020	06/08/2020	CLARK, MARCELLA	06/05/2020	$1,725	INDUSTRIALSAFETY.COM	Supplies
2020	06/08/2020	SUTTON, ROBERT	06/05/2020	$400	PRICE OIL	Supplies
2020	06/12/2020	SNAPKO, ADAM	06/10/2020	$56	KORMAN SIGNS INC	Harbor Related Supplies/Services
2020	06/12/2020	SUTTON, ROBERT	06/11/2020	$520	DISCOUNT ICE CO	1st Amendment Related Supplies/Services
2020	06/12/2020	SUTTON, ROBERT	06/11/2020	$1,247	U.S. OFFICE SOLUTIONS	1st Amendment Related Supplies/Services
2020	06/15/2020	BRABHAM, ROBIN	06/12/2020	$1,156	LAWMEN / MES	Supplies
2020	06/15/2020	BRABHAM, ROBIN	06/13/2020	$2,632	MES/WARREN FIRE/LAWMEN	Supplies
2020	06/15/2020	CLARK, MARCELLA	06/12/2020	$1,175	METRO WASHINGTON COUNC	Services
2020	06/15/2020	PARSONS, LESLIE	06/12/2020	$110	TMOBILE*LAW RELATION	Services

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2020	06/15/2020	SNAPKO, ADAM	06/12/2020	$810	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	06/16/2020	BRABHAM, ROBIN	06/15/2020	$196	DUPONT COMPUTERS	IT Products/Services
2020	06/16/2020	STARKS, ERIC	06/15/2020	-$530	IN *CHANGING TECHNOLOG	IT Products/Services
2020	06/17/2020	SNAPKO, ADAM	06/16/2020	$18	FEDEX	Harbor Related Supplies/Services
2020	06/18/2020	BRABHAM, ROBIN	06/17/2020	$1,129	MVS INC	IT Products/Services
2020	06/19/2020	PARSONS, LESLIE	06/18/2020	$50	TMOBILE*LAW RELATION	Services
2020	06/19/2020	SNAPKO, ADAM	06/18/2020	$143	SQ *CREDIT@SUZ.COM	Harbor Related Supplies/Services
2020	06/19/2020	SUTTON, ROBERT	05/28/2020	$4,987	COLOR ID	Supplies
2020	06/22/2020	SCHAEFER, JAMES	06/18/2020	$89	SUBURBAN FUEL COMPANY	COVID-19 Related Supplies/Services
2020	06/22/2020	SUTTON, ROBERT	06/19/2020	$624	U.S. OFFICE SOLUTIONS	1st Amendment Related Supplies/Services
2020	06/22/2020	SUTTON, ROBERT	06/19/2020	$520	DISCOUNT ICE CO	1st Amendment Related Supplies/Services
2020	06/24/2020	BRABHAM, ROBIN	06/23/2020	-$150	IACP	Travel/Training
2020	06/24/2020	HAINES, JOHN	06/23/2020	$650	IN *GOTTA GO NOW LLC	1st Amendment Related Supplies/Services
2020	06/25/2020	SUTTON, ROBERT	06/24/2020	$1,247	U.S. OFFICE SOLUTIONS	Supplies
2020	06/26/2020	CLARK, MARCELLA	06/25/2020	$900	CALEA INC.	Services
2020	06/29/2020	SUTTON, ROBERT	06/27/2020	$832	DISCOUNT ICE CO	Supplies
2020	06/30/2020	PARSONS, LESLIE	06/29/2020	$33	USPS PO 1049370101	Services
2020	06/30/2020	PARSONS, LESLIE	06/30/2020	$285	HOTELSCOM9201133395791	Travel/Training
2020	07/01/2020	PARSONS, LESLIE	06/29/2020	$171	SPIRIT AIRLINES	Travel/Training
2020	07/01/2020	PARSONS, LESLIE	06/29/2020	$658	SPIRIT AIRLINES	Travel/Training
2020	07/01/2020	PARSONS, LESLIE	06/29/2020	$43	SPIRIT AIRLINES	Travel/Training

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2020	07/01/2020	PARSONS, LESLIE	07/01/2020	$2,292	EXPEDIA 7537847212171	Travel/Training
2020	07/02/2020	SUTTON, ROBERT	06/26/2020	$1,603	STANDARD OFFICE SUPPLY	Supplies
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/03/2020	BRABHAM, ROBIN	07/02/2020	$29	EB THE SCIENCE AMP PR	Travel/Training
2020	07/06/2020	PARSONS, LESLIE	07/03/2020	$262	HOME2 SUITES EL PAS.	Travel/Training
2020	07/09/2020	SUTTON, ROBERT	07/07/2020	$799	THE HOME DEPOT 2583	Supplies
2020	07/09/2020	SUTTON, ROBERT	07/08/2020	$1,711	DISCOUNT ICE CO	1st Amendment Related Supplies/Services
2020	07/10/2020	SNAPKO, ADAM	07/07/2020	$145	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	07/10/2020	SNAPKO, ADAM	07/09/2020	$1,675	GOODWIN WELDING	Harbor Related Supplies/Services
2020	07/10/2020	SNAPKO, ADAM	07/09/2020	$111	AIRPORT WINDSOCK CORP	Harbor Related Supplies/Services
2020	07/13/2020	SNAPKO, ADAM	07/10/2020	$115	WESTERN BRANCH DIESEL	Harbor Related Supplies/Services
2020	07/14/2020	PARSONS, LESLIE	07/13/2020	$1,100	IN *DNA SOLUTIONS	Services
2020	07/15/2020	SCHAEFER, JAMES	07/13/2020	$3,606	LASER ART INC	Motor Carrier Related Supplies/Services

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2020	07/16/2020	SUTTON, ROBERT	07/14/2020	$1,019	THE HOME DEPOT #2583	Supplies
2020	07/17/2020	SUTTON, ROBERT	07/16/2020	$450	SQ *DIRECT LOCKSMITH S	Services
2020	07/20/2020	BRABHAM, ROBIN	07/17/2020	$1,135	DUPONT COMPUTERS	IT Products/Services
2020	07/20/2020	PHILLIPS, JUSTIN	07/18/2020	$38	COLONIAL PARKING #8QPS	Travel/Training
2020	07/20/2020	PHILLIPS, JUSTIN	07/18/2020	$206	INTERCONTINENTAL THE W	Travel/Training
2020	07/20/2020	PHILLIPS, JUSTIN	07/18/2020	$248	INTERCONTINENTAL THE W	Travel/Training
2020	07/20/2020	SNAPKO, ADAM	07/19/2020	$408	PADI AMERICAS INC	Harbor Related Supplies/Services
2020	07/22/2020	BRABHAM, ROBIN	07/22/2020	$254	AMZN MKTP US	IT Products/Services
2020	07/22/2020	BRABHAM, ROBIN	07/22/2020	$424	AMZN MKTP US	IT Products/Services
2020	07/22/2020	CLARK, MARCELLA	07/21/2020	$35	FEDEX	Services
2020	07/22/2020	CLARK, MARCELLA	07/21/2020	$38	FEDEX	Services
2020	07/22/2020	CLARK, MARCELLA	07/21/2020	$29	FEDEX	Services
2020	07/24/2020	BRABHAM, ROBIN	07/23/2020	$38	AMZN MKTP US	IT Products/Services
2020	07/24/2020	PARSONS, LESLIE	07/23/2020	$60	TMOBILE*LAW RELATION	Services
2020	07/24/2020	PARSONS, LESLIE	07/23/2020	$60	TMOBILE*LAW RELATION	Services
2020	07/24/2020	SUTTON, ROBERT	07/22/2020	$1,467	TIDEWATER REFRIGERATIO	Services
2020	07/24/2020	SUTTON, ROBERT	07/23/2020	$1,005	DISCOUNT ICE CO	1st Amendment Related Supplies/Services
2020	07/24/2020	SUTTON, ROBERT	07/23/2020	$3,600	TRACTOR SUPPLY CO #181	Supplies
2020	07/27/2020	SUTTON, ROBERT	07/24/2020	$1,520	CAPITAL SERVICES & SUP	Services
2020	07/28/2020	BRABHAM, ROBIN	07/27/2020	$554	2COCOM*LANTIV.COM	Services
2020	07/29/2020	MONTAGNA, CAROLYN	07/27/2020	$26	TAXI SVC WASHINGTON	Services

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2020	07/29/2020	SNAPKO, ADAM	07/27/2020	$252	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	07/29/2020	SUTTON, ROBERT	07/28/2020	$61	PLASTICBAGP	Supplies
2020	07/29/2020	SUTTON, ROBERT	07/28/2020	$490	SPACESAVER SYSTEMS INC	Services
2020	07/29/2020	SUTTON, ROBERT	07/28/2020	$835	HITT MARKING DEVICES	Supplies
2020	07/29/2020	SUTTON, ROBERT	07/28/2020	$785	ALL N 1 STOP LLC	Supplies
2020	07/30/2020	PARSONS, LESLIE	07/29/2020	$50	TMOBILE*LAW RELATION	Services
2020	07/31/2020	BRABHAM, ROBIN	07/30/2020	$4,378	MVS INC	IT Products/Services
2020	07/31/2020	MONTAGNA, CAROLYN	07/29/2020	$25	TAXI SVC WASHINGTON DC	Services
2020	08/03/2020	GONZALEZ,EMMA	08/02/2020	$7	GENESIS RESTAURANT	Travel/Training
2020	08/03/2020	GONZALEZ,EMMA	08/03/2020	-$122	FRAUD CREDIT	Disputed Charge
2020	08/03/2020	JOHNSON,MARVIN	08/01/2020	$106	CBI*PARALLELS	Disputed Charge
2020	08/03/2020	PHILLIP,DERECK	08/02/2020	$24	GENESIS RESTAURANT	Travel/Training
2020	08/04/2020	GONZALEZ,EMMA	08/02/2020	$41	OLIVE GARDEN 0021880	Travel/Training
2020	08/04/2020	GONZALEZ,EMMA	08/03/2020	$7	RITA'S # 285	Travel/Training
2020	08/04/2020	MOORE,RAYMOND	08/02/2020	$40	CORAHS CORNER	Travel/Training
2020	08/04/2020	MOORE,RAYMOND	08/02/2020	$17	HIGHS 95	Travel/Training
2020	08/04/2020	SUTTON,ROBERT	08/03/2020	$149	SQ *RK ENTERPRISES FFL	Supplies
2020	08/05/2020	MOORE,RAYMOND	08/02/2020	$717	ST. MICHAELS HARBOUR I	Travel/Training
2020	08/05/2020	MOORE,RAYMOND	08/03/2020	$34	HIGHS 95	Travel/Training
2020	08/05/2020	MOORE,RAYMOND	08/03/2020	$20	CHICK-FIL-A #02465	Travel/Training
2020	08/06/2020	BRABHAM,ROBIN	08/05/2020	$732	DUPONT COMPUTERS	IT Products/Services

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2020	08/06/2020	BRABHAM,ROBIN	08/05/2020	$868	IN *AL BETZ & ASSOCIAT	Services
2020	08/06/2020	PARSONS,LESLIE	08/05/2020	$469	DARCARS CHRYSLER JEEP	Services
2020	08/06/2020	SNAPKO,ADAM	08/05/2020	$408	PADI AMERICAS INC	Harbor Related Supplies/Services
2020	08/06/2020	SUTTON,ROBERT	08/04/2020	$38	THE HOME DEPOT #2583	Supplies
2020	08/07/2020	MONTAGNA,CAROLYN	08/07/2020	-$3	DISPUTE CREDIT	Disputed Charge
2020	08/07/2020	SNAPKO,ADAM	08/06/2020	$101	IN *WING INFLATABLES I	Harbor Related Supplies/Services
2020	08/07/2020	SNAPKO,ADAM	08/06/2020	$3,449	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	08/07/2020	SNAPKO,ADAM	08/06/2020	$964	THE HAMILTON GROUP	Harbor Related Supplies/Services
2020	08/07/2020	SUTTON,ROBERT	08/06/2020	$1,029	STAPLES DIRECT	Supplies
2020	08/07/2020	SUTTON,ROBERT	08/06/2020	$1,125	AHT SERVICES GROUP LLC	Services
2020	08/10/2020	HAINES,JOHN	08/07/2020	$153	STAPLES DIRECT	Supplies
2020	08/10/2020	MOORE,RAYMOND	08/03/2020	$34	HIGHS 95	Travel/Training
2020	08/10/2020	SUTTON,ROBERT	08/06/2020	$4,969	U.S. OFFICE SOLUTIONS	Supplies
2020	08/10/2020	SUTTON,ROBERT	08/07/2020	$2,189	APPOINTMENT-PLUS/STORM	Supplies
2020	08/10/2020	SUTTON,ROBERT	08/08/2020	-$58	STAPLES DIRECT	Supplies
2020	08/11/2020	MOORE,RAYMOND	08/03/2020	-$34	HIGHS 95	Travel/Training
2020	08/12/2020	BRABHAM,ROBIN	08/10/2020	$425	KORMAN SIGNS INC	IT Products/Services
2020	08/13/2020	CLARK,MARCELLA	08/12/2020	$41	FEDEX	Services
2020	08/13/2020	MOORE,RAYMOND	08/13/2020	-$34	DISPUTE CREDIT	Disputed Charge
2020	08/13/2020	PARSONS,LESLIE	08/12/2020	$60	TMOBILE*LAW RELATION	Services
2020	08/13/2020	SCHAEFER,JAMES	08/12/2020	$385	FEDEX	Services

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2020	08/13/2020	SNAPKO,ADAM	08/11/2020	$270	EASTERN LIFT TRUCK	Harbor Related Supplies/Services
2020	08/14/2020	CLARK,MARCELLA	08/13/2020	$37	FEDEX	Services
2020	08/14/2020	CLARK,MARCELLA	08/13/2020	$32	FEDEX	Services
2020	08/14/2020	PARSONS,LESLIE	08/13/2020	$144	USPS PO 1049370101	Services
2020	08/17/2020	MOORE,RAYMOND	08/17/2020	$34	DISPUTE REBILL	Disputed Charge
2020	08/17/2020	SUTTON,ROBERT	08/07/2020	$406	STANDARD OFFICE SUPPLY	Supplies
2020	08/17/2020	SUTTON,ROBERT	08/14/2020	$38	THE HOME DEPOT #2583	Supplies
2020	08/18/2020	GONZALEZ,EMMA	08/16/2020	$49	STONEY RIVE50102050110	Travel/Training
2020	08/18/2020	GONZALEZ,EMMA	08/16/2020	$4	SHELL OIL 236522202QPS	Travel/Training
2020	08/18/2020	PHILLIP,DERECK	08/16/2020	$55	STONEY RIVE50102050110	Travel/Training
2020	08/19/2020	CLARK,MARCELLA	08/18/2020	$15	FEDEX	Services
2020	08/19/2020	MOORE,RAYMOND	08/18/2020	$41	NANDO S PERI PERI ANNA	Travel/Training
2020	08/19/2020	PHILLIP,DERECK	08/18/2020	$38	NANDO S PERI PERI ANNA	Travel/Training
2020	08/19/2020	SCHAEFER,JAMES	08/18/2020	$1,038	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2020	08/20/2020	HAINES,JOHN	08/19/2020	$84	PAPERWRISTBANDS	1st Amendment Related Supplies/Services
2020	08/20/2020	MOORE,RAYMOND	08/18/2020	$4	7-ELEVEN 38655	Travel/Training
2020	08/20/2020	PHILLIP,DERECK	08/18/2020	$9	7-ELEVEN 38655	Travel/Training
2020	08/20/2020	PHILLIP,DERECK	08/19/2020	$32	CHIPOTLE 0840	Travel/Training
2020	08/21/2020	SCHAEFER,JAMES	08/19/2020	$759	THE HOME DEPOT 2583	Motor Carrier Related Supplies/Services
2020	08/21/2020	SMALL,STACY	08/20/2020	-$4,375	MARRIOTT MARQUIS WASH	Services
2020	08/21/2020	SNAPKO,ADAM	08/20/2020	$485	WILLIAM E MUNSON COMPA	Harbor Related Supplies/Services

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2020	08/21/2020	SNAPKO,ADAM	08/20/2020	$619	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	08/24/2020	BRABHAM,ROBIN	08/21/2020	$346	IN *CHANGING TECHNOLOG	IT Products/Services
2020	08/24/2020	BRABHAM,ROBIN	08/21/2020	$740	DNH*GODADDY.COM	IT Products/Services
2020	08/24/2020	BRABHAM,ROBIN	08/21/2020	$4,250	MVS INC	IT Products/Services
2020	08/24/2020	BRABHAM,ROBIN	08/22/2020	$50	IN *CHANGING TECHNOLOG	IT Products/Services
2020	08/25/2020	PHILLIPS,JUSTIN	08/24/2020	$25	NJ EZPASS	Travel/Training
2020	08/27/2020	SCHAEFER,JAMES	08/26/2020	$4,655	BRENTRONICS	Services
2020	08/28/2020	MONTAGNA,CAROLYN	08/26/2020	$48	TAXI SVC WASHINGTON	Services
2020	08/28/2020	SUTTON,ROBERT	08/28/2020	$374	ULINE	Supplies
2020	08/31/2020	HAINES,JOHN	08/28/2020	$1,024	MES/WARREN FIRE/LAWMEN	1st Amendment Related Supplies/Services
2020	08/31/2020	SUTTON,ROBERT	08/28/2020	$2,121	U.S. OFFICE SOLUTIONS	Supplies
2020	09/02/2020	SNAPKO, ADAM	09/01/2020	$1,557	SQ *MOUNT VERNON CANVA	Harbor Related Supplies/Services
2020	09/02/2020	SUTTON, ROBERT	08/31/2020	$438	THE HOME DEPOT 2583	Supplies
2020	09/03/2020	SNAPKO, ADAM	09/02/2020	$626	VICENCIA AND BUCKLEY	Harbor Related Supplies/Services
2020	09/03/2020	SNAPKO, ADAM	09/02/2020	$626	VICENCIA AND BUCKLEY	Harbor Related Supplies/Services
2020	09/03/2020	SNAPKO, ADAM	09/02/2020	$352	CAPITAL SERVICES & SUP	Harbor Related Supplies/Services
2020	09/03/2020	SNAPKO, ADAM	09/02/2020	$1,855	SKYDEX TECHNOLOGIES IN	Harbor Related Supplies/Services
2020	09/04/2020	BRABHAM, ROBIN	09/02/2020	$1,117	K & R INDUSTRIES INC	Supplies
2020	09/04/2020	MONTAGNA, CAROLYN	09/02/2020	$60	TAXI SVC WASHINGTON	Services
2020	09/04/2020	SNAPKO, ADAM	09/03/2020	$772	ZODIAC OF NORTH AMERIC	Harbor Related Supplies/Services
2020	09/07/2020	PHILLIPS, JUSTIN	09/05/2020	$352	SXM*SIRIUSXM.COM/ACCT	Travel/Training

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2020	09/07/2020	SUTTON, ROBERT	09/04/2020	$1,871	U.S. OFFICE SOLUTIONS	Supplies
2020	09/10/2020	PARSONS, LESLIE	09/08/2020	$336	DELTA	Travel/Training
2020	09/10/2020	PARSONS, LESLIE	09/08/2020	$336	DELTA	Travel/Training
2020	09/10/2020	PARSONS, LESLIE	09/09/2020	$198	PRICELN*DAYS INN SUI	Travel/Training
2020	09/11/2020	CLARK, MARCELLA	09/10/2020	$1,165	IN *AL BETZ & ASSOCIAT	Services
2020	09/11/2020	HAINES, JOHN	09/11/2020	$466	AMZN MKTP US	Supplies
2020	09/11/2020	SUTTON, ROBERT	09/10/2020	$895	L R WILSON & SONS	Services
2020	09/14/2020	BRABHAM, ROBIN	09/13/2020	$287	IN *CHANGING TECHNOLOG	IT Products/Services
2020	09/14/2020	MONTAGNA, CAROLYN	09/12/2020	$412	AMAZON.COM*MU1ZG7IF2	Supplies
2020	09/14/2020	SCHAEFER, JAMES	09/11/2020	$2,256	LASER ART INC	Motor Carrier Related Supplies/Services
2020	09/14/2020	SNAPKO, ADAM	09/11/2020	$271	SQ *CREDIT@SUZ.COM	Harbor Related Supplies/Services
2020	09/14/2020	SUTTON, ROBERT	09/03/2020	$4,965	COLOR ID	Supplies
2020	09/16/2020	BRABHAM, ROBIN	09/15/2020	$949	MVS INC	IT Products/Services
2020	09/16/2020	BRABHAM, ROBIN	09/15/2020	$1,435	MVS INC	IT Products/Services
2020	09/17/2020	MONTAGNA, CAROLYN	09/16/2020	$443	ASTRA RADIO COMMUNICAT	Supplies
2020	09/17/2020	PARSONS, LESLIE	09/16/2020	$419	AMAZON.COM*M48I991H1	Supplies
2020	09/17/2020	SNAPKO, ADAM	09/16/2020	$101	PARTS AUTHORITY-LAUREL	Harbor Related Supplies/Services
2020	09/17/2020	SUTTON, ROBERT	09/15/2020	$261	THE HOME DEPOT 2583	Supplies
2020	09/18/2020	JOHNSON, MARVIN	09/17/2020	$165,000	GAYLORD NATIONAL F/D	Inauguration Related Supplies/Services
2020	09/18/2020	SNAPKO, ADAM	09/17/2020	$1,200	TEMPEST RACING	Harbor Related Supplies/Services
2020	09/21/2020	SUTTON, ROBERT	09/17/2020	$1,724	HOMEDEPOT.COM	Supplies

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2020	09/21/2020	SUTTON, ROBERT	09/17/2020	$562	HOMEDEPOT.COM	Supplies
2020	09/21/2020	SUTTON, ROBERT	09/18/2020	$1,035	R & D CROSS INC	Supplies
2020	09/22/2020	SUTTON, ROBERT	09/20/2020	$864	SSC - MANASSAS SERVICE	Supplies
2020	09/23/2020	SCHAEFER, JAMES	09/21/2020	$718	FRONTLINE MOBILE TECH	Motor Carrier Related Supplies/Services
2020	09/23/2020	SCHAEFER, JAMES	09/22/2020	$283	THE PIEDMONT EQUINE PR	Services
2020	09/23/2020	SNAPKO, ADAM	09/22/2020	$2,789	SPEED UNLIMITED INC.	Harbor Related Supplies/Services
2020	09/23/2020	SUTTON, ROBERT	09/21/2020	$180	THE HOME DEPOT #2583	Supplies
2020	09/23/2020	SUTTON, ROBERT	09/21/2020	$361	AED SUPERSTORE	Supplies
2020	09/23/2020	SUTTON, ROBERT	09/22/2020	$4,900	THE HAMILTON GROUP	Supplies
2020	09/24/2020	SCHAEFER, JAMES	09/22/2020	$1,229	JIMMIE MUSCATELLO'S GQ	Motor Carrier Related Supplies/Services
2020	09/24/2020	SUTTON, ROBERT	09/23/2020	$1,303	DISCOUNT ICE CO	1st Amendment Related Supplies/Services
2020	09/25/2020	PARSONS, LESLIE	09/24/2020	$923	EXPEDIA 7551046310490	Travel/Training
2020	09/25/2020	SCHAEFER, JAMES	09/24/2020	$1,200	SQ *CLASS ACT HORSE TR	Services
2020	09/28/2020	PARSONS, LESLIE	09/24/2020	$401	DELTA	Travel/Training
2020	09/28/2020	PARSONS, LESLIE	09/24/2020	$401	DELTA	Travel/Training
2021	10/01/2020	BRABHAM, ROBIN	09/30/2020	$100	IN *DNA SOLUTIONS	Services
2021	10/01/2020	HAINES, JOHN	09/30/2020	$2,053	IN *GOTTA GO NOW LLC	Election Related Supplies/Services
2021	10/02/2020	HAINES, JOHN	10/02/2020	$12	AMZN MKTP US	Supplies
2021	10/05/2020	SMALL, STACY	10/03/2020	$1,800	WWW.SURVEYGIZMO.COM	Services
2021	10/06/2020	MONTAGNA, CAROLYN	10/04/2020	$48	TAXI SVC WASHINGTON	Services
2021	10/07/2020	PARSONS, LESLIE	10/06/2020	$558	AMZN MKTP US	Supplies

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2021	10/07/2020	SUTTON, ROBERT	10/06/2020	$300	SQ *VOLTTEL SOLUTIONS	Services
2021	10/08/2020	BRABHAM, ROBIN	10/07/2020	$1,299	ARTICULATE GLOBAL INC	Services
2021	10/08/2020	PARSONS, LESLIE	10/07/2020	$42	AMZN MKTP US	Supplies
2021	10/09/2020	BRABHAM, ROBIN	10/07/2020	$95	CHU GRAPHIC ARTS, INC.	Supplies
2021	10/09/2020	SMALL, STACY	10/08/2020	-$1,650	WWW.SURVEYGIZMO.COM	Services
2021	10/09/2020	SUTTON, ROBERT	10/08/2020	$75	THE EMBLEM AUTHORITY	Uniforms
2021	10/09/2020	SUTTON, ROBERT	10/08/2020	$3,180	THE EMBLEM AUTHORITY	Uniforms
2021	10/09/2020	SUTTON, ROBERT	10/08/2020	$4,855	MES/WARREN FIRE/LAWMEN	Supplies
2021	10/12/2020	BRABHAM, ROBIN	10/09/2020	$618	AMAZON.COM*MK9XW7VL0	Supplies
2021	10/12/2020	BRABHAM, ROBIN	10/09/2020	$95	CHU GRAPHIC ARTS, INC.	Supplies
2021	10/12/2020	PARSONS, LESLIE	10/09/2020	$60	TMOBILE*LAW RELATION	Services
2021	10/12/2020	SUTTON, ROBERT	10/09/2020	$3,036	A2Z ENVIRONMENTAL GROU	Services
2021	10/13/2020	BRABHAM, ROBIN	10/12/2020	$184	AMAZON.COM*MK6VM3DR2	Supplies
2021	10/14/2020	SNAPKO, ADAM	10/13/2020	$175	WWW.SAFEBOATINGCOUNCIL	Harbor Related Supplies/Services
2021	10/14/2020	SNAPKO, ADAM	10/13/2020	$152	PITNEYBOWESLEASEDEQUIP	Harbor Related Supplies/Services
2021	10/14/2020	SNAPKO, ADAM	10/13/2020	$1,531	LIVE VIEW GPS	Harbor Related Supplies/Services
2021	10/15/2020	MONTAGNA, CAROLYN	10/14/2020	$400	IN *MAGLOCLEN, INC.	Services
2021	10/15/2020	SNAPKO, ADAM	10/14/2020	$103	PITNEY BOWES PBP	Harbor Related Supplies/Services
2021	10/16/2020	PARSONS, LESLIE	10/15/2020	$395	CERTIFIED FETI	Travel/Training
2021	10/16/2020	PARSONS, LESLIE	10/15/2020	$395	CERTIFIED FETI	Travel/Training
2021	10/16/2020	PARSONS, LESLIE	10/15/2020	$395	CERTIFIED FETI	Travel/Training

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2021	10/16/2020	SNAPKO, ADAM	10/15/2020	$797	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	10/16/2020	SUTTON, ROBERT	10/14/2020	-$99	HOMEDEPOT.COM	Supplies
2021	10/19/2020	BRABHAM, ROBIN	10/15/2020	$1,336	ATLANTIC TACTICAL	Supplies
2021	10/19/2020	SNAPKO, ADAM	10/16/2020	$676	TRI-STATE MARINE INC	Harbor Related Supplies/Services
2021	10/22/2020	BRABHAM, ROBIN	10/21/2020	$180	DUPONT COMPUTERS	IT Products/Services
2021	10/22/2020	HAINES, JOHN	10/21/2020	$2,053	IN *GOTTA GO NOW LLC	Inauguration Related Supplies/Services
2021	10/23/2020	BRABHAM, ROBIN	10/22/2020	$299	AMAZON.COM*2T04I55U0	Supplies
2021	10/23/2020	PARSONS, LESLIE	10/22/2020	$600	EXPEDIA 72002651386562	Travel/Training
2021	10/26/2020	BRABHAM, ROBIN	10/23/2020	$1,424	MVS INC	IT Products/Services
2021	10/26/2020	HAINES, JOHN	10/23/2020	$57	BROWNELLS INC	Supplies
2021	10/26/2020	PARSONS, LESLIE	10/22/2020	$127	AMERICAN AIRLINES	Travel/Training
2021	10/26/2020	PARSONS, LESLIE	10/22/2020	$127	AMERICAN AIRLINES	Travel/Training
2021	10/26/2020	PARSONS, LESLIE	10/22/2020	$178	ALASKA A 02	Travel/Training
2021	10/26/2020	PARSONS, LESLIE	10/22/2020	$178	ALASKA A 02	Travel/Training
2021	10/27/2020	SUTTON, ROBERT	10/26/2020	$3,689	GLORY GLOBAL SOLUTIONS	Services
2021	10/29/2020	SUTTON, ROBERT	10/27/2020	$1,264	JIMMIE MUSCATELLO'S GQ	Uniforms
2021	11/02/2020	MONTAGNA, CAROLYN	10/30/2020	$29	TAXI SVC WASHINGTON	Services
2021	11/02/2020	SCHAEFER, JAMES	10/30/2020	$107	THE HOME DEPOT 2705	Supplies
2021	11/03/2020	HAINES, JOHN	11/02/2020	$945	AMZN MKTP US	1st Amendment Related Supplies/Services
2021	11/03/2020	HAINES, JOHN	11/02/2020	$87	AMZN MKTP US	1st Amendment Related Supplies/Services
2021	11/03/2020	PARSONS, LESLIE	11/02/2020	$1,211	BEST BUY 00010926	Election Related Supplies/Services

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2021	11/03/2020	SCHAEFER, JAMES	10/30/2020	$107	THE HOME DEPOT #2583	1st Amendment Related Supplies/Services
2021	11/03/2020	SCHAEFER, JAMES	10/30/2020	-$107	THE HOME DEPOT 2705	Supplies
2021	11/03/2020	SUTTON, ROBERT	11/02/2020	$4,820	MES/WARREN FIRE/LAWMEN	Uniforms
2021	11/04/2020	HAINES, JOHN	11/02/2020	$480	MICRO CENTER FAIRFAX	1st Amendment Related Supplies/Services
2021	11/04/2020	HAINES, JOHN	11/03/2020	$45	AMZN MKTP US	1st Amendment Related Supplies/Services
2021	11/04/2020	SUTTON, ROBERT	11/03/2020	$100	IN *CHANGING TECHNOLOG	Supplies
2021	11/05/2020	BRABHAM, ROBIN	11/04/2020	$115	IN *LRG TECHNOLOGIES I	IT Products/Services
2021	11/05/2020	SCHAEFER, JAMES	11/03/2020	$35	THE HOME DEPOT #2583	1st Amendment Related Supplies/Services
2021	11/06/2020	HAINES, JOHN	11/05/2020	$123	LOWES #03256	1st Amendment Related Supplies/Services
2021	11/06/2020	SNAPKO, ADAM	11/05/2020	$99	ROBERTS OXYGEN CO BR 0	Harbor Related Supplies/Services
2021	11/06/2020	SUTTON, ROBERT	11/05/2020	$585	A2Z ENVIRONMENTAL GROU	Services
2021	11/09/2020	HAINES, JOHN	11/08/2020	$119	AMAZON.COM*285KC7SH0	1st Amendment Related Supplies/Services
2021	11/10/2020	PHILLIPS, JUSTIN	11/09/2020	$25	NJ EZPASS	Travel/Training
2021	11/10/2020	SUTTON, ROBERT	11/09/2020	$4,963	COLOR ID	Supplies
2021	11/10/2020	SUTTON, ROBERT	11/09/2020	$4,996	THE HAMILTON GROUP	Supplies
2021	11/11/2020	CLARK, MARCELLA	11/10/2020	$1,536	IN *AL BETZ & ASSOCIAT	Services
2021	11/12/2020	SUTTON, ROBERT	11/10/2020	$1,871	U.S. OFFICE SOLUTIONS	1st Amendment Related Supplies/Services
2021	11/13/2020	BRABHAM, ROBIN	11/12/2020	$1,829	IN *GOTTA GO NOW LLC	1st Amendment Related Supplies/Services
2021	11/13/2020	BRABHAM, ROBIN	11/12/2020	$4,880	LAWMEN / MES	Supplies
2021	11/13/2020	PARSONS, LESLIE	11/12/2020	$85	TMOBILE*LAW RELATION	Services

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2021	11/16/2020	BRABHAM, ROBIN	11/13/2020	$159	ZOOM.US	Services
2021	11/16/2020	BRABHAM, ROBIN	11/13/2020	$159	ZOOM.US	Services
2021	11/16/2020	MONTAGNA, CAROLYN	11/12/2020	$139	ARNOLD ENGRAVERS	Supplies
2021	11/16/2020	MONTAGNA, CAROLYN	11/14/2020	$50	COX*SUBPOENA COMPLIANC	Services
2021	11/16/2020	PHILLIPS, JUSTIN	11/14/2020	$25	NJ EZPASS	Travel/Training
2021	11/16/2020	SNAPKO, ADAM	11/13/2020	$1,105	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	11/17/2020	BRABHAM, ROBIN	11/16/2020	$3,291	MES/WARREN FIRE/LAWMEN	Supplies
2021	11/18/2020	SNAPKO, ADAM	11/09/2020	-$35	VICENCIA AND BUCKLEY	Harbor Related Supplies/Services
2021	11/18/2020	SNAPKO, ADAM	11/09/2020	-$35	VICENCIA AND BUCKLEY	Harbor Related Supplies/Services
2021	11/20/2020	JOHNSON, MARVIN	11/19/2020	-$165,000	GAYLORD NATIONAL F/D	Inauguration Related Supplies/Services
2021	11/20/2020	SNAPKO, ADAM	11/20/2020	$585	ZISTOS CORPORATION	Services
2021	11/23/2020	BRABHAM, ROBIN	11/20/2020	$475	POLICE EXECUTIVE RESEA	Services
2021	11/24/2020	HAINES, JOHN	11/23/2020	$1,831	IN *GOTTA GO NOW LLC	1st Amendment Related Supplies/Services
2021	11/25/2020	SCHAEFER, JAMES	11/24/2020	$426	THOS SOMERVILLE FOREST	Inauguration Related Supplies/Services
2021	11/27/2020	BRABHAM, ROBIN	11/24/2020	$168	ARNOLD ENGRAVERS	Supplies
2021	11/27/2020	BRABHAM, ROBIN	11/24/2020	$89	ARNOLD ENGRAVERS	Supplies
2021	11/27/2020	SCHAEFER, JAMES	11/24/2020	$1,987	THE HOME DEPOT #2583	Inauguration Related Supplies/Services
2021	11/27/2020	SCHAEFER, JAMES	11/24/2020	$66	HOMEDEPOT.COM	Inauguration Related Supplies/Services
2021	11/27/2020	SCHAEFER, JAMES	11/24/2020	$11	HOMEDEPOT.COM	Inauguration Related Supplies/Services
2021	11/27/2020	SUTTON, ROBERT	11/24/2020	$318	THE HOME DEPOT 2583	Supplies
2021	11/27/2020	SUTTON, ROBERT	11/24/2020	$798	U.S. OFFICE SOLUTIONS	Supplies

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2021	11/30/2020	MONTAGNA, CAROLYN	11/28/2020	$3,295	AMZN MKTP US	COVID-19 Related Supplies/Services
2021	11/30/2020	SUTTON, ROBERT	11/28/2020	$542	ULINE	Supplies
2021	12/02/2020	SCHAEFER, JAMES	11/30/2020	$60	THE HOME DEPOT #2583	Inauguration Related Supplies/Services
2021	12/02/2020	SCHAEFER, JAMES	12/01/2020	$33	LOWES #00907	Inauguration Related Supplies/Services
2021	12/02/2020	SUTTON, ROBERT	12/01/2020	$109	UPS	Services
2021	12/03/2020	MONTAGNA, CAROLYN	12/02/2020	$67	AMZN MKTP US	Supplies
2021	12/03/2020	SCHAEFER, JAMES	12/02/2020	$91	IMPERIAL INDUSTRIAL SU	Inauguration Related Supplies/Services
2021	12/03/2020	SCHAEFER, JAMES	12/02/2020	$360	ARROW BICYCLE	Inauguration Related Supplies/Services
2021	12/03/2020	SUTTON, ROBERT	12/01/2020	$2,856	JIMMIE MUSCATELLO'S GQ	Supplies
2021	12/03/2020	SUTTON, ROBERT	12/02/2020	$223	FIRELINE	Services
2021	12/04/2020	PARSONS, LESLIE	12/03/2020	$50	TMOBILE*LAW RELATION	Services
2021	12/04/2020	SUTTON, ROBERT	12/02/2020	$3,342	SAFEWARE-MOTO	Supplies
2021	12/04/2020	SUTTON, ROBERT	12/04/2020	$520	BARCODE WAREHOUSE	Supplies
2021	12/07/2020	PARSONS, LESLIE	12/04/2020	$50	TMOBILE*LAW RELATION	Services
2021	12/07/2020	SCHAEFER, JAMES	12/04/2020	$327	HOMEDEPOT.COM	Inauguration Related Supplies/Services
2021	12/08/2020	MONTAGNA, CAROLYN	12/07/2020	$31	WRISTBAND.COM	1st Amendment Related Supplies/Services
2021	12/09/2020	MONTAGNA, CAROLYN	12/07/2020	$70	TAXI SVC WASHINGTON	Services
2021	12/09/2020	SCHAEFER, JAMES	12/08/2020	$280	LOWES #00907	Inauguration Related Supplies/Services
2021	12/10/2020	BRABHAM, ROBIN	12/09/2020	$252	MAILCHIMP	Services
2021	12/10/2020	SUTTON, ROBERT	12/09/2020	$13	EZPASSVA SERVICE	Travel/Training
2021	12/11/2020	BRABHAM, ROBIN	12/10/2020	$338	METROPOLITAN OFFICE PR	Supplies

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2021	12/14/2020	CLARK, MARCELLA	12/12/2020	$106	SUB	Services
2021	12/15/2020	HAINES, JOHN	12/15/2020	$114	ULINE	Supplies
2021	12/15/2020	PARSONS, LESLIE	12/14/2020	$60	TMOBILE*LAW RELATION	Services
2021	12/15/2020	PARSONS, LESLIE	12/14/2020	$60	TMOBILE*LAW RELATION	Services
2021	12/15/2020	PARSONS, LESLIE	12/14/2020	$60	TMOBILE*LAW RELATION	Services
2021	12/15/2020	PARSONS, LESLIE	12/14/2020	$60	TMOBILE*LAW RELATION	Services
2021	12/15/2020	SNAPKO, ADAM	12/14/2020	$1,950	TEMPEST RACING	Harbor Related Supplies/Services
2021	12/15/2020	SUTTON, ROBERT	12/14/2020	$2,150	NATIONAL CAPITAL FLAG	Supplies
2021	12/15/2020	SUTTON, ROBERT	12/14/2020	$1,300	KARDEX REMSTAR LLC	Services
2021	12/17/2020	BRABHAM, ROBIN	12/16/2020	$250	GOODSYNC	IT Products/Services
2021	12/17/2020	BRABHAM, ROBIN	12/16/2020	$2,075	IN *LRG TECHNOLOGIES I	IT Products/Services
2021	12/17/2020	SUTTON, ROBERT	12/16/2020	$3,790	IN *PRECISION CAPITAL	Inauguration Related Supplies/Services
2021	12/18/2020	SUTTON, ROBERT	12/16/2020	$66	U.S. OFFICE SOLUTIONS	Inauguration Related Supplies/Services
2021	12/18/2020	SUTTON, ROBERT	12/16/2020	$3,591	U.S. OFFICE SOLUTIONS	Supplies
2021	12/18/2020	SUTTON, ROBERT	12/16/2020	$1,050	JIMMIE MUSCATELLO'S GQ	Supplies
2021	12/21/2020	SUTTON, ROBERT	12/19/2020	$647	ULINE	Supplies
2021	12/22/2020	BRABHAM, ROBIN	12/21/2020	$2,363	MAILCHIMP	Services
2021	12/22/2020	BRABHAM, ROBIN	12/21/2020	$1,418	MAILCHIMP	Services
2021	12/23/2020	BRABHAM, ROBIN	12/22/2020	$77	B&H PHOTO 800-606-6969	Supplies
2021	12/23/2020	BRABHAM, ROBIN	12/22/2020	$1,003	HITT MARKING DEVICES	Supplies
2021	12/23/2020	HAINES, JOHN	12/22/2020	$1,831	IN *GOTTA GO NOW LLC	1st Amendment Related Supplies/Services

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2021	12/24/2020	BRABHAM, ROBIN	12/22/2020	$88	ARNOLD ENGRAVERS	Supplies
2021	12/24/2020	BRABHAM, ROBIN	12/23/2020	$286	AMZN MKTP US	Supplies
2021	12/28/2020	PARSONS, LESLIE	12/24/2020	$60	TMOBILE*LAW RELATION	Services
2021	12/28/2020	PARSONS, LESLIE	12/25/2020	$70	ATT	Services
2021	12/30/2020	HAINES, JOHN	12/29/2020	$4,497	ADORAMA.COM	1st Amendment Related Supplies/Services
2021	01/04/2021	BRABHAM, ROBIN	12/31/2020	$165	CHU GRAPHIC ARTS, INC.	Supplies
2021	01/04/2021	SUTTON, ROBERT	12/31/2020	$240	THE HOME DEPOT 2583	Inauguration Related Supplies/Services
2021	01/05/2021	HAINES, JOHN	01/04/2021	$40	LOWES #03256	Inauguration Related Supplies/Services
2021	01/06/2021	BRABHAM, ROBIN	01/05/2021	$21	AMZN MKTP US	Supplies
2021	01/06/2021	HAINES, JOHN	01/04/2021	-$133	THE HOME DEPOT #2562	Disputed Charge
2021	01/06/2021	HAINES, JOHN	01/04/2021	$133	THE HOME DEPOT #2562	Disputed Charge
2021	01/06/2021	HAINES, JOHN	01/04/2021	$125	THE HOME DEPOT #2562	Inauguration Related Supplies/Services
2021	01/07/2021	SNAPKO, ADAM	01/06/2021	$606	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	01/08/2021	BRABHAM, ROBIN	01/07/2021	$392	BEST BUY MHT 00014779	IT Products/Services
2021	01/08/2021	BRABHAM, ROBIN	01/07/2021	$367	IN *PRECISION CAPITAL	Supplies
2021	01/08/2021	BRABHAM, ROBIN	01/07/2021	$209	IN *AUTOMATED SIGNATUR	Services
2021	01/08/2021	CLARK, MARCELLA	01/07/2021	$106	BESTBUYCOM806410834394	IT Products/Services
2021	01/08/2021	CLARK, MARCELLA	01/07/2021	$15	BESTBUYCOM806410834394	IT Products/Services
2021	01/08/2021	CLARK, MARCELLA	01/07/2021	$59	BESTBUYCOM806410834394	IT Products/Services
2021	01/08/2021	HAINES, JOHN	01/07/2021	$417	IN *GOTTA GO NOW LLC	Inauguration Related Supplies/Services
2021	01/11/2021	BRABHAM, ROBIN	01/07/2021	$1,908	JIMMIE MUSCATELLO'S GQ	Supplies

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2021	01/13/2021	BRABHAM, ROBIN	01/11/2021	$165	CHU GRAPHIC ARTS, INC.	Supplies
2021	01/13/2021	BRABHAM, ROBIN	01/12/2021	$48	STAPLES DIRECT	Supplies
2021	01/14/2021	BRABHAM, ROBIN	01/13/2021	$701	ROK BROTHERS	IT Products/Services
2021	01/15/2021	BRABHAM, ROBIN	01/14/2021	$12	AMAZON.COM*MC72B22R3	Disputed Charge
2021	01/15/2021	SUTTON, ROBERT	01/14/2021	$90	MICHAELS STORES 5803	Supplies
2021	01/15/2021	SUTTON, ROBERT	01/15/2021	$2,065	ULINE	Supplies
2021	01/15/2021	SUTTON, ROBERT	01/15/2021	$135	ULINE	Supplies
2021	01/18/2021	BRABHAM, ROBIN	01/14/2021	$88	ARNOLD ENGRAVERS	Supplies
2021	01/18/2021	BRABHAM, ROBIN	01/15/2021	$3,378	IN *COMLABS GOVERNMENT	IT Products/Services
2021	01/18/2021	BRABHAM, ROBIN	01/15/2021	$274	MES/WARREN FIRE/LAWMEN	Supplies
2021	01/18/2021	HAINES, JOHN	01/17/2021	$23	AMZN MKTP US	Inauguration Related Supplies/Services
2021	01/18/2021	SUTTON, ROBERT	01/14/2021	$664	THE HOME DEPOT 2583	Inauguration Related Supplies/Services
2021	01/18/2021	SUTTON, ROBERT	01/15/2021	$600	SQ *DIRECT LOCKSMITH S	Services
2021	01/18/2021	SUTTON, ROBERT	01/17/2021	$143	SAMS CLUB #6655	Inauguration Related Supplies/Services
2021	01/21/2021	SNAPKO, ADAM	01/20/2021	$206	PITNEY BOWES PBP	Harbor Related Supplies/Services
2021	01/21/2021	SNAPKO, ADAM	01/20/2021	$1,714	800-781-2677	Supplies
2021	01/21/2021	SUTTON, ROBERT	01/19/2021	$2,000	RYDER - LANDOVER	Inauguration Related Supplies/Services
2021	01/21/2021	SUTTON, ROBERT	01/19/2021	$200	JIMMIE MUSCATELLO'S GQ	Supplies
2021	01/25/2021	SUTTON, ROBERT	01/21/2021	$4,178	SAFEWARE-MOTO	Services
2021	01/25/2021	SUTTON, ROBERT	01/22/2021	$200	U.S. OFFICE SOLUTIONS	Supplies
2021	01/25/2021	SUTTON, ROBERT	01/22/2021	-$1,111	RYDER - LANDOVER	Inauguration Related Supplies/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	01/26/2021	BRABHAM, ROBIN	01/26/2021	$3,240	NBF*NATL BIZ FURNITURE	Supplies
2021	01/26/2021	BRABHAM, ROBIN	01/26/2021	$847	NBF*NATL BIZ FURNITURE	Supplies
2021	01/26/2021	SNAPKO, ADAM	01/25/2021	$184	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	01/26/2021	SNAPKO, ADAM	01/25/2021	$351	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	01/26/2021	SUTTON, ROBERT	01/26/2021	$13	ULINE	Services
2021	01/26/2021	SUTTON, ROBERT	01/26/2021	$173	ULINE	Supplies
2021	01/27/2021	BRABHAM, ROBIN	01/26/2021	$225	MAJOR CITIES CHIEFS AS	Travel/Training
2021	01/27/2021	HAINES, JOHN	01/26/2021	$2,066	VCASECURITY.COM	Supplies
2021	01/27/2021	PARSONS, LESLIE	01/26/2021	$225	TMOBILE*LAW RELATION	Services
2021	01/27/2021	PARSONS, LESLIE	01/26/2021	$225	TMOBILE*LAW RELATION	Services
2021	01/27/2021	SNAPKO, ADAM	01/26/2021	$4,279	EDGETECH	Harbor Related Supplies/Services
2021	01/27/2021	SNAPKO, ADAM	01/26/2021	$152	PITNEYBOWESLEASEDEQUIP	Harbor Related Supplies/Services
2021	01/27/2021	SNAPKO, ADAM	01/26/2021	$156	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	01/27/2021	SNAPKO, ADAM	01/27/2021	$161	PITNEY BOWES PI	Harbor Related Supplies/Services
2021	01/27/2021	SUTTON, ROBERT	01/26/2021	$5,000	THE HAMILTON GROUP	Supplies
2021	01/27/2021	SUTTON, ROBERT	01/27/2021	-$135	ULINE	Supplies
2021	01/28/2021	SNAPKO, ADAM	01/27/2021	$24	FEDEX	Harbor Related Supplies/Services
2021	01/28/2021	SNAPKO, ADAM	01/27/2021	$275	ABYC	Harbor Related Supplies/Services
2021	01/28/2021	SUTTON, ROBERT	01/27/2021	$600	SQ *DIRECT LOCKSMITH S	Services
2021	02/02/2021	BRABHAM, ROBIN	02/01/2021	$63	CDW GOVT #7402495	IT Products/Services
2021	02/03/2021	BRABHAM, ROBIN	02/02/2021	$3,689	BLS*PLI-PRACTITEST	IT Products/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	02/03/2021	BRABHAM, ROBIN	02/02/2021	-$12	AMAZON.COM	Disputed Charge
2021	02/03/2021	BRABHAM, ROBIN	02/02/2021	$252	CDW GOVT #7483937	IT Products/Services
2021	02/04/2021	BRABHAM, ROBIN	02/02/2021	$165	CHU GRAPHIC ARTS, INC.	Supplies
2021	02/04/2021	BRABHAM, ROBIN	02/03/2021	-$209	BLS*PLI-PRACTITEST	IT Products/Services
2021	02/05/2021	SNAPKO, ADAM	02/04/2021	$4,257	ATLANTIC TACTICAL INC	Supplies
2021	02/08/2021	CLARK, MARCELLA	02/05/2021	-$10	BESTBUYCOM806410834394	IT Products/Services
2021	02/08/2021	PARSONS, LESLIE	02/05/2021	$150	TMOBILE*LAW RELATION	Services
2021	02/08/2021	PARSONS, LESLIE	02/05/2021	$150	TMOBILE*LAW RELATION	Services
2021	02/10/2021	BRABHAM, ROBIN	02/09/2021	$840	WASHINGTON TROPHY C	Supplies
2021	02/10/2021	PARSONS, LESLIE	02/09/2021	$225	TMOBILE*LAW RELATION	Services
2021	02/10/2021	SUTTON, ROBERT	02/10/2021	$3,378	ULINE	Supplies
2021	02/11/2021	BRABHAM, ROBIN	02/10/2021	$529	POLL EVERYWHERE, INC.	Supplies
2021	02/11/2021	SUTTON, ROBERT	02/10/2021	$1,031	GLORY GLOBAL SOLUTIONS	Services
2021	02/11/2021	SUTTON, ROBERT	02/11/2021	$2,346	ULINE	Supplies
2021	02/11/2021	SUTTON, ROBERT	02/11/2021	$534	ULINE	Supplies
2021	02/12/2021	SCHAEFER, JAMES	02/10/2021	$150	DRIVERS LICENSE GUIDE	Motor Carrier Related Supplies/Services
2021	02/15/2021	BRABHAM, ROBIN	02/12/2021	$705	GENETEC	Travel/Training
2021	02/15/2021	SNAPKO, ADAM	02/13/2021	$2,000	MSC	Harbor Related Supplies/Services
2021	02/17/2021	SNAPKO, ADAM	02/16/2021	$1,616	VIDEORAY LLC	Harbor Related Supplies/Services
2021	02/18/2021	BRABHAM, ROBIN	02/18/2021	$30	AMZN MKTP US	Supplies
2021	02/18/2021	PARSONS, LESLIE	02/16/2021	$100	INTERNATIONAL ASSOCIATIO	Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	02/18/2021	SNAPKO, ADAM	02/17/2021	$408	PADI AMERICAS INC	Harbor Related Supplies/Services
2021	02/19/2021	BRABHAM, ROBIN	02/17/2021	$1,082	FRAME USA (E-COM)	Supplies
2021	02/19/2021	BRABHAM, ROBIN	02/18/2021	$212	AMZN MKTP US	Supplies
2021	02/19/2021	SNAPKO, ADAM	02/18/2021	$175	PADI AMERICAS INC	Harbor Related Supplies/Services
2021	02/22/2021	PARSONS, LESLIE	02/19/2021	$225	TMOBILE*LAW RELATION	Services
2021	02/22/2021	SNAPKO, ADAM	02/20/2021	$2,475	PP*NATDIVCNTR	Harbor Related Supplies/Services
2021	02/23/2021	BRABHAM, ROBIN	02/22/2021	$74	MICHAELS #9490	Supplies
2021	02/23/2021	BRABHAM, ROBIN	02/22/2021	$85	MICHAELS #9490	Supplies
2021	02/23/2021	SUTTON, ROBERT	02/19/2021	$68	U.S. OFFICE SOLUTIONS	Supplies
2021	02/24/2021	HAINES, JOHN	02/24/2021	$1,163	ULINE	Supplies
2021	02/24/2021	SUTTON, ROBERT	02/23/2021	$2,825	SITESTORAGE	Supplies
2021	02/24/2021	SUTTON, ROBERT	02/24/2021	$2,722	ULINE	Supplies
2021	02/25/2021	HERAUD, CARLOS	02/24/2021	$225	TMOBILE*LAW RELATION	Services
2021	02/26/2021	BRABHAM, ROBIN	02/25/2021	$1,623	SOLARWINDS	IT Products/Services
2021	02/26/2021	SNAPKO, ADAM	02/25/2021	$4,273	THE HAMILTON GROUP	Harbor Related Supplies/Services
2021	02/26/2021	SUTTON, ROBERT	02/25/2021	$3,618	KARDEX REMSTAR LLC	Supplies
2021	03/01/2021	BRABHAM, ROBIN	02/26/2021	$39	AMAZON.COM*WJ7XR4O33	Supplies
2021	03/01/2021	HERAUD, CARLOS	02/26/2021	$225	TMOBILE*LAW RELATION	Services
2021	03/02/2021	SNAPKO, ADAM	03/01/2021	$2,751	WELBOURNE ELECTRICAL S	Harbor Related Supplies/Services
2021	03/02/2021	HERAUD, CARLOS	03/01/2021	$225	TMOBILE*LAW RELATION	Services
2021	03/03/2021	BRABHAM, ROBIN	03/02/2021	$792	CDW GOVT #8710402	IT Products/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	03/03/2021	BRABHAM, ROBIN	03/02/2021	$65	CDW GOVT #8734598	IT Products/Services
2021	03/03/2021	CLARK, MARCELLA	03/02/2021	$825	OVERSTOCK.COM CORE	Supplies
2021	03/04/2021	BRABHAM, ROBIN	03/04/2021	$217	AMZN MKTP US	Supplies
2021	03/04/2021	SNAPKO, ADAM	03/03/2021	$1,210	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	03/04/2021	SNAPKO, ADAM	03/03/2021	$55	CAPITAL SERVICES AND S	Harbor Related Supplies/Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$472	DUPONT COMPUTERS	IT Products/Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/05/2021	BRABHAM, ROBIN	03/04/2021	$80	QGV*NATIONAL INFORMATI	Services
2021	03/08/2021	BRABHAM, ROBIN	03/05/2021	$675	DUPONT COMPUTERS	IT Products/Services
2021	03/08/2021	BRABHAM, ROBIN	03/05/2021	$1,824	BATTERYJUNCTION WHO	Supplies
2021	03/08/2021	BRABHAM, ROBIN	03/06/2021	$83	AMZN MKTP US	Supplies
2021	03/08/2021	HAINES, JOHN	03/05/2021	$1,224	MINEROFF ELECTRONICS	Supplies
2021	03/08/2021	SUTTON, ROBERT	03/04/2021	$521	JIMMIE MUSCATELLO'S GQ	Uniforms
2021	03/09/2021	BRABHAM, ROBIN	03/08/2021	$482	TYCOINTEGRATEDSECURITY	IT Products/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	03/10/2021	SNAPKO, ADAM	03/09/2021	$9	FEDEX	Harbor Related Supplies/Services
2021	03/11/2021	HERAUD, CARLOS	03/10/2021	$337	HOMEWOOD SUITES SCHENE	Travel/Training
2021	03/11/2021	HERAUD, CARLOS	03/10/2021	$337	HOMEWOOD SUITES SCHENE	Travel/Training
2021	03/11/2021	SUTTON, ROBERT	03/10/2021	$1,875	PMGL LLC	Services
2021	03/12/2021	SNAPKO, ADAM	03/11/2021	$670	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/12/2021	MCKINNON, DWIGHT	03/12/2021	$28	ALLIANZ TRAVEL INS	Travel/Training
2021	03/12/2021	MCKINNON, DWIGHT	03/12/2021	$33	ALLIANZ TRAVEL INS	Travel/Training
2021	03/15/2021	SCHAEFER, JAMES	03/12/2021	$70	BEST BUY 00010926	Motor Carrier Related Supplies/Services
2021	03/15/2021	SCHAEFER, JAMES	03/12/2021	$67	OFFICE DEPOT #3315	Motor Carrier Related Supplies/Services
2021	03/15/2021	MCKINNON, DWIGHT	03/11/2021	$329	AMERICAN AIRLINES	Travel/Training
2021	03/15/2021	MCKINNON, DWIGHT	03/11/2021	$377	AMERICAN AIRLINES	Travel/Training
2021	03/15/2021	MCKINNON, DWIGHT	03/11/2021	$57	AMERICAN AIRLINES	Travel/Training
2021	03/15/2021	MCKINNON, DWIGHT	03/11/2021	$134	AMERICAN AIRLINES	Travel/Training
2021	03/16/2021	SNAPKO, ADAM	03/15/2021	-$112	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/16/2021	SNAPKO, ADAM	03/15/2021	-$112	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/16/2021	SNAPKO, ADAM	03/15/2021	-$112	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/16/2021	SNAPKO, ADAM	03/15/2021	-$112	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/16/2021	SNAPKO, ADAM	03/15/2021	-$112	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/16/2021	SNAPKO, ADAM	03/15/2021	-$112	EXPEDIA 72071082694232	Harbor Related Supplies/Services
2021	03/18/2021	SNAPKO, ADAM	03/17/2021	$360	SQ *LAKE PHOENIX	Harbor Related Supplies/Services
2021	03/18/2021	SNAPKO, ADAM	03/16/2021	$103	HAMPTON INN STONY CREE	Harbor Related Supplies/Services

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	03/18/2021	SNAPKO, ADAM	03/16/2021	$103	HAMPTON INN STONY CREE	Harbor Related Supplies/Services
2021	03/18/2021	SNAPKO, ADAM	03/16/2021	$103	HAMPTON INN STONY CREE	Harbor Related Supplies/Services
2021	03/18/2021	SNAPKO, ADAM	03/16/2021	$103	HAMPTON INN STONY CREE	Harbor Related Supplies/Services
2021	03/18/2021	SNAPKO, ADAM	03/16/2021	$103	HAMPTON INN STONY CREE	Harbor Related Supplies/Services
2021	03/18/2021	SNAPKO, ADAM	03/16/2021	$103	HAMPTON INN STONY CREE	Harbor Related Supplies/Services
2021	03/18/2021	HERAUD, CARLOS	03/17/2021	-$662	EXPEDIA 72073550990099	Travel/Training
2021	03/18/2021	HERAUD, CARLOS	03/17/2021	$2,117	EXPEDIA 72073550990099	Travel/Training
2021	03/18/2021	HERAUD, CARLOS	03/17/2021	$1,735	SOUTHWEST VACATIONS	Travel/Training
2021	03/18/2021	SUTTON, ROBERT	03/17/2021	$323	L & R MANUFACTURING	Supplies
2021	03/19/2021	BRABHAM, ROBIN	03/17/2021	$88	ARNOLD ENGRAVERS	Supplies
2021	03/19/2021	BRABHAM, ROBIN	03/19/2021	$615	AMZN MKTP US	Supplies
2021	03/19/2021	SCHAEFER, JAMES	03/18/2021	$1,139	COMMERCIAL VEHICLE SAF	Motor Carrier Related Supplies/Services
2021	03/19/2021	HERAUD, CARLOS	03/18/2021	-$727	EXPEDIA 72073550990099	Travel/Training
2021	03/19/2021	HERAUD, CARLOS	03/18/2021	-$727	EXPEDIA 72073550990099	Travel/Training
2021	03/19/2021	SUTTON, ROBERT	03/19/2021	$1,496	3DAY BLINDS 8008003329	Supplies
2021	03/22/2021	BRABHAM, ROBIN	03/19/2021	$2,050	DUPONT COMPUTERS	IT Products/Services
2021	03/22/2021	BRABHAM, ROBIN	03/21/2021	$945	AMZN MKTP US	Supplies
2021	03/22/2021	BRABHAM, ROBIN	03/21/2021	$18	AMZN MKTP US	Supplies
2021	03/22/2021	SNAPKO, ADAM	03/19/2021	$833	THE HAMILTON GROUP	Harbor Related Supplies/Services
2021	03/22/2021	SUTTON, ROBERT	03/19/2021	$548	MES/WARREN FIRE/LAWMEN	Supplies
2021	03/23/2021	BRABHAM, ROBIN	03/22/2021	$772	AMZN MKTP US	Supplies

Fiscal Year	Post Date	Cardholder	Transaction Date	Transaction Amount	Merchant Name	Category
2021	03/24/2021	BRABHAM, ROBIN	03/22/2021	$452	METROPOLITAN OFFICE	Supplies
2021	03/25/2021	SNAPKO, ADAM	03/24/2021	$4,049	PH ROLYAN BUOY	Harbor Related Supplies/Services
2021	03/26/2021	BRABHAM, ROBIN	03/25/2021	$180	LS PRO PHOTO INC.	Supplies
2021	03/26/2021	BRABHAM, ROBIN	03/25/2021	$176	USPS PO BOXES ONLINE	Services
2021	03/26/2021	BRABHAM, ROBIN	03/25/2021	$799	APPOINTMENT-PLUS/STORM	Services
2021	03/26/2021	CLARK, MARCELLA	03/25/2021	$175	GALLS	Uniforms
2021	03/29/2021	BRABHAM, ROBIN	03/26/2021	$2,990	AXON	IT Products/Services
2021	03/29/2021	PHILLIPS, JUSTIN	03/26/2021	$322	SXM*SIRIUSXM.COM/ACCT	Services
2021	03/29/2021	PHILLIPS, JUSTIN	03/26/2021	$32	SXM*SIRIUSXM.COM/ACCT	Services

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CRIMINAL JUSTICE COORDINATING COUNCIL (FJ0)
FY2019 AND FY2020 REPROGRAMMING
AS OF 12.19.19

Reprogrammings									
(as of 12.31.2020)									
Fiscal Year	**Fund**		**Date**	**Amount**	**Activity**	**Project/Grant**	**Description**	**Repgrm. Number**	**Notes**
FY2020	**Local Fund**	**Original Budget**		**515,373,976.72**					
			11/27/2019	3,800,000.00	1040 - Information Technology		CONTINGENCY FUNDING FOR EXPANDED PUBLIC SAFETY INITATIVE (CCTV)	BJFACCA9	
			2/3/2020	25,000,000.00	1500 - Patrol Districts		INCREASE FOR FY20 PAY INCREASES	BJFACOLA	
			2/14/2020	3,500,804.77	Various		CONTINGENCY FUNDING FOR OVERTIME COSTS FOR WORLD SERIES AND FALL CRIME INITIATIVE	BJFACCPR	
			3/5/2020	(422,000.00)	1500 - Patrol Districts		REPROGRAM TO OFFICE OF NEIGHBORHOOD SAFETY & ENGAGEMENT (NS0)	BJFANS20	
			8/11/2020	(97,519,284.99)	Various		FY2020 SUPPLEMENTAL - MAYOR'S POLICY REDUCTION	BJSUPPLI	
			9/14/2020	110,673.00	1500 - Patrol Districts		FY 2020 COLA ALLOCATION	BJFACOL1	
			10/8/2020	(1,436,351.09)	Various		REVERSE UNUSED CONTINGENCY FUNDS	BJFA173R	
			10/19/2020	(18,590.49)	1040 - Information Technology		REVERSE UNUSED CONTINGENCY FUNDS	BJFA2034	
		Revised Budget		**448,389,227.92**					
	Federal Grant Fund	**Original Budget**		**3,662,316.00**					
			12/4/2019	64,775.88	1040 - Information Technology	HPS19F	BUDGET AUTHORITY INCREASE	BHKP0001	
			12/4/2019	83,886.00	9200 - Special Operations Division	MCS19F	BUDGET AUTHORITY INCREASE	BHKP0002	
			12/4/2019	(389,420.00)	1040 - Information Technology	NCH19F	BUDGET AUTHORITY DECREASE	BHKP003	
			12/11/2019	323,183.00	1040 - Information Technology	NCH20F	BUDGET AUTHORITY INCREASE	BHKP0017	
			12/17/2019	(43,550.00)	9200 - Special Operations Division	BOS19F	BUDGET AUTHORITY DECREASE	BHKP0019	
			12/23/2019	(13,213.46)	9200 - Special Operations Division	MCS19F	BUDGET AUTHORITY DECREASE	BHKP0021	
			1/6/2020	13,213.46	9200 - Special Operations Division	MCS19F	BUDGET AUTHORITY INCREASE	BHKP0024	
			1/6/2020	2,839,352.00	1040 - Information Technology	NIB19F	BUDGET AUTHORITY INCREASE	BHKP0025	
			1/22/2020	-	9200 - Special Operations Division	MCS19F	BUDGET AUTHORITY REPROGRAMMING	PAKP0034	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the federal grants.
			1/23/2020	(9,000.00)	1040 - Information Technology	NCH19F	BUDGET AUTHORITY DECREASE	BHKP0016	
			1/28/2020	-	9200 - Special Operations Division	FAR17F	BUDGET AUTHORITY REPROGRAMMING	PAKP0035	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the federal grants.
			1/30/2020	13,213.46	9200 - Special Operations Division	MCS19F	TO REVERSE BFKP0021 DUE TO ERR	BJFAPR21	

CRIMINAL JUSTICE COORDINATING COUNCIL (FJ0)
FY2019 AND FY2020 REPROGRAMMING
AS OF 12.19.19

Reprogrammings									
(as of 12.31.2020)									
Fiscal Year	Fund		Date	Amount	Activity	Project/Grant	Description	Repgrm. Number	Notes
FY2020			2/4/2020	(13,213.46)	9200 - Special Operations Division	MCS19F	BUDGET AUTHORITY DECREASE	BHKP0047	
			2/4/2020	733,248.74	9200 - Special Operations Division	BOS18F	BUDGET AUTHORITY ESTABLISHMENT	BHKP0049	
			2/4/2020	1,000,000.00	2600 - Criminal Investigations Division	SAK19F	BUDGET AUTHORITY ESTABLISHMENT	BHKP0050	
			2/11/2020	72,970.00	6600 - Metropolitan Police Academy	CHW19F	BUDGET AUTHORITY ESTABLISHMENT	BHKP0052	
			2/20/2020	-	9200 - Special Operations Division	MCS19F	BUDGET AUTHORITY REPROGRAMMING	PAKP0017	
			2/26/2020	375,808.00	2600 - Criminal Investigations Division	SPI19F	BUDGET AUTHORITY ESTABLISHMENT	BHKP0056	
			3/1/2020	-	2600 - Criminal Investigations Division	SAK19F	BUDGET AUTHORITY REPROGRAMMING	PAKP0057	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the federal grants.
			6/11/2020	-	9200 - Special Operations Division	BOS18F	BUDGET REPROGRAMMING	PAKP0027	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the federal grants.
			6/15/2020	(1,000.00)	9200 - Special Operations Division	BOS20F	BUDGET AUTHORITY DECREASE	BHKP0062	
			6/16/2020	(50,000.00)	9400 - Joint Strategic and Tactical Analysis Command Center	GVI20F	BUDGET AUTHORITY DECREASE	BHKP0064	
			6/16/2020	(50,000.00)	9400 - Joint Strategic and Tactical Analysis Command Center	GVI19F	BUDGET AUTHORITY DECREASE	BHKP0065	
			6/19/2020	(156,162.00)	1040 - Information Technology	HPS20F	BUDGET AUTHORITY DECREASE	BHKP0073	
			6/24/2020	-	9200 - Special Operations Division	BOS19F	BUDGET AUTHORITY REPROGRAMMING	PAEH0001	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the federal grants.
			7/7/2020	(77,250.00)	9200 - Special Operations Division	MCS20F	BUDGET AUTHORITY DECREASE	BHKP0082	

CRIMINAL JUSTICE COORDINATING COUNCIL (FJ0)
FY2019 AND FY2020 REPROGRAMMING
AS OF 12.19.19

Reprogrammings									
(as of 12.31.2020)									
Fiscal Year	**Fund**		**Date**	**Amount**	**Activity**	**Project/Grant**	**Description**	**Repgrm. Number**	**Notes**
FY2020			7/29/2020	123,153.67	5100 - General Support Services Division	BVP18F	BUDGET AUTHORITY ESTABLISHMENT	BHKP0076	
			9/23/2020	-	9200 - Special Operations Division	BOS18F	BUDGET REPROGRAMMING	PAKP0005	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the federal grants.
			9/30/2020	(72,970.00)	6600 - Metropolitan Police Academy	CHW19F	BUDGET AUTHORITY DECREASE	BHKP0102	
			9/30/2020	(375,808.00)	9200 - Special Operations Division	SPI19F	BUDGET AUTHORITY DECREASE	BHKP0111	
			9/30/2020	(25.99)	1040 - Information Technology	NCH19F	GRANTCLOSEOUT	BJFACRTS	
			9/30/2020	(12.56)	9200 - Special Operations Division	BOS18F	FY 2020 CLOSE OUT	BJFAFY20	
			9/30/2020	(925,596.81)	9200 - Special Operations Division	BOS19F	CLOSE OUT	BJFAFY21	
			9/30/2020	(2,743.62)	9200 - Special Operations Division	FAR17F	CLOSEOUT	BJFAFY22	
			9/30/2020	(1,190,855.00)	1040 - Information Technology	NCH20F	CLOSEOUT	BJFAFY24	
			9/30/2020	(2,187,442.20)	1040 - Information Technology	NIB19F	CLOSEOUT	BJFAFY26	
			9/30/2020	**(43,275.91)**	1040 - Information Technology	HPS19F	CLOSEOUT	BJFAFY35	
			9/30/2020	(987,291.35)	2600 - Criminal Investigations Division	SAK19F	FY 2020 CLOSEOUT	BJFAGRT1	
			9/30/2020	(34,799.14)	9200 - Special Operations Division	MCS19F	FY 2020 CLOSEOUT	BJFAGRT9	
		Revised Budget		**2,681,490.71**					
	Special Purpose	**Original Budget**		**7,370,549.72**					
			7/10/2020	-	Various	Various	REPROGRAMMING WITHIN MPD	BJFASPRP	Reprogramming/ Reallocation had a net effect of $0 on the fund due to reprogramming of resources between projects.
			9/14/2020	-	2700 - Narcotics and Special Investigation Division	Various	BUDGET REALLOCATION	PAEH0002	Reprogramming/ Reallocation had a net effect of $0 on the fund due to reprogramming of resources between projects.
			9/30/2020	(164,491.14)	Various	Various	SPR REDUCTION	BJFASP33	
			9/30/2020	(4,654,793.37)	Various	Various	FY 2020 SPR REDUCTION	BJFASPR9	
		Revised Budget		**2,551,265.21**					

CRIMINAL JUSTICE COORDINATING COUNCIL (FJ0)
FY2019 AND FY2020 REPROGRAMMING
AS OF 12.19.19

Reprogrammings									
(as of 12.31.2020)									
Fiscal Year	Fund		Date	Amount	Activity	Project/Grant	Description	Repgrm. Number	Notes
FY2020	Intra-District Fund	Original Budget		33,104,625.65					
			1/17/20	553,018.66	9200 - Special Operations Division	PTS20N	BUDGET AUTHORITY INCREASE	BHKP0027	
			1/29/20	79,946.80	9200 - Special Operations Division	OCP20N	BUDGET AUTHORITY INCREASE	BHKP0039	
			1/30/20	138,992.30	9200 - Special Operations Division	PBS20N	BUDGET AUTHORITY INCREASE	BHKP0041	
			1/30/20	98,751.04	9200 - Special Operations Division	BAT20N	BUDGET AUTHORITY INCREASE	BHKP0042	
			1/30/20	(13,762.64)	9200 - Special Operations Division	OSE20N	BUDGET AUTHORITY DECREASE	BHKP0043	
			2/6/20	193,182.00	2600 - Criminal Investigations Division	VAW20N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0051	
			2/11/20	1,575.00	5400 - Records Division	DCL20N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0054	
			2/26/20	668,533.00	2700 - Narcotics and Special Investigation Division	NKT20N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0055	
			3/3/20	-	9200 - Special Operations Division	PTS20N	BUDGET AUTHORITY REPROGRAMMING	PAKP0058	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the projects.
			3/3/20	-	2700 - Narcotics and Special Investigation Division	NKT20N	BUDGET AUTHORITY REPROGRAMMING	PAKP0061	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the projects.
			3/30/20	2,453,973.44	Various	EQDMOT, OTHE6N, POTU6N	1ST QTR EP0 REIMBURSEMENT	BJFAEPC2	
			6/9/20	15,575.00	5400 - Records Division	CFG20N	BUDGET AUTHORITY INCREASE	BHKP0009	
			6/11/20	-	9200 - Special Operations Division	PTS20N	BUDGET REPROGRAMMING	PAKP0041	Reprogramming had a net effet of $0 on the fund due to reprogramming of resources within the projects.
			6/18/20	(4,711.22)	5400 - Records Division	CFE20N	BUDGET AUTHORITY DECREASE	BHKP0067	
			6/19/20	285,000.00	9200 - Special Operations Division	OST20N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0074	
			6/22/20	533,914.98	5900 - Medical Services Division	PFCF20	BUDGET AUTHORITY INCREASE	BHKP0079	
			7/7/20	219.00	5400 - Records Division	OIG20N	CORRECT BATCH 025	BHKP0025	
			7/7/20	(10,300.00)	5400 - Records Division	DBH20N	BUDGET AUTHORITY DECREASE	BHKP0081	
			8/3/20	11,870.43	2300 - School Safety Division	PFD20N	BUDGET AUTHORITY INCREASE	BHKP0077	
			8/11/20	2,024,041.08	Various	EQDMOT, OTHE6N, POTU6N	2ND QTR EP0 REIMBURSEMENT	BJFAEP21	
			8/25/20	(3,600.00)	5400 - Records Division	DIS20N	BUDGET AUTHORITY DECREASE	BHKP0068	
			9/15/20	15,347.00	1500 - Patrol Districts	02894N	BUDGET AUTHORITY INCREASE	BHKP0078	
			9/25/20	4,150.00	5400 - Records Division	DFP20N	BUDGET AUTHORITY INCREASE	BHKP0083	
			9/30/20	(783,683.08)	9200 - Special Operations Division	ABC20N	REVERSE BATCH BIKP0082	BHFABCN2	
			9/30/20	(465,369.18)	9200 - Special Operations Division	BAT20N	BUDGET AUTHORITY DECREASE	BHFAID20	
			9/30/20	(419,655.40)	9200 - Special Operations Division	OCP20N	BUDGET AUTHORITY DECREASE	BHFAID21	

CRIMINAL JUSTICE COORDINATING COUNCIL (FJ0)
FY2019 AND FY2020 REPROGRAMMING
AS OF 12.19.19

Reprogrammings									
(as of 12.31.2020)									
Fiscal Year	**Fund**		**Date**	**Amount**	**Activity**	**Project/Grant**	**Description**	**Repgrm. Number**	**Notes**
FY2020			9/30/20	(73,557.59)	9200 - Special Operations Division	STR20N	BUDGET AUTHORITY DECREASE	BHFAID22	
			9/30/20	(14,661.37)	9200 - Special Operations Division	ABC20N	BUDGET AUTHORITY DECREASE	BHFAID23	
			9/30/20	(250,000.00)	1040 - Information Technology	ECT20N	BUDGET AUTHORITY DECREASE	BHKP0048	
			9/30/20	(285,000.00)	9200 - Special Operations Division	OST20N	BUDGET AUTHORITY DECREASE	BHKP0063	
			9/30/20	(3,750,512.64)	2300 - School Safety Division	DCP20N	BUDGET AUTHORITY DECREASE	BHKP0071	
			9/30/20	(13,790.25)	5400 - Records Division	CFG20N	BUDGET AUTHORITY DECREASE	BHKP0072	
			9/30/20	(9,000.00)	5400 - Records Division	DIS20N	TCODE 14	BHKP0073	
			9/30/20	8,855.40	5900 - Medical Services Division	DEE20N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0087	
			9/30/20	(452,452.26)	5900 - Medical Services Division	PFCF20	BUDGET AUTHORITY DECREASE	BHKP0103	
			9/30/20	(23,705.68)	2600 - Criminal Investigations Division	VAW20N	BUDGET AUTHORITY DECREASE	BHKP0105	
			9/30/20	(190,728.88)	9200 - Special Operations Division	PBS20N	BUDGET AUTHORITY DECREASE	BHKP0114	
			9/30/20	(136,316.17)	9200 - Special Operations Division	PTS20N	BUDGET AUTHORITY DECREASE	BHKP0115	
			9/30/20	(252,075.65)	2700 - Narcotics and Special Investigation Division	NKT20N	BUDGET AUTHORITY DECREASE	BHKP0118	
			9/30/20	(226,621.75)	Various	02894N	BUDGET AUTHORITY DECREASE	BHKP0128	
			9/30/20	(40,631.12)	2300 - School Safety Division	PFD20N	BUDGET AUTHORITY DECREASE	BHKP0155	
			9/30/20	(219.00)	5400 - Records Division	OIG20N	BUDGET AUTHORITY DECREASE	BHKP0156	
			9/30/20	(4,150.00)	5400 - Records Division	DFP20N	BUDGET AUTHORITY DECREASE	BHKP0157	
			9/30/20	(4,667.76)	5900 - Medical Services Division	DEE20N	BUDGET AUTHORITY DECREASE	BHKP0158	
			9/30/20	(1,435.00)	5400 - Records Division	DCL20N	BUDGET AUTHORITY DECREASE	BHKP0159	
			9/30/20	2,072,412.73	Various	EQDMOT, OTHE6N, POTU6N	3RD QTR EP0 REIMBURSEMENT	BJFA0019	
			9/30/20	42,800,681.00	Various	EQDMOT, OTHE6N, POTU6N	4THD QTR EP0 REIMBURSEMENT	BJFAEP39	
			9/30/20	61,771.86		1FACO0	FEMA	BJFAID20	
		Revised Budget		**77,695,829.73**					

CRIMINAL JUSTICE COORDINATING COUNCIL (FJ0)
FY2019 AND FY2020 REPROGRAMMING
AS OF 12.19.19

Reprogrammings									
(as of 12.31.2020)									
Fiscal Year	Fund		Date	Amount	Activity	Project/Grant	Description	Repgrm. Number	Notes
FY2021	Local Fund	Original Budget		**523,217,136.40**					
				-					
		Revised Budget		**523,217,136.40**					
	Federal Grant Fund	Original Budget		**3,975,136.96**					
			10/8/2020	917,988.00	9200 - Special Operations Division	MCS20F	BUDGET AUTHORITY INCREASE	BHKP0085	
			10/27/2020	428,570.00	1040 - Information Technology	HPS20F	BUDGET AUTHORITY ESTABLISHMENT	BHKP0105	
			12/10/2020	510,355.00	1040 - Information Technology	NCH20F	BUDGET AUTHORITY INCREASE	BHKP0170	
			12/15/2020	(60,377.80)	1040 - Information Technology	NIB19F	BUDGET AUTHORITY DECREASE	BHKP0173	
			12/15/2020	(3,400.00)	9200 - Special Operations Division	FAR17F	BUDGET AUTHORITY DECREASE	BHKP0174	
			12/15/2020	36,485.00	6600 - Metropolitan Polce Academy	CHW19F	BUDGET AUTHORITY INCREASE	BHKP0175	
			12/15/2020	736,094.26	9200 - Special Operations Division	BOS19F	BUDGET AUTHORITY INCREASE	BHKP0176	
			12/15/2020	854,210.30	2600 - Criminal Investigations Division	SAK19F	BUDGET AUTHORITY INCREASE	BHKP0177	
			12/28/2020	-	2600 - Criminal Investigations Division	SAK19F	BUDGET REPROGRAMMING	PAKP0205	Reprogramming had a net effect of $0 on the fund due to reprogramming of resources within the federal grants.
		Revised Budget		**7,395,061.72**					
	Special Purpose	Original Budget		**7,400,000.00**					
			12/29/2020	-	2700 - Narcotics and Special Investigation Division	Various	FUND 1555 BUDGET REALLOCATION	PAEH0001	Reallocation had a net effect of $0 on the fund due to reprogramming of resources between projects.
		Revised Budget		**7,400,000.00**					
	Intra-District Fund	Original Budget		**11,094,359.36**					
			10/5/2020	8,855.40	5900 - Medical Services Division	DEE20N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0084	
			10/19/2020	(8,855.40)	5900 - Medical Services Division	DEE20N	BUDGET AUTHORITY DECREASE	BHKP0086	
			12/16/2020	18,675.00	5900 - Medical Services Division	OCF21N	BUDGET AUTHORITY ESTABLISHMENT	BHKP0178	
		Revised Budget		**11,113,034.36**					

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Order	Award No.	Grant No.	Grant Name	Period of Performance	Award Amount	Grant Exp as of 3/30/21	Obligations as of 3/30/21	Grant Description	FTE
1	DHS-USCG-RBS-2019-001	BOS18F/18	Recreational Boating Safety (RBS) Program	01/22/2018-03/31/2020	876,927	876,914	-	Formula grants to support the work of the Harbor Patrol. Grants support boating safety education and enforcement activities.	2
2	DHS-USCG-RBS-2020-001	BOS19F/19	Recreational Boating Safety (RBS) Program	01/22/2019-03/31/2022	977,446	97,613	280,747	Formula grants to support the work of the Harbor Patrol. Grants support boating safety education and enforcement activities.	2
3	DHS-USCG-RBS-2021-001	BOS20F/20	Recreational Boating Safety (RBS) Program	01/16/2020-01/15/2023	874,813	-	-	Formula grants to support the work of the Harbor Patrol. Grants support boating safety education and enforcement activities.	2
4	69A3601930181MCG0DC	MCS19F/19	Motor Carrier Safety Assistance Program (MCSAP)	10/01/2018-09/30/2020	1,072,686	1,037,887		Enhancing highway safety by preventing commercial motor vehicle related to crashes and ensuring safe, secure transportation of people and property by CMV on the highways.	
5	69A3602030381MCG0DC	MCS20F/20	Motor Carrier Safety Assistance Program (MCSAP)	10/01/2019-09/30/2021	1,112,988	181,038	220,000	Enhancing highway safety by preventing commercial motor vehicle related to crashes and ensuring safe, secure transportation of people and property by CMV on the highways.	
6	DTNH22-17-H-00112	FAR17F/17	Fatal Analysis Reporting System (FARS)	03/01/2017-02/28/2022	30,000	5,380		Funding support to enable MPD to gather, interpret, code and enter traffic fatalities into the national FARS database. Funding can only be used when there is a traffic fatality. This is a five-year agreement and a maximum of $ 5,000. In approved funding can be expended per annum.	
7	2020ULWX0027	COP20F/20	COPS Hiring Program (CHP)	07/01/2020-06/30/2023	3,125,000	-	-	To partially fund twenty- five (25) entry-level officer positions over a three-year period. Focus on gun violence prevention. Officers must be maintained for at least one (1) year after the grant period end	25
8	2018-RU-BX-K014	NCH19F/19	National Criminal History Improvement Program (NCHIP) – WALES	01/01/2019-12/31/2019	180,000	179,974		The funds will be used for modification to MPD's Computerized Criminal History (CCH) and the CJCC's Justice Information System (JUSTSIS).	
9	2019-RU-BX-K013	NCH20F/20	National Criminal History Improvement Program (NCHIP) – WALES	01/01/2020-09/30/2021	1,190,855			The funds will be used to for modifications to MPD's Computerized Criminal History (CCH)	
10	2018-FU-CX-K021	NIB19F/19	National Incident-Based Reporting System (NIBRS)	12/01/2018-11/30/2020	2,839,352	890,367	1,153,791	The award is to be used for the collection of accurate NIBRS Based Crime Data	
11	2019-AK-BX-0024	SAK19F/19	Sexual Assault Kit Initiative (SAKI)	10/01/2019-09/30/2022	1,000,000	31,645	37,018	The award is to be used to support the investigation of unsolved sexual assault cases through the use of advanced DNA and research methodologies and investigative tools to help identify and prosecute violent sex offender	1
12	69A360184003MHP0DC	HPS19F/19	High Priority	9/17/2018-9/30/2020	156,162	112,886		To hire three (3) Data Analyst Contractors to review all CMV crash reports prepared by sworn officers and ensure its completeness and accuracy. Also includes funding for CVSA IT User Training.	
13	69A3602040573MPH0DC	HPS20F/20	High Priority	08/01/2020-09/30/2022	428,570			To hire three (3) Data Analyst Contractors to review all CMV crash reports prepared by sworn officers and ensure its completeness and accuracy. Also includes funding for CVSA IT User Training.	
14	2019-WY-BX-0009	SPI19F/19	Strategies for Policing Innovation (SPI)	10/01/2019-09/30/2022	375,808	200,000	-	The award will be used to improve information sharing through applied technology	
15	2019MHWXK011	CHW19F/19	Law Enforcement Mental Health and Wellness Program (LEMHWA)	09/01/2019-08/31/2021	72,970	-	60,900	Provides funding to improve the delivery of and access to mental health and wellness services to law enforcement through training and technical assistance	
16	2018BOBX18093699	BVP18F/18	Bulletproof Vest Partnership	9/13/2018-11/30/2020	123,454	123,154		Provides reimbursement for bulletproof vests.	
17	2020BOBX20023133	BVP20F/20	Bulletproof Vest Partnership	9/1/2020-08/31/202	25,988			Provides reimbursement for bulletproof vests.	

Project No.	Subgrant Title	Period of Performance	Award Amount	FY20 Expenditures	FY21 Expenditures (3/10/21)	Subgrant Description
BAT20N20	Highway Safety - DDOT - Alcohol Countermeasures	10/01/2019-09/30/20	748,920	283,551		Funding to support the following scopes of service: 1) Alcohol Enforcement
PTS20N20	Highway Safety - DDOT - Police Traffic Services	10/01/2019-09/30/20	990,563	854,246		Funding to support Distracted Driver Enforcement
PBS20N20	Pedestrian and Bicyclist Safety	10/01/2019-09/30/20	275,560	84,831		Funding to support efforts on traffic safety to ensure the District is more pedestrian friendly.
OCP20N20	Highway Safety-DDOT - Occupant Protection	10/01/2019-09/30/20	461,500	41,845	-	Funding to support seatbelt enforcement and child passenger safety.
STR20M20	Highway Safety - DDOT Street Car	10/01/2019-09/30/20	802,044	728,486		Dedicated enforcement services during normal operating hours on the H St. NE, Benning Road Streetcar line.
VAW20N	FY20 – STOP: A Coordinated Response to Victims of Crime	10/01/2019-09/30/20	193,182	169,476		Overtime funding to support the following scope of services: 1) Decrease the backlog of domestic violence warrants; 2) To serve Temporary and Civil Protection Orders; domestic violence and stalking.
BAT21N21	Highway Safety - DDOT - Alcohol Countermeasures	10/01/2020 - 09/30/2021	708,748		34,529	Funding to support the following scopes of service: 1) Alcohol Enforcement
PTS21N21	Highway Safety - DDOT - Police Traffic Services	10/01/2020 - 09/30/2021	1,031,394		382,126	Funding to support Distracted Driver Enforcement
PBS21N21	Pedestrian and Bicyclist Safety	10/01/2020-09/30/2021	268,310		28,440	Funding to support efforts on traffic safety to ensure the District is more pedestrian friendly.
OCP21N21	Highway Safety-DDOT - Occupant Protection	10/01/2020-09/30/2021	389,400		21,200	Funding to support seatbelt enforcement and child passenger safety. Cost Reimbursement MOU
VAW21N	FY21 – STOP: A Coordinated Response to Victims of Crime	01/01/2020 - 09/30/2021	76,323		-	Overtime funding to support the following scope of services: 1) Decrease the backlog of domestic violence warrants; 2) To serve Temporary and Civil Protection Orders; domestic violence and stalking.
VCA21N	FY21 – STOP: A Coordinated Response to Victims of Crime	01/01/2020-09/30/2021	104,821		-	Overtime funding to support the following scope of services: 1) Decrease the backlog of domestic violence warrants; 2) To serve Temporary and Civil Protection Orders; domestic violence and stalking.

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FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO611352	NA	NATIONAL TESTING NETWORK INC.	FY20 - FA0 - Entry Level Testing	$ 55,474	CompetitiveSealedBid-IFB	Laura Wagman	Local
2020	PO611379	CW51797	ASHKAR BROTHERS INC.	FY20- FA0- CSB-FLEET - Car Wash Services Montana Car wash-CW51797	$ 7,000	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611402	CW63498	MONUMENTAL COMMUNICATION	FY20 - FA0 - MPD Recruiting Campaign (Monumental Communications)	$ 358,500	CompetitiveSealedProposal-RFP	Marvin Haiman	Local
2020	PO611418	N/A	THE COLES GROUP, LLC	FY20 - FA0 - -MPD PDB/HRMD- BPA for Temporary Office Assistance	$ 50,314	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2020	PO611464	CW60505	FIRST TRANSIT INC DBA FIRST VE	FY20 Fleet Maintenance Contract -- Oct 1st-2020 to Sept 30th-2021 CW60505	$ 6,515,024	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611484	CW42742	MICROSOFT CORPORATION	FY20 - MPD - Microsoft Support Services - Contract CW42742 - OPTION YEAR 3	$ 170,693	CooperativeAgreements	Eric Starks	Local
2021	PO611518	CW59472	CAPITAL SEQWAY, LLC	FY20-FA0-Segway Maintenance CW59472	$ 23,486	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611534	N/A	WASHINGTON CONVENTION AND SPOR	FY20 Testing Location Convention Center for ISB Process TAB PDB	$ 6,585	ExemptFromCompetition	Laura Wagman	Local
2020	PO611565	CW53705	DIVERSE COMPUTING INC.	FY20 - MPD - eAgent eMessage Switch Application Support - Contract CW53705 - OPTION YEAR 2	$ 626,179	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO611588	CW42793	STERLING CORPORATION	MPD FY20- HSB/SOD/TPB/ASU- Helicopter Maintenance (CW42793 OY3)	$ 140,060	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO611716	CW52393	SECURITY ASSURANCE MANAGEMENT	FY20 DCPS SCHOOL SECURITY	$ 18,669,294	CompetitiveSealedProposal-RFP	Joanne Beasley	Intra-District
2020	PO611728	N/A	FEDERAL EXPRESS	MPD FY20- FedEx Expedited and Certified Mailing Services	$ 5,000	SmallPurchase	Patricia Cambel	Local
2020	PO611745	CW61021	ARROW BICYCLE	FY20-FA0- Mountain Bike - Service & Repair CW61021	$ 70,000	CompetitiveSealedBid-IFB	George Hester	Local
2020	PO611749	CW40106	BLUELAW INTERNATIONAL LLP	FY20-FA0-Recruiting-Blue Law International (Polygraph) (Option Year 4)	$ 633,083	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2020	PO611756	CW63633	SOFTWARE AG USA INC	FY20 - MPD - TACIS Application Maintenance and Support - Contract CW63633 - OPTION YEAR 1	$ 426,568	ExemptFromCompetition	Eric Starks	Local
2020	PO611932	N/A	MONSTER WORLDWIDE INC.	FY20-FA0-Recruiting-Monster.com/Military.com Advertising	$ 8,061	ExemptFromCompetition	Marvin Haiman	Local
2020	PO611948	N/A	PRAETORIAN GROUP INC	FY20-FA0-Recruiting-PoliceOne.com Advertising	$ 7,452	ExemptFromCompetition	Marvin Haiman	Local
2020	PO611969	N/A	CANON SOLUTIONS AMERICA, INC	FY20 - Canon Copier Lease and Maintenance Services - Task Order No. 100142 - OPTION YEAR 1	$ 133,976	CooperativeAgreements	Eric Starks	Local
2020	PO612005	N/A	EXPERIAN INFORMATION SOLUTIONS	FY20-FA0-Recruiting-Experian.com Credit Check Services	$ 8,000	ExemptFromCompetition	Marvin Haiman	Local
2020	PO612007	CW58696	SOUTH CAPITOL HELIPORT, LLC	MPD FY20- HSB/SOD/TPB/ASU- Jet Fuel (CW56896)	$ 115,000	SoleSource	Patricia Cambel	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO612032	CW62890	PFC ASSOCIATES LLC	PFC Clinic Services FY 20 - CW62890	$ 16,292,285	CompetitiveSealedProposal-RFP	Matthew Miranda	Multiple
2020	PO612034	CW46793	XEROX CORPORATION	FY20 - MPD - Xerox Copier Lease and Maintenance Services - Contract CW46793 - OPTION YEAR 1	$ 761,202	GSA-FederalSupplySchedule	Eric Starks	Local
2020	PO612148	C12202-V6	JDI Ventures Inc.	FY20 - MPD - CJIS NCIC Records Validation Software - RENEWAL	$ 18,574	ExemptFromCompetition	Eric Starks	Local
2020	PO612269	N/A	INFORMATICA LLC	FY20 - MPD Informatica Software License - RENEWAL	$ 78,764	ExemptFromCompetition	Eric Starks	Local
2020	PO612278	CW48831	XEROX CORPORATION	FY20 - MPD - Printer Break/Fix and Toner Supply Services - Contract CW48831 - OPTION YEAR 3	$ 116,980	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO612384	N/A	SOFTWARE AG USA INC	FY20 - MPD - TACIS Software License - RENEWAL	$ 14,734	ExemptFromCompetition	Eric Starks	Local
2020	PO612410	CW38256	ERGOMETRICS &APPLIED PERSONNEL	FY20 ISB Selection Process Test Development	$ 17,980	CompetitiveSealedProposal-RFP	Laura Wagman	Local
2020	PO612536	N/A	QUETEL CORPORATION	MPD FY20- Redaction Services	$ 75,880	SmallPurchase	Patricia Cambel	Local
2020	PO612715	N/A	JOHN M. STUHLDREHER, JR.	FY20 ISB Selection Process Videography Services	$ 14,000	SmallPurchase	Laura Wagman	Local
2020	PO612726	N/A	CRADLE SYSTEMS LLC	FY20 - MPD - IBM Cognos Software License - RENEWAL	$ 72,180	ExemptFromCompetition	Eric Starks	Local
2020	PO612733	RK132766	ENVISAGE TECHNOLOGIES CORP	FY20 - MPD - ACADIS Readiness Suite - Learning Management Tool - Software Subscription - RENEWAL	$ 102,500	ExemptFromCompetition	Eric Starks	Local
2020	PO612744	N/A	CRADLE SYSTEMS LLC	FY20 - MPD - IBM i2 Analyst Workstation Software License - RENEWAL	$ 46,912	ExemptFromCompetition	Eric Starks	Local
2020	PO612799	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY20 - MPD - Quality Assurance Traffic Crash Data Analyst - Grant	$ 41,288	CompetitiveSealedProposal-RFP	Eric Starks	Multiple
2020	PO612802	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY20 - MPD - Enterprise Architect DW Master - Local	$ 296,587	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO612803	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY20 - MPD - SME Cognos Developer Senior - Local	$ 220,039	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO612871	N/A	INTEK INTEGRATION TECHNOLOGIES	FY20 - MPD - INTEK Warehouse Librarian Software License - RENEWAL	$ 21,767	ExemptFromCompetition	Eric Starks	Local
2020	PO612875	N/A	PROGRESS SOFTWARE CORP	FY20 - MPD - Telerik DevCraft Developer Software License - RENEWAL	$ 9,342	ExemptFromCompetition	Eric Starks	Local
2020	PO612883	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY20 - MPD - Enterprise Architect DW Master - Local	$ 296,587	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO612887	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY20 - MPD - IT Consultant Senior .NET - Local	$ 181,730	CompetitiveSealedProposal-RFP	Eric Starks	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO612902	N/A	THE PITTMAN GROUP INC /VANTIX	FY20 - MPD - CCTV Genetec Licensing and Support - RENEWAL	$ 51,765	ExemptFromCompetition	Eric Starks	Local
2020	PO612944	GS-25F-0010M	PITNEY BOWES	FY2020 MPD/CSB/Records Funding - Postage Stamps	$ 29,500	GSA-FederalSupplySchedule	Phyllis Gilbert	Local
2020	PO612949	CW39581	HITACHI VANTARA CORPORATION	FY20 - MPD - CCTV Camera Network Support - Contract CW39581 - OPTION YEAR 4 - MODIFICATION	$ 405,109	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO612951	N/A	NovoaGlobal, Inc.	FY20 ATE- SENSYS Equipment Contract	$ 99,864	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2020	PO612964	GS-25F-0010M	PITNEY BOWES	FY20 MPD/CSB/Records Postage Machine Lease & Maintenance	$ 20,500	GSA-FederalSupplySchedule	Phyllis Gilbert	Local
2020	PO613013	CW52081	GTECHNA USA CORPORATION	FY20 OPT YR 3 of CW52081 E Citation System	$ 232,297	ExemptFromCompetition	LaMont Hinton	Intra-District
2020	PO613081	NA	THE AV TEAM LLC	FY20 - MPD - Audio Video Networking and Cabling Support - RENEWAL	$ 10,000	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO613085	CW60575	ALL CAR LEASING INC	FY20 Vehicle Rentals CW60575	$ 35,429	CompetitiveSealedBid-IFB	George Hester	Multiple
2020	PO613098	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY20 - MPD - Enterprise Architect DW Master - Local	$ 296,587	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO613106	CW40145	MILLER MENDEL INC	FY20-FA0-Solution for pre-employment background investigations	$ 132,558	CompetitiveSealedProposal-RFP	Marvin Haiman	Local
2020	PO613172	N/A	LEXISNEXIS COPLOGIC SOLUTIONS	FY20 - MPD - CopLogic LexisNexis Online Reporting System License - RENEWAL	$ 28,946	ExemptFromCompetition	Eric Starks	Local
2020	PO613175	n/a	CI TECHNOLOGIES INC.	FY20 - MPD - IAPro Misconduct Case Tracking Software Support - RENEWAL	$ 6,120	ExemptFromCompetition	Eric Starks	Local
2020	PO613177	N/A	DEEPWOOD VETERINARY CLINIC	MPD FY20- HSB/SOD/TPB/HMU Equine Services (Veterinary Care)	$ 7,500	SingleQuote	Patricia Cambel	Local
2020	PO613189	N/A	CAREERBUILDER GOVERNMENT LLC	FY20-FA0-Recruiting-CareerBuilder.com Advertising	$ 9,600	ExemptFromCompetition	Marvin Haiman	Local
2020	PO613190	CW33526	WEST PUBLISHING CORP	MPD FY20- IAB/IAD Thomson Reuters Clear and Westlaw Services (CW33526/FEDLINK/LC14C7139)	$ 15,600	CooperativeAgreements	Patricia Cambel	Local
2020	PO613316	CW47738	AMERICAN TRAFFIC SOLUTIONS, IN	FY20 Option Year 2 with ATS CW47738 DCFA-2017-C-9212/CW47738	$ 1,537,874	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2020	PO613448	N/A	THE WASHINGTON TIMES LLC	FY 2020 MPD/ECB Legal Advertisement Notices	$ 10,000	SingleQuote	Robert Sutton	Local
2020	PO613623	CW48241	NEAL R GROSS AND CO INC	MPD FY20- Stenographer Services	$ 102,813	CompetitiveSealedProposal-RFP	Patricia Cambel	Local
2020	PO613845	CW72841	MORGAN S INC	CSB/ESB FY20 Body Armor with Outer Vest Carrier	$ 804,346	CooperativeAgreements	Christopher Settles	Local
2020	PO613852	NA	DELL MARKETING L.P.	FY20 - MPD - Visual Studio Software License - RENEWAL	$ 9,445	SmallPurchase	Eric Starks	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO613854	NA	DELL MARKETING L.P.	FY20 - MPD - Compellent Data Storage System Software and Hardware Support - RENEWAL	$ 53,426	SoleSource	Eric Starks	Local
2020	PO613855	PO592903	DIRECTV	FY20 - MPD - DirecTV Satellite Television Subscription -RENEWAL	$ 6,380	SmallPurchase	Eric Starks	Local
2020	PO613883	NA	YELLOW HOUSE ASSOCIATES	FY20 - MPD - YHA Application Development and Support - RENEWAL	$ 60,000	SmallPurchase	Eric Starks	Local
2020	PO613884	C12202-V6	MORGAN S INC	FY20 Uniform Bridge Contract	$ 250,000	CompetitiveSealedBid-IFB	Christopher Settles	Local
2020	PO613885	NA	FILEONQ, INC.	FY20 - MPD - FileOnQ Asset Evidence Control Management Software - PO Change Request	$ 48,736	SmallPurchase	Eric Starks	Local
2020	PO613924	N/A	TPW CONSULTANTS LLC	FY20 - MPD - Satellite Phone Prepaid Minutes - RENEWAL	$ 11,674	ExemptFromCompetition	Eric Starks	Local
2020	PO613927	N/A	HEWLETT PACKARD ENTERPRISE	FY20 - MPD - TACIS HP Server Support - RENEWAL	$ 4,926	ExemptFromCompetition	Eric Starks	Local
2020	PO613928	N/A	FSX HOLDINGS LLC	MPD FY20- File and ServExpress Services	$ 500	SmallPurchase	Patricia Cambel	Local
2020	PO613929	N/A	MVS INC	FY20 - MPD - Uninterrupted Power Supply (UPS) Support - RENEWAL	$ 15,676	ExemptFromCompetition	Eric Starks	Local
2020	PO613950	NA	VERTIV SERVICES INC	FY20 - Liebert Power Distribution PDUs Units Support - RENEWAL	$ 13,224	SmallPurchase	Eric Starks	Local
2020	PO613974	na	PURPLE COMMUNICATIONS INC	FY20 - MPD - Video Remote Sign Language Interpreting Services - RENEWAL	$ 15,200	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO614006	N/A	STANDARD GRAPHICS MID-ATLANTIC	FY20 - MPD - Reproduction - Printing Products and Bindery Supplies - REORDER	$ 25,500	SmallPurchase	Eric Starks	Local
2020	PO614106	NA	DIVERSE COMPUTING INC.	FY20 - MPD - CJIS Audit Software Subscription - RENEWAL	$ 35,490	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO614115	N/A	LINEAR SYSTEMS INC.	FY20 - MPD - DIMS DVD and Image Server Support - RENEWAL	$ 12,600	SmallPurchase	Eric Starks	Local
2020	PO614335	CW73421	MORGAN S INC	CSB/ESB FY2020 Uniforms and Accessories Contract	$ 2,123,813	CompetitiveSealedBid-IFB	Christopher Settles	Local
2020	PO614375	N/A	SKY LLC DBA/US OFFICE SOL	FY20 - MPD - Blanket Purchase Agreement - Replenish Paper Supply - Reproduction and Copy Branch	$ 50,000	SmallPurchase	Eric Starks	Local
2020	PO614451	C16856	SKY LLC DBA/US OFFICE SOL	FY20 Copier Paper Order	$ 89,461	DCSupplySchedule	Christopher Settles	Local
2020	PO614527	N/A	EMC CORPORATION	FY20 - MPD - ISILON DELL Hardware Support - LPR Program - RENEWAL	$ 20,164	ExemptFromCompetition	Eric Starks	Local
2020	PO614652	CW73064	MORGAN S INC	FY20 MPD High-Visibility Mountain Bike Jacket	$ 166,040	CompetitiveSealedBid-IFB	Christopher Micciche	Local
2020	PO614653	N/A	DELL MARKETING L.P.	FY20 - MPD - KACE K2000 Software License - RENEWAL	$ 10,003	SingleQuote	Eric Starks	Local
2020	PO614691	US Commodities Cor	SAFEWARE INC	FY20 MPD (FA0) ISB/NSID- Protective Equipment	$ 35,365	CooperativeAgreements	Patricia Cambel	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO614705	CW39505	Axon Enterprise, Inc.	FY20 - MPD - Body Worn Camera Year Four (Oct 1, 2019 to Nov 12, 2019)	$ 283,920	CompetitiveSealedProposal-RFP	Rohit Johri	Local
2020	PO614717	N/A	Axon Enterprise, Inc.	FY20 - MPD - Axon Interview Room System Support - RENEWAL	$ 42,617	ExemptFromCompetition	Eric Starks	Local
2020	PO614747	N/A	NATIONAL LAW ENFORCEMENT TELEC	FY20 - MPD - NLETS Software Subscription - RENEWAL	$ 48,000	ExemptFromCompetition	Eric Starks	Local
2020	PO614802	N/A	TIME TRADE SYSTEM INC	FY20 - MPD - Scheduling Software for Firearm Re-Registration - RENEWAL	$ 9,075	SmallPurchase	Eric Starks	Local
2020	PO614827	N/A	METRO PRINTING EQUIPMENT INC	FY20 - MPD - Metro Printing Equipment Support - RENEWAL	$ 9,975	SmallPurchase	Eric Starks	Local
2020	PO614881	N/A	COMLABS GOVERNMENT SYSTEMS	FY20 - MPD - Emergency Management Network (EMnet) VSAT License - RENEWAL	$ 7,068	ExemptFromCompetition	Eric Starks	Local
2020	PO614931	CW71205	THE PITTMAN GROUP INC /VANTIX	FT0 - MPD FY20 1FASH8 Closed Circuit Television (CCTV) Camera Trailer	$ 85,760	CompetitiveSealedBid-IFB	Patricia Cambel	Intra-District
2020	PO614965	DCAM-18-NC-0027	SUPERIOR SERVICE & ASSOC. INC	FY20 PDB/MPA Firing Range and Tactical Village Maintenance and Cleaning (Option Year 1: Oct 1, 2019 - June 13, 2020)	$ 72,898	CompetitiveSealedProposal-RFP	John Aceto	Local
2020	PO615087	CW50702	Axon Enterprise, Inc.	FY20 TASER X2s Option Year 3 (CW50702)	$ 280,583	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO615137	C12662-V13	THE HAMILTON GROUP	FY20 - PDB/MPA - TECC Kits	$ 112,390	SmallPurchase	John Aceto	Local
2020	PO615326	CW53539	IDEMIA IDENTITY AND SECURITY	FY20 - MPD - AFIS Maintenance and Support - Contract CW53539 - OPTION YEAR 2	$ 166,343	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO615445	CW39505	Axon Enterprise, Inc.	FY20 - MPD - Body Worn Camera Year Four (Nov 13, 2019 through Sep 30, 2020)	$ 3,117,225	CompetitiveSealedProposal-RFP	Rohit Johri	Local
2020	PO615452	N/A	DELL MARKETING L.P.	FY20 - MPD - DELL Server Hardware Support - LPR Program - RENEWAL	$ 7,494	ExemptFromCompetition	Eric Starks	Local
2020	PO615678	CW48309	SHOTSPOTTER, INC.	FY20 - MPD - Gunshot Detection System Support - CW48309 - OPTION YEAR 3	$ 502,676	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO615894	BPA1332661	NESTLE WATERS NORTH AMERICA	FY20 MPD/CSB/Records Drinking Water - Funding Increase	$ 37,000	SmallPurchase	Phyllis Gilbert	Local
2020	PO616009	C12395	DISTRICT SUPPLY INC.	FY20-MPD-CSB/ESB- Vinyl Gloves, Disposable Examination	$ 7,988	DCSupplySchedule	Christopher Settles	Local
2020	PO616057	C12662-V13	THE HAMILTON GROUP	FY 2020 ECB/MPD Evidence Bags (PD 14's and PD 95's)	$ 15,000	SmallPurchase	Robert Sutton	Local
2020	PO616168	CW77184	Elucd Inc	FY20 - Community Sentiment Survey Tool	$ 200,000	ExemptFromCompetition	Leeann Turner	Local
2020	PO616174	N/A	CHAMPION TROPHIES	FY20 MPD (FA0) PDB/HRMD Recognition and Awards	$ 0	SmallPurchase	Marvin Haiman	Local
2020	PO616175	C12408	TOUCAN PRINTING AND PROMO	FY20 Vessel Registration and Decals	$ 9,850	SmallPurchase	Adam Snapko	Federal
2020	PO616191	CW56366	JOHN JOHN INC T/A ANT TOW	FY 2020 MPD Emergency Contract Tow Services, Districts 5,6 and 7	$ 35,000	CompetitiveSealedBid-IFB	Robert Sutton	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO616262	CW56364	ABC TOWING INC	FY 2020 MPD Emergency Contract Towing, Districts 1,2,3 and 4	$ 17,000	CompetitiveSealedBid-IFB	Robert Sutton	Local
2020	PO616293	CW73772	GRAVOIS ALUMINUM BOATS LLC	FY20 29' Search and Rescue Patrol Vessel	$ 316,671	CompetitiveSealedBid-IFB	Adam Snapko	Federal
2020	PO616428	CW58696	MULTICULTURAL COMMUNITY SERVIC	MPD FY20- IAB/IAD Language Access - Oral Interpretation and Written Translation Services	$ 35,000	CompetitiveSealedProposal-RFP	Patricia Cambel	Local
2020	PO616567	N/A	COLOR ID, LLC	FY20-FA0-HRMD- ColorID printing & materials purchase - Department Reprint	$ 26,203	SmallPurchase	Marvin Haiman	Local
2020	PO616658	N/A	NEW RELIC INC	FY20 - MPD - New Relic Database Monitoring and Analysis Subscription - RENEWAL	$ 36,863	ExemptFromCompetition	Eric Starks	Local
2020	PO616679	N/A	FIRST HAND MOBILE LLC	MPD FY20- HSB/JSTACC Text Tip Maintenance	$ 30,000	SmallPurchase	Patricia Cambel	Local
2020	PO617043	C12662-V13	THE HAMILTON GROUP	FY20 Canine Training Equipment and Supplies	$ 7,500	DCSupplySchedule	Patricia Cambel	Local
2020	PO617112	N/A	SHALLOW CREEK KENNELS INC.	Purchase of 10 Working Dogs	$ 88,850	SmallPurchase	Marc McDavid	Local
2020	PO617125	CW37329	SAFETY LEAGUE INC DBA ATLANTIC	FY20-PDB/MPA-Training and Duty Ammunition	$ 670,000	CompetitiveSealedBid-IFB	John Aceto	Local
2020	PO617131	N/A	THE PRESIDIO CORPORATION	FY20 - AppSpace Software Subscription - RENEWAL	$ 10,106	ExemptFromCompetition	Eric Starks	Local
2020	PO617132	N/A	SAFEWARE INC	FT0 - MPD FY20 1FASH8 Long Range Acoustic Devices	$ 55,316	CooperativeAgreements	Patricia Cambel	Intra-District
2020	PO617133	N/A	Callyo 2009 Corp	MPD FY20- ISB/NSID Callyo Package Pro Software	$ 8,828	SingleQuote	Patricia Cambel	Local
2020	PO617157	N/A	ADAMS MORGAN ANIMAL CLINIC	MPD FY20- HSB/SOD/TPB/CPU Canine Veterinary Services	$ 77,500	SmallPurchase	Patricia Cambel	Local
2020	PO617189	N/A	SIRCHIE ACQUISITION COMPANY	MPD FY20- ISB/NSID Test Kits	$ 22,084	SmallPurchase	Patricia Cambel	Local
2020	PO617352	C562	MDM OFFICE SYSTEMS DBA	FY-20 CSB/ESB Fabric Stitched Name Tags with Velcro Backing	$ 18,400	SmallPurchase	Christopher Settles	Local
2020	PO617375	N/A	COMCAST CABLE COMMUNICATIONS	DE-OBLIGATION - FY20 - MPD - Comcast Cable Television Subscription - RENEWAL	$ 23,475	SmallPurchase	Eric Starks	Local
2020	PO617386	N/A	THE PRESIDIO CORPORATION	FY20 - MPD - SMARTnet Software License - RENEWAL	$ 3,377	ExemptFromCompetition	Eric Starks	Local
2020	PO617417	NA	BUTLER ANIMAL HEALTH HOLDING	FY20 Canine Medical Supplies	$ 16,000	SmallPurchase	Patricia Cambel	Local
2020	PO617652	CW77745	Momo & Mango LLC	FY20-FA0- CSB-FLEET -Car Wash Services (CW51799 Dr Kings)	$ 3,000	SmallPurchase	George Hester	Local
2020	PO617927	C13170	STOCKBRIDGE CONSULTING LLC	FY20 - MPD - PrinterLogic Software License - RENEWAL	$ 14,950	SmallPurchase	Eric Starks	Local
2020	PO617948	N/A	LICHTMAN AND ROSENBLUM PLLC	FY20 - FA0 - HRMD Legal Services	$ 2,427	CompetitiveSealedBid-IFB	Marvin Haiman	Local
2020	PO617952	N/A	RELX Inc.	MPD FY20- Continuation of Software Licenses- LexisNexis Account 4252Y3TK4 (formerly Sub-Account #127C1C) *RESUBMISSION*	$ 13,104	SmallPurchase	Patricia Cambel	Local
2020	PO617995	NA	QUETEL CORPORATION	MPD FY20- BPA for Redaction Services	$ 100,000	SmallPurchase	Patricia Cambel	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO618011	N/A	DELL MARKETING L.P.	FY20 - MPD - Red HAt Software License - RENEWAL	$ 28,700	ExemptFromCompetition	Eric Starks	Local
2020	PO618146	N/A	DEAF ACCESS SOLUTIONS, INC.	MPD FY20- American Sign Language Interpretation Services	$ 5,145	SmallPurchase	Patricia Cambel	Local
2020	PO618179	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY20 PDB/MPA Supplies Firing Range/Armorer Cleaning and Firearms Supplies	$ 44,885	SmallPurchase	John Aceto	Local
2020	PO618198	N/A	COLOR ID, LLC	FY20 MPD/CSB/Records BPA, ID Cards and Supplies	$ 3,069	SmallPurchase	Phyllis Gilbert	Local
2020	PO618216	N/A	TRANSUNION RISK AND ALTERNATIV	FY20- MPD/FT0 1FASH9 Service Agreement for TLOxp Transactions (Continuation of Services)	$ 19,140	SmallPurchase	Patricia Cambel	Intra-District
2020	PO618229	N/A	RELX Inc.	FY20- MPD/FT0 1FASH9 Service Agreement for Accurint (Continuation of Services)	$ 56,088	SmallPurchase	Patricia Cambel	Intra-District
2020	PO618258	N/A	TRANSGLOBAL BUSINESS SYSTEMINC	FY20- MPD/FT0 1FASH9 Annual Situational Awareness Management System Server License (Continuation of Services)	$ 85,000	SmallPurchase	Patricia Cambel	Intra-District
2020	PO618366	C12845-V4	ANALYTICA LLC	FT0 - MPD FY20 1FAUA8 - LPR Project Coordinator	$ 135,000	DCSupplySchedule	Patricia Cambel	Intra-District
2020	PO618377	N/A	LANGUAGE LINE SERVICES	MPD FY20- IAB/IAD Language Access - Video Remote Interpretation Services	$ 15,000	ExemptFromCompetition	Patricia Cambel	Local
2020	PO618498	DCMP-2020-13942	BBWOOF INC	MPD FY20- HSB/SOD/TPB/CPU Dog Food *Resubmission*	$ 16,000	SmallPurchase	Patricia Cambel	Local
2020	PO618649	N/A	SOFTWARE INFORMATION RESOURCE	FY20 - MPD - Tableau Software License - RENEWAL	$ 18,434	ExemptFromCompetition	Eric Starks	Local
2020	PO618775	C1754-V3	SUPRETECH INC.	FY20 - MPD - DELL Computer and Monitors - Inventory Replenishment - Command Information Center	$ 81,360	SmallPurchase	Eric Starks	Local
2020	PO618817	N/A	COMCAST SPOTLIGHT	FY20 Harbor Patrol Public Service Announcements	$ 30,000	ExemptFromCompetition	Adam Snapko	Federal
2020	PO618833	N/A	Vertiv Corporation	FY20 - Liebert Power Distribution PDUs Units Support - RENEWAL	$ 13,224	ExemptFromCompetition	Eric Starks	Local
2020	PO618843	CW77665	THE PITTMAN GROUP INC /VANTIX	CCTV expansion - Phase 1	$ 999,990	GSA-FederalSupplySchedule	Leeann Turner	Local/Contingency
2020	PO618868	CW58753	ANDEAN CONSULTING SOLUTIONS	MPD FY20- IAB/IAD Language Access - Oral Interpretation and Written Translation Services (2nd)	$ 10,000	SmallPurchase	Patricia Cambel	Local
2020	PO618970	CW54535	DEAF ACCESS SOLUTIONS, INC.	MPD FY20- American Sign Language Interpretation	$ 9,000	SmallPurchase	Patricia Cambel	Local
2020	PO619061	N/A	QLIK TECH, INC.	FY20 - MPD - Attunity Database Replication Software - RENEWAL	$ 15,771	SmallPurchase	Eric Starks	Local
2020	PO619178	CW76042	CDW GOVERNMENT INC	FY20 - Microsoft Windows SQL Server License - RENEWAL	$ 209,199	CooperativeAgreements	Eric Starks	Local
2020	PO619227	N/A	TRI-STATE MARINE, INC	FY20 Marine Engine Parts and Equipment	$ 30,000	SmallPurchase	Adam Snapko	Federal

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO619251	CW46969	MARK43 INC	FY20 - MPD - Records Management System (COBALT) Upgrade (Contract CW46969) - Continuation of Services	$ 656,775	CompetitiveSealedProposal-RFP	Eric Starks	Multiple
2020	PO619286	N/A	V H BLACKINTON & CO INC	FY2020 Annual Awards Ceremony Medals	$ 22,567	SmallPurchase	Christopher Settles	Local
2020	PO619324	CW78783	HOWARD UNIVERSITY	GRANT DEVELOPMENT & MANAGEMENT SERVICES CONTRACTOR FY 2020	$ 220,000	CompetitiveSealedBid-IFB	James Schaefer	Federal
2020	PO619390	CW59473	BODE CELLMARK FORENSICS INC.	SAKI Grant - add'l Bode funding on behalf of DFS	$ 25,000	SmallPurchase	Leeann Turner	Federal
2020	PO619392	RK120936	GENERAL SERVICE ADMINISTRATION	FY2020 MCSAP TRUCKS	$ 56,215	GSA-FederalSupplySchedule	James Schaefer	Federal
2020	PO619696	N/A	WEST MARINE DBA PORT SUPPLY	FY20 Vessel Cleaning/Maintenance Supplies	$ 20,000	SmallPurchase	Adam Snapko	Federal
2020	PO619723	C12751-V3	AMERICAN BUSINESS SUPPLIE	FY2020 General Office Supplies 2 CSB-ESB	$ 95,000	DCSupplySchedule	Christopher Settles	Local
2020	PO620034	N/A	DELL MARKETING L.P.	FY20 - MPD - DELL Server Hardware Support - RENEWAL	$ 28,186	SmallPurchase	Eric Starks	Local
2020	PO620054	N/A	H.C. SUMMERS INC	MPD FY20- HSB/SOD/TPB/HMU Equine Feed and Grooming Supplies	$ 7,500	SmallPurchase	Patricia Cambel	Local
2020	PO620056	N/A	CARAHSOFT TECHNOLOGY CORP	FY20 - MPD - Azure Cloud Professional Services - Contract Master Agreement No. AR2472	$ 67,719	CooperativeAgreements	Eric Starks	Local
2020	PO620092	N/A	SYSTEMS ENGINEERING TECH	MPD FY20- HSB/JSTACC Pen Register System Maintenance	$ 12,480	SmallPurchase	Patricia Cambel	Local
2020	PO620124	BPA	QUETEL CORPORATION	MPD FY20- BPA for Redaction Services (New BPA)	$ 100,000	SmallPurchase	Patricia Cambel	Local
2020	PO620231	N/A	JDI Ventures Inc.	FY20 - nexTEST CJIS NCIC WALES Online Testing Software	$ 12,500	ExemptFromCompetition	Eric Starks	Local
2020	PO620414	N/A	ACTION TARGET INC.	FY20- PDB/MPA - Range Quarterly Service Plan	$ 17,800	ExemptFromCompetition	John Aceto	Local
2020	PO620455	none	ZANE NETWORKS LLC	FY20 - MPD - SORNA Kiosk Maintenance and Support - RENEWAL	$ 19,800	SmallPurchase	Eric Starks	Local
2020	PO620456	N/A	COVANTA FAIRFAX INC	FY 2020 MPD Property, Material and Drug Disposal	$ 13,500	SmallPurchase	Robert Sutton	Local
2020	PO620457	N/A	CDW GOVERNMENT INC	FY20 - MPD - Media Service Storage - Hardware Equipment and Components	$ 12,163	SmallPurchase	Eric Starks	Local
2020	PO620515	C14711	ANNIE S HARDWARE LLC	FY2020 Safety Road Flares CSB-ESB #2	$ 18,447	DCSupplySchedule	Christopher Settles	Local
2020	PO620564	N/A	SAFEWARE INC	MPD EOD Uniforms	$ 74,790	SmallPurchase	Christopher Micciche	Local
2020	PO620577	none	CRADLE SYSTEMS LLC	FY20 - MPD - Veritas Software Backup Executive License for Window Servers - RENEWAL	$ 5,593	SmallPurchase	Eric Starks	Local
2020	PO620579	U.S. Communities Co	SAFEWARE INC	FT0 - MPD FY20 2FASH9 Annual Respiratory Protective Equipment Maintenance/Renewal	$ 198,801	CooperativeAgreements	Patricia Cambel	Intra-District

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO620661	BPA	V H BLACKINTON & CO INC	2020 (BPA) Metal Name Tags, Retirement Badges, Officer and Official Badges and Cap Plates	$ 38,329	SmallPurchase	Christopher Settles	Local
2020	PO621065	N/A	AGR LLC	MPD FY20- HSB/SOD/TPB/HMU Farrier Services for Horses	$ 8,000	SmallPurchase	Patricia Cambel	Local
2020	PO621096	GS07F0004Y	SELEX ES INC.	FT0 - MPD FY20 1FAUA8 - License Plate Reader (I-66 Eastbound)	$ 56,485	SmallPurchase	Patricia Cambel	Intra-District
2020	PO621208	CW62761	MCANDREW COMPANY INC.	MEDIA CONTRACT FOR TRAFFIC SAFETY PROJECTS FY 2020	$ 199,336	CompetitiveSealedBid-IFB	James Schaefer	Intra-District
2020	PO621610	n/a	CHAMPION AWARDS, TROPHIES,..	FY20 MPD (FA0) PDB/HRMD Recognition and Awards - Revised	$ 10,000	SmallPurchase	Marvin Haiman	Local
2020	PO621735	N/A	STRYKER SALES CORP (MED. DIV.)	FY20 - FA0 - MPA - AED Program Servicing	$ 19,728	ExemptFromCompetition	Marvin Haiman	Local
2020	PO621813	N/A	SAFETY LEAGUE INC DBA ATLANTIC	MPD FY20- HSB/SOD/TPB/DSOU CDU Training Rounds and Less Lethal Munitions	$ 48,265	SmallPurchase	Patricia Cambel	Local
2020	PO621968	N/A	COLOR ID, LLC	FY20-MPD-HRMD Records- Identification Card Supplies	$ 6,574	SmallPurchase	Marvin Haiman	Local
2020	PO622346	N/A	NATIONAL ASSOCIATION OF STATE	FY20 National Association of State Boating Law Administrators (NASBLA) annual dues	$ 6,000	ExemptFromCompetition	Adam Snapko	Federal
2020	PO622465	N/A	KUSTOM SIGNALS INC	MOTOR CARRIER UNIT LIDAR SETS FY 2020	$ 17,479	SmallPurchase	James Schaefer	Federal
2020	PO622493	N/A	GENERAL SERVICE ADMINISTRATION	FY20 Harbor Truck Federal Grant Funded - - Truck Chassis Only GSA 74G	$ 48,363	GSA-FederalSupplySchedule	George Hester	Federal
2020	PO622532	GSA-07F0004Y	SELEX ES INC.	FT0 - MPD FY20 1FAUA8 - License Plate Reader Equipment	$ 219,495	CooperativeAgreements	Patricia Cambel	Intra-District
2020	PO622579	CW81071	LDV INC.	FY20- MPD/FT0 4FASH9 Crisis Negotiation Squad Response Vehicle	$ 148,898	GSA-FederalSupplySchedule	Patricia Cambel	Intra-District
2020	PO622724	GSA-07F0004Y	SELEX ES INC.	FT0 - MPD FY20 1FAUA8 - License Plate Reader (I-495 McLean, VA- Legion Bridge)	$ 210,585	CompetitiveSealedBid-IFB	Patricia Cambel	Intra-District
2020	PO622756	N/A	ARROWHEAD FORENSICS	FY20 - PDB/MPA - Fingerprint Kits	$ 6,326	SmallPurchase	Marvin Haiman	Local
2020	PO622794	C12289-V6	PUBLIC PERFORMANCE MANAG.	FY20 - MPD - Adobe Creative Cloud Software License - RENEWAL	$ 8,179	DCSupplySchedule	Eric Starks	Local
2020	PO622830	U.S. Communities Co	SAFEWARE INC	FT0 - MPD FY20 2FASH9 Personal Protective Equipment for Recruit Officers	$ 300,471	CooperativeAgreements	Patricia Cambel	Intra-District
2020	PO622887	CW80908	MVS INC	FY20 - MPD - DELL Laptop - Inventory Replenishment - Information Technology Bureau	$ 974,253	CompetitiveSealedBid-IFB	Eric Starks	Local
2020	PO623143	CW42793	STERLING CORPORATION	MPD FY20- HSB/SOD/TPB/ASU-Helicopter Maintenance (CW42793 OY4)	$ 250,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO623145	N/A	CDW LLC.	FY20 - MPD - Microsoft Office 365 - Microsoft Project Plan 3 License	$ 1,074	CooperativeAgreements	Eric Starks	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO623148	N/A	TRICORE SYSTEMS LLC	FY20 - MPD - Audio Visual Equipment (JOCC, CIC and SCIF) Maintenance and Support - RENEWAL	$ 31,850	ExemptFromCompetition	Eric Starks	Local
2020	PO623295	CW80748	Table Mountain Group, LLC	FY20- MPD/FT0 3FASH9 Virtual Terrorism Response Training	$ 316,368	NoticeOfGrantAward	Patricia Cambel	Intra-District
2020	PO623299	NA	GYM SOURCE USA LLC	MPD (FA0) FY20- Gym Equipment for Districts 1, 2, 3, 4, 5, 7, and the MPA *RESUBMISSION TO CORRECT TAX ID NUMBER*	$ 70,711	SmallPurchase	Patricia Cambel	Local
2020	PO623348	CW60505	FIRST VEHICLE SERVICES INC.	FY20 Harbor Truck Federal Grant Funded --Body Build Specs	$ 43,237	CompetitiveSealedProposal-RFP	George Hester	Federal
2020	PO623351	GS-07F-0004Y	SELEX ES INC.	FT0 - MPD FY20 1FAUA9 - License Plate Reader (I-495 Alexandria, VA- Woodrow Wilson Bridge)	$ 389,850	GSA-FederalSupplySchedule	Patricia Cambel	Intra-District
2020	PO623489	CW47738	AMERICAN TRAFFIC SOLUTIONS, IN	FY20 Option Year 3 with ATS CW47738 DCFA-2017-C-9212/CW47738	$ 1,763,631	CompetitiveSealedProposal-RFP	LaMont Hinton	Local
2020	PO623641	N/A	Blue Courage, LLC	FY20 - MPA Law Enforcement Mental Health and Wellness Act Training	$ 0	SmallPurchase	Marvin Haiman	Federal
2020	PO623668	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY20- PDB/MPA - New ASP Batons, Scabbards, and ASP Repair Parts	$ 29,970	SmallPurchase	John Aceto	Local
2020	PO623795	DCMP-A-2020-14906	DEAF ACCESS SOLUTIONS, INC.	MPD FY20- American Sign Language Interpreter BPA	$ 20,000	SmallPurchase	Patricia Cambel	Local
2020	PO624188	CW38256	ERGOMETRICS &APPLIED PERSONNEL	FY20 Promotional Process Test Development - Part I	$ 14,235	SmallPurchase	Laura Wagman	Local
2020	PO624206	N/A	Marriott Marquis	FY20 Promotional Selection Process Testing Site - Marriott Marquis - PDB - TAB	$ 0	ExemptFromCompetition	Laura Wagman	Local
2020	PO624610	DCAM-18-NC-0027	SUPERIOR SERVICE & ASSOC. INC	FY20 PDB/MPA Firing Range and Tactical Village Maintenance and Cleaning OPTION YEAR 2 (June 14 - Sept 30)	$ 30,422	SmallPurchase	John Aceto	Local
2020	PO624611	BPA	QUETEL CORPORATION	MPD (FA0)- Blanket Purchase Agreement for Redaction Services	$ 100,000	SmallPurchase	Patricia Cambel	Local
2020	PO624683	N?A	APPLIED CONCEPTS INC	TRAFFIC SAFETY MPD LIDAR SETS FY-2020	$ 64,100	SmallPurchase	James Schaefer	Intra-District
2020	PO624687	C15336-V3	MVS INC	MCSAP REPLACEMENT LAPTOPS FY-2020	$ 37,282	DCSupplySchedule	James Schaefer	Federal
2020	PO624937	cw46503	COMPUTER AID INC	New - IT Consultants (PIPELINE) - FY20 - MPD - Business Systems Analyst Senior - GRANT FUNDED	$ 216,827	CompetitiveSealedProposal-RFP	Eric Starks	Federal
2020	PO624939	CW82420	WEST PUBLISHING CORP	MPD FY20- IAB/IAD Thomson Reuters Clear and Westlaw Services (New Contract)	$ 11,143	SmallPurchase	Patricia Cambel	Local
2020	PO624946	CW60573	ENTERPRISE HOLDINGS, INC.	FY20 MPD (FA0) Rental Vans for CDU Platoons July 2-6, 2020 (with OCA approval - MPD list#27)	$ 22,140	CompetitiveSealedBid-IFB	Patricia Cambel	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO624990	N/A	NovoaGlobal, Inc.	FY20 Continuation of Services for ATE-NovaGlobal/SENSYS Equipment	$ 83,333	ExemptFromCompetition	LaMont Hinton	Local
2020	PO625066	CW60573	ENTERPRISE HOLDINGS, INC.	*PRIORITY* CDU Rental Vans Starting June 1, 2020 (with OCA approval, Line #15)	$ 85,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO625090	BPA	SAFETY LEAGUE INC DBA ATLANTIC	*PRIORITY* Less Lethal Munitions	$ 100,000	SmallPurchase	Patricia Cambel	Local
2020	PO625108	N/A	MORGAN S INC	*PRIORITY* Protest Supplies	$ 18,500	Emergency-Unique	Patricia Cambel	Local
2020	PO625194	US Communities Cor	SAFEWARE INC	*PRIORITY* Ballistic Helmets	$ 77,690	SmallPurchase	Patricia Cambel	Local
2020	PO625196	N/A	SAFETY LEAGUE INC DBA ATLANTIC	*PRIORITY* Less Lethal Munitions and Training Kits	$ 30,000	SmallPurchase	Patricia Cambel	Local
2020	PO625199	US Communities Cor	SAFEWARE INC	*PRIORITY* Laser Protection Glasses for MPD Officers	$ 82,892	SmallPurchase	Patricia Cambel	Local
2020	PO625229	C16453	STAR OFFICE PRODUCTS INC	FY20 - FA0 - MPAD - Range Targets	$ 17,859	SmallPurchase	Marvin Haiman	Local
2020	PO625238	na	PMGL LLC	MPD Concrete Slab Installation for Conex Storage Container	$ 7,200	SmallPurchase	Robert Sutton	Local
2020	PO625781	CW83384	VERITAS CONSULTING GROUP	FY20 - MPD - CCTV Surv. Camera Refresh - Prebuilt Mobile Pro System-CAPITAL FUNDED	$ 629,440	CompetitiveSealedBid-IFB	Eric Starks	Capital
2020	PO625795	N/A	OUTFRONT MEDIA INC.	MCSAP MEDIA OUTREACH FY-2020	$ 26,500	ExemptFromCompetition	James Schaefer	Federal
2020	PO625894	CW60575	ALL CAR LEASING INC	FY20 MPD (FA0) Rental Vans for CDU Platoons July 2-6, 2020 (MPD Waiver Request #6 list #12)	$ 24,375	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO625985	N/A	SELEX ES INC.	LPR20D -MPD FY20 License Plate Reader (Regional Repairs)	$ 210,000	ExemptFromCompetition	LaMont Hinton	Donation
2020	PO626161	N/A	NETWORKING FOR FUTURE INC	FY20 - MPD - CCTV Camera Network Technology Refresh - CONTRACT CW81821 MODIFICATION	$ 107,294	CompetitiveSealedBid-IFB	Eric Starks	Local/Contingency
2020	PO626328	CW52393	SECURITY ASSURANCE MANAGEMENT	-DCPS SCHOOL SECURITY	$ 3,669,782	CompetitiveSealedProposal-RFP	Joanne Beasley	Intra-District
2020	PO626446	US Communities Cor	SAFEWARE INC	Personal Protective Equipment for MPD Officers: Gloves and Bag Clips	$ 9,098	SmallPurchase	Patricia Cambel	Local
2020	PO626566	CW60575	ALL CAR LEASING INC	FY20 MPD (FA0) Rental Vans for CDU Platoons Aug 24- Sept 1, 2020 CW60575 (w/ OCA approval - MPD Waivers: 6 list#13, 12 list#12,)	$ 50,541	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO626567	CW60573	ENTERPRISE HOLDINGS, INC.	FY20 MPD (FA0) Rental Vans for CDU Platoons August 26- September 1, 2020 CW60573 (with OCA approval - MPD Waiver 6 list#13)	$ 46,500	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2020	PO626815	N/A	TRUAX PATIENT SERVICES	FY20 - FAO - Naloxone Purchase	$ 360,000	CompetitiveSealedBid-IFB	Marvin Haiman	Intra-District
2020	PO626979	C12903-V2	METROPOLITAN OFFICE PRODUCTS	Cold Fire Suppressant	$ 26,239	DCSupplySchedule	Patricia Cambel	Local
2020	PO626994	CW38256	ERGOMETRICS &APPLIED PERSONNEL	FY20 Promotional Process Test Development - Part I - Extension	$ 0	CompetitiveSealedBid-IFB	Laura Wagman	Local
2020	PO627016	Contract # C0000006	DELL MARKETING L.P.	FY20- MPD/FT0 4FASH9 Crisis Negotiation Squad Response Vehicle Laptops	$ 7,436	SmallPurchase	Patricia Cambel	Intra-District
2020	PO627552	C16064	CORPORATE SYSTEMS RESOURCES	FY20 - MPD - Data Warehouse Server Upgrade - CAPITAL FUNDED	$ 74,662	DCSupplySchedule	Eric Starks	Capital

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2020	PO627630	CW77665	THE PITTMAN GROUP INC /VANTIX	FY20 - MPD - CCTV Camera System Expansion - Phase 2	$ 945,000	GSA-FederalSupplySchedule	Eric Starks	Local/Contingency
2020	PO627641	CW46969	MARK43 INC	FY20 - MPD - Records Management System Maintenance and Support - Contract CW46969 - OPTION YEAR 3	$ 165,834	SoleSource	Eric Starks	Local
2020	PO627948	N/A	Parabon NanoLabs, Inc.	SAKI Grant - Forensic Genetic Genealogy Testing on behalf of DFS	$ 7,780	SmallPurchase	Patricia Cambel	Federal
2020	PO628114	CW53539	IDEMIA IDENTITY AND SECURITY	FY20 - MPD - AFIS Maintenance and Support - Contract CW53539 - OPTION YEAR 3	$ 21,708	CompetitiveSealedProposal-RFP	Eric Starks	Local
2020	PO628416	C13260-V5	METROPOLITAN OFFICE PRODUCTS	MPD Conex Storage Container	$ 9,350	SmallPurchase	Robert Sutton	Local
2020	PO628881	OMNIA Contract #44	SAFEWARE INC	*PRIORITY* Additional Laser Protection Glasses for MPD Officers	$ 94,800	CooperativeAgreements	Patricia Cambel	Local
2020	PO628882	US Communities Cor	SAFEWARE INC	FT0 - MPD FY20 4FASH9 Additional Personal Protective Equipment for MPD Officers	$ 42,918	CooperativeAgreements	Patricia Cambel	Intra-District
2020	PO628900	N/A	CELLEBRITE USA, CORP.	MPD (FA0) FY20- ISB/CID Cellebrite Software Renewal	$ 25,900	ExemptFromCompetition	Patricia Cambel	Local
2020	PO629439	C12751-V3	AMERICAN BUSINESS SUPPLIE	FY2020 ESB General Office Supplies	$ 20,000	SmallPurchase	Christopher Settles	Local
2020	PO629797	CW85510	THE PITTMAN GROUP INC /VANTIX	FY20 - MPD - CCTV Camera Network Technology Refresh - PHASE 2	$ 634,500	CompetitiveSealedBid-IFB	Eric Starks	Local/Contingency
2020	PO629919	C12108-V7	NETWORKING FOR FUTURE INC	FY20 - MPD - Encryption Router Hardware Solution	$ 58,713	DCSupplySchedule	Eric Starks	Local
2020	PO630189	N/A	PLANET DEPOS, LLC	FY20 Transcription Services for Depositions	$ 2,480	ExemptFromCompetition	Patricia Cambel	Local
2020	PO630483	N/A	FRESHWORKS INC.	FY20 - FA0 - Freshworks Customer Service Recruiting (Renewal)	$ 9,840	SmallPurchase	Marvin Haiman	Local
2021	PO630722	N/A	FILEONQ, INC.	FY21 - MPD - FileOnQ Evidence Control Software - RENEWAL	$ 56,022	ExemptFromCompetition	Eric Starks	Local
2021	PO630724	CW60575	ALL CAR LEASING INC	FY21 MPD (FA0) Rental Vans for CDU Platoons July October 1-5, 2020 (CW60575) *EPSF*	$ 19,122	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO630726	N/A	Axon Enterprise, Inc.	FY21 - MPD - Axon Interview Room System Support - RENEWAL	$ 42,617	SmallPurchase	Eric Starks	Local
2021	PO630728	PO613854V2	DELL MARKETING L.P.	FY21 - MPD - Compellent Data Storage System Software and Hardware Support - RENEWAL	$ 43,876	ExemptFromCompetition	Eric Starks	Local
2021	PO630742	N/A	DIVERSE COMPUTING INC.	FY21 - MPD - CJIS Audit Software Subscription - RENEWAL	$ 35,990	ExemptFromCompetition	Eric Starks	Local
2021	PO630746	PO13852	DELL MARKETING L.P.	DE-OBLIGATION - FY21 - MPD - Visual Studio Software License - RENEWAL	$ 0	ExemptFromCompetition	Eric Starks	Local
2021	PO630771	N/A	HEWLETT PACKARD ENTERPRISE	FY21 - MPD - TACIS HP Server Support - RENEWAL	$ 4,703	ExemptFromCompetition	Eric Starks	Local
2021	PO630791	N/A	FEDERAL EXPRESS	FY21 MPD (FA0) Federal Express Expedited/Certified Mailing Services (Account # 1718-6365)	$ 5,000	ExemptFromCompetition	Patricia Cambel	Local
2021	PO630881	CW46793	XEROX CORPORATION	FY21 - MPD - Xerox Copier Lease and Maintenance Services - Contract CW46793 - OPTION YEAR 2	$ 759,620	GSA-FederalSupplySchedule	Eric Starks	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO630891	N/A	METRO PRINTING EQUIPMENT INC	FY21 - MPD - Metro Printing Equipment Support - RENEWAL	$ 9,975	SmallPurchase	Eric Starks	Local
2021	PO630941	CW77745	Momo & Mango LLC	FY21-FA0- CSB-FLEET -Car Wash Services (CW77745 Dr Kings)	$ 7,500	CompetitiveSealedBid-IFB	George Hester	Local
2021	PO630959	NA	Vertiv Corporation	FY21 - Liebert Power Distribution PDUs Units Support - RENEWAL	$ 13,624	ExemptFromCompetition	Eric Starks	Local
2021	PO630967	PO614747	NATIONAL LAW ENFORCEMENT TELEC	FY21 - MPD - NLETS Software Subscription - RENEWAL	$ 57,000	ExemptFromCompetition	Eric Starks	Local
2021	PO630970	PO6122733	ENVISAGE TECHNOLOGIES CORP	FY21 - MPD - ACADIS Readiness Suite - Learning Management Tool - Software Subscription - RENEWAL	$ 106,200	ExemptFromCompetition	Eric Starks	Local
2021	PO630976	CW62890	PFC ASSOCIATES LLC	PFC Clinic Services FY 21 - CW62890	$ 15,564,238	CompetitiveSealedProposal-RFP	Matthew Miranda	Multiple
2021	PO630983	CW38256	ERGOMETRICS &APPLIED PERSONNEL	FY21 Promotional Process Test Development - Part II	$ 14,235	ExemptFromCompetition	Laura Wagman	Local
2021	PO631032	N/A	SOFTWARE AG USA INC	FY21 - MPD - TACIS Software License - RENEWAL	$ 15,176	ExemptFromCompetition	Eric Starks	Local
2021	PO631046	CW46503	COMPUTER AID INC	Continuation - IT Consultants (PIPELINE) - FY21 - MPD - IT Consultant Senior .NET - Local	$ 176,467	CompetitiveSealedProposal-RFP	Eric Starks	Local
2021	PO631050	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY21 - MPD - SME Cognos Developer Senior - Local	$ 235,604	CompetitiveSealedProposal-RFP	Eric Starks	Local
2021	PO631079	CW58753	ANDEAN CONSULTING SOLUTIONS	FY21 MPD (FA0) Language Access- Oral Interpretation with Written Translation Services (CW58753))	$ 10,000	ExemptFromCompetition	Patricia Cambel	Local
2021	PO631081	N/A	FIRST HAND MOBILE LLC	FY21 MPD (FA0) Text Tip Maintenance	$ 30,000	SmallPurchase	Patricia Cambel	Local
2021	PO631099	CW48241	NEAL R GROSS AND CO INC	FY21 MPD (FA0) Stenographer Services (CW48241)	$ 5,202	SmallPurchase	Patricia Cambel	Local
2021	PO631109	C15505-V4	CRADLE SYSTEMS LLC	FY21 - MPD - IBM i2 Analyst Workstation Software License - RENEWAL	$ 8,534	ExemptFromCompetition	Eric Starks	Local
2021	PO631154	N/A	RIVS INC	FY21 - FA0 - TAB - InterviewStream	$ 8,000	ExemptFromCompetition	Marvin Haiman	Local
2021	PO631210	N/A	QUETEL CORPORATION	FY21 - MPD - Blanket Purchase Agreement for Redaction Services	$ 50,000	SmallPurchase	Eric Starks	Local
2021	PO631217	N/A	INFORMATICA LLC	FY21 - MPD - Informatica Software License - RENEWAL	$ 79,237	SmallPurchase	Eric Starks	Local
2021	PO631220	N/A	DIRECTV	FY21 - MPD - DirecTV Satellite Television Subscription - RENEWAL	$ 6,750	ExemptFromCompetition	Eric Starks	Local
2021	PO631224	N/A	TPW CONSULTANTS LLC	FY21 - MPD - Satellite Phone Prepaid Minutes - RENEWAL	$ 11,830	ExemptFromCompetition	Eric Starks	Local
2021	PO631239	PO614527	EMC CORPORATION	FY21 - MPD - ISILON DELL Hardware Support - LPR Program - RENEWAL	$ 29,643	ExemptFromCompetition	Eric Starks	Local
2021	PO631246	N/A	LICHTMAN AND ROSENBLUM PLLC	FY21 - FA0 - HRMD Legal Services	$ 7,400	ExemptFromCompetition	Marvin Haiman	Local
2021	PO631251	CW51797	ASHKAR BROTHERS INC.	FY21- FA0- CSB-FLEET - Car Wash Services Montana Car wash-CW51797	$ 17,500	CompetitiveSealedBid-IFB	George Hester	Local
2021	PO631298	NA	NATIONAL TESTING NETWORK INC.	FY21 - FA0 - Entry Level Testing	$ 31,000	ExemptFromCompetition	Laura Wagman	Local

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2021	PO631300	CW63633	SOFTWARE AG USA INC	DEOBLIGATION - FY21 - MPD - TACIS Application Maintenance and Support - Contract CW63633 - OPTION YEAR 2	$ 435,100	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO631304	PO617375	COMCAST CABLE COMMUNICATIONS	FY21 - MPD - Comcast Cable Television Subscription - RENEWAL	$ 22,300	ExemptFromCompetition	Eric Starks	Local
2021	PO631308	N/A	PROGRESS SOFTWARE CORP	FY21 - MPD - Telerik DevCraft Developer Software License - RENEWAL	$ 9,342	ExemptFromCompetition	Eric Starks	Local
2021	PO631316	cw46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY21 - MPD - Business Systems Analyst Senior - GRANT FUNDED	$ 241,290	CompetitiveSealedProposal-RFP	Eric Starks	Federal
2021	PO631424	CW60575	ALL CAR LEASING INC	FY21 Vehicle Rentals CW60575 (ISB)	$ 47,751	CompetitiveSealedBid-IFB	George Hester	Local
2021	PO631435	CW52081	GTECHNA USA CORPORATION	FY21 OPT YR 4 of CW52081 E Citation System	$ 246,149	ExemptFromCompetition	LaMont Hinton	Intra-District
2021	PO631520	BPA	ADAMS MORGAN ANIMAL CLINIC	FY21-MPD HSB/SOD/TPB/CPU Canine Veterinary Services *PRIORITY*	$ 75,000	SmallPurchase	Patricia Cambel	Local
2021	PO631536	CW42742	MICROSOFT CORPORATION	FY21 - MPD - Microsoft Support Services - Contract CW42742 - OPTION YEAR 4	$ 85,120	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO631549	N/A	RELX Inc.	MPD FY21- Continuation of Software Licenses- LexisNexis Account 4252Y3TK4 (formerly Sub-Account #127C1C) *PRIORITY*	$ 13,104	ExemptFromCompetition	Patricia Cambel	Local
2021	PO631550	BPA	BBWOOF INC	FY21-MPD HSB/SOD/TPB/CPU Dog Food	$ 10,000	SmallPurchase	Patricia Cambel	Local
2021	PO631554	C15505-V4	CRADLE SYSTEMS LLC	FY21 - MPD - IBM Cognos Software License - RENEWAL	$ 51,003	ExemptFromCompetition	Eric Starks	Local
2021	PO631562	CW58696	MULTICULTURAL COMMUNITY SERVIC	FY21 MPD (FA0) Language Access- Oral Interpretation with Written Translation Services (CW58696)	$ 10,000	SmallPurchase	Patricia Cambel	Local
2021	PO631593	N/A	YELLOW HOUSE ASSOCIATES	FY21 - MPD - YHA Application Development and Support - RENEWAL	$ 60,000	ExemptFromCompetition	Eric Starks	Local
2021	PO631611	CW60505	FIRST TRANSIT INC DBA FIRST VE	FY21 Fleet Maintenance Contract -- Oct 1st-2020 to Sept 30th-2021 CW60505	$ 6,864,137	CompetitiveSealedProposal-RFP	George Hester	Local
2021	PO631680	N/A	THE AV TEAM LLC	FY21 - MPD - Audio Video Networking and Cabling Support - RENEWAL	$ 10,000	SmallPurchase	Eric Starks	Local
2021	PO631767	N/A	COMLABS GOVERNMENT SYSTEMS	FY21 - MPD - Emergency Management Network (EMnet) VSAT License - RENEWAL	$ 8,321	ExemptFromCompetition	Eric Starks	Local
2021	PO631820	CW58696	SOUTH CAPITOL HELIPORT, LLC	FY21 MPD (FA0) Jet Fuel (CW58696)	$ 100,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local

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2021	PO631847	CW46969	MARK43 INC	Continuation of Services - FY21 - MPD - RMS Mark43 SaaS Upgrade - GRANT FUNDED	$ 996,975	ExemptFromCompetition	Eric Starks	Federal
2021	PO631848	CW46969	MARK43 INC	FY21 - MPD - Records Management System Maintenance and Support - Contract CW46969 - OPTION YEAR 3	$ 829,166	ExemptFromCompetition	Eric Starks	Local
2021	PO631945	C15336-V4	MVS INC	FY21 - MPD - Uninterrupted Power Supply (UPS) Support - RENEWAL	$ 15,676	ExemptFromCompetition	Eric Starks	Local
2021	PO631946	PO612871	INTEK INTEGRATION TECHNOLOGIES	FY21 - MPD - INTEK Warehouse Librarian Software License - RENEWAL	$ 21,767	ExemptFromCompetition	Eric Starks	Local
2021	PO631950	CW48309	SHOTSPOTTER, INC.	FY21 - MPD - Gunshot Detection System Support - CW48309 - OPTION YEAR 4	$ 517,756	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO631957	N/A	JDI Ventures Inc.	FY21 - MPD - CJIS NCIC Records Validation Software - RENEWAL	$ 23,421	ExemptFromCompetition	Eric Starks	Local
2021	PO631965	N/A	LEXISNEXIS COPLOGIC SOLUTIONS	FY21 - MPD - CopLogic LexisNexis Online Reporting System License - RENEWAL	$ 30,393	ExemptFromCompetition	Eric Starks	Local
2021	PO632016	CW48831	XEROX CORPORATION	FY21 - MPD - Printer Break/Fix and Toner Supply Services - Contract CW48831 - OPTION YEAR 4	$ 94,200	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO632019	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY21 - MPD - Computer Scientist Journeyman - GRANT FUNDED	$ 145,152	CompetitiveSealedProposal-RFP	Eric Starks	Federal
2021	PO632133	N/A	PURPLE COMMUNICATIONS INC	FY21 - MPD - Video Remote Sign Language Interpreting Services - RENEWAL	$ 17,200	ExemptFromCompetition	Eric Starks	Local
2021	PO632171	CW53539	IDEMIA IDENTITY AND SECURITY	MODIFICATION - FY21 - MPD - AFIS Maintenance and Support - Contract CW53539 - OPTION YEAR 3	$ 127,452	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO632213	C1732-V5	Kaari Hughs	DE-OBLIGATION - FY21 - MPD - BPA - Replenish Printing Products and Bindery Supplies - Reproduction and Copy Branch	$ 0	DCSupplySchedule	Eric Starks	Local
2021	PO632230	N/A	DEAF ACCESS SOLUTIONS, INC.	FY21 MPD (FA0) American Sign Language Interpreter BPA	$ 20,000	SmallPurchase	Patricia Cambel	Local
2021	PO632231	CW39505	Axon Enterprise, Inc.	FY21 - MPD - Body Worn Camera Year Four (Oct 1, 2020 through Nov 12, 2020)	$ 283,920	CompetitiveSealedProposal-RFP	John Horton	Local
2021	PO632416	CW53705	DIVERSE COMPUTING INC.	MODIFICATION - FY21 - MPD - eAgent eMessage Switch Application - Contract CW53705	$ 665,797	CompetitiveSealedBid-IFB	Eric Starks	Multiple
2021	PO632424	C1064	STAR OFFICE PRODUCTS INC	FY21 - MPD - Blanket Purchase Agreement - Replenish Paper Supply - Reproduction and Copy Branch	$ 26,875	SmallPurchase	Eric Starks	Local
2021	PO632439	CW61021	ARROW BICYCLE	FY21-FA0- Mountain Bike - Service & Repair CW61021	$ 120,000	CompetitiveSealedBid-IFB	George Hester	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO632480	CW59472	CAPITAL SEQWAY, LLC	FY21-FA0-Segway Maintenance CW59472	$ 29,000	SoleSource	George Hester	Local
2021	PO632508	CW38256	ERGOMETRICS &APPLIED PERSONNEL	FY21 Promotional Process Virtual Assessment Center Scoring	$ 21,132	ExemptFromCompetition	Laura Wagman	Local
2021	PO632509	CW59473	BODE CELLMARK FORENSICS INC.	FY21 MPD (FA0) SAKI Grant- BODE Funding on Behalf of DFS	$ 33,873	SmallPurchase	Patricia Cambel	Federal
2021	PO632527	N/A	Parabon NanoLabs, Inc.	FY21 MPD (FA0) SAKI Grant- Forensic Genetic Genealogy Testing on Behalf of DFS	$ 7,780	SmallPurchase	Patricia Cambel	Federal
2021	PO632535	C1064	STAR OFFICE PRODUCTS INC	FY21 PDB/MPA Supplies Firing Range/Armorer Cleaning and Firearms Supplies	$ 38,369	DCSupplySchedule	John Aceto	Local
2021	PO632538	N/A	Callyo 2009 Corp	FY21 MPD (FA0) Callyo Package Pro Software	$ 9,872	ExemptFromCompetition	Patricia Cambel	Local
2021	PO632539	CW82420	WEST PUBLISHING CORP	FY21 MPD (FA0) Thomson Reuters Clear and Westlaw Services (CW82420)	$ 33,534	ExemptFromCompetition	Patricia Cambel	Local
2021	PO632666	PO613175	CI TECHNOLOGIES INC.	FY21 - MPD - IAPro Misconduct Case Tracking Software Support - RENEWAL	$ 6,120	ExemptFromCompetition	Eric Starks	Local
2021	PO632749	N/A	PITNEY BOWES	FY2021 MPD/CSB/Records Funding - Postage Stamps	$ 20,000	ExemptFromCompetition	Phyllis Gilbert	Local
2021	PO632753	CW39581	HITACHI VANTARA CORPORATION	MODIFICATION - FY21 - MPD - CCTV Camera Network Support - Contract CW39581 - 4 Month Extension	$ 184,893	SoleSource	Eric Starks	Local
2021	PO632812	C12751-V3	AMERICAN BUSINESS SUPPLIE	FY21 CSB/ESB General Office Supplies	$ 95,000	DCSupplySchedule	Christopher Settles	Local
2021	PO632860	CW56364	ABC TOWING INC	FY 2021 Emergency Contract Towing Services Districts 1,2,3 and 4	$ 25,000	CompetitiveSealedBid-IFB	Robert Sutton	Local
2021	PO632861	CW60573	ENTERPRISE HOLDINGS, INC.	FY21 MPD (FA0) Rental Vans for CDU Platoons November 2-9, 2020 (CW60573) *EPSF*	$ 47,872	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO632862	CW60575	ALL CAR LEASING INC	FY21 MPD (FA0) Rental Vans for CDU Platoons October 30-November 9, 2020 (CW60575) *EPSF*	$ 55,566	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO632863	CW56366	JOHN JOHN INC T/A ANT TOW	FY 2021 MPD Emergency Contract Towing Districts 5,6 and 7	$ 35,000	CompetitiveSealedBid-IFB	Robert Sutton	Local
2021	PO632920	GS-25F-0010M	PITNEY BOWES	FY21 MPD/CSB/Records Postage Machine Lease & Maintenance	$ 18,700	GSA-FederalSupplySchedule	Phyllis Gilbert	Local
2021	PO633016	NA	NESTLE WATERS NORTH AMERICA	FY21 MPD/CSB/Records Water	$ 24,700	SmallPurchase	Phyllis Gilbert	Local
2021	PO633022	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY21 - MPD - Master Data Architect - Local	$ 270,485	CompetitiveSealedProposal-RFP	Eric Starks	Local
2021	PO633028	CW75132	MORGAN S INC	CSB/ESB FY21 Body Armor and Outer Vest Carrier	$ 831,928	CompetitiveSealedBid-IFB	Christopher Settles	Local
2021	PO633030	C12805	MDM OFFICE SYSTEMS DBA	FY21 CSB/ESB Fabric Stitched Name Tags with Velcro Backing	$ 5,100	SmallPurchase	Christopher Settles	Local
2021	PO633059	CW47738	AMERICAN TRAFFIC SOLUTIONS, IN	FY21 Option Year 3 with ATS CW47738 DCFA-2017-C-9212/CW47738	$ 1,763,631	CompetitiveSealedProposal-RFP	LaMont Hinton	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO633216	BPA	COVANTA FAIRFAX INC	FY 2021 Property, Material and Drug Disposal	$ 10,000	SmallPurchase	Robert Sutton	Local
2021	PO633238	Task Order No.10014	CANON SOLUTIONS AMERICA, INC	FY21 - Canon Copier Lease and Maintenance Services - Task Order No. 100142 - OPTION YEAR 2	$ 140,451	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO633287	C12451	Kaari Hughs	FY21 CSB/ESB Nickle Plated CADET, MPD and Official Insignia	$ 6,525	DCSupplySchedule	Christopher Settles	Local
2021	PO633289	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY21 - MPD - Master Data Developer - Local	$ 270,485	CompetitiveSealedProposal-RFP	Eric Starks	Local
2021	PO633411	C12336-V2	CORPORATE SYSTEMS RESOURCES	FY21 CSB/ESB Safety Road Flares	$ 24,111	DCSupplySchedule	Christopher Settles	Local
2021	PO633605	N/A	COLOR ID, LLC	FY21-MPD-HRMD Records- Identification Card Supplies (use this one)	$ 5,563	SmallPurchase	Marvin Haiman	Local
2021	PO633606	CW48241	NEAL R GROSS AND CO INC	FY21 MPD (FA0) Stenographer Services (CW48241, OY4)	$ 100,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO633718	CW44286	CITI CONCEPTS INC.	FY21 MPD Bus Transportation Services (November 3-8, 2020 and November 14, 2020)	$ 9,300	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO633872	C12289-V6	PUBLIC PERFORMANCE MANAG.	FY21 - MPD - Adobe Creative Cloud Software License - RENEWAL	$ 12,322	ExemptFromCompetition	Eric Starks	Local
2021	PO633921	N/A	MOTOROLA SOLUTIONS, INC.	FY 2021 MPD/CDU Radio Ear Pieces	$ 21,022	ExemptFromCompetition	Robert Sutton	Local
2021	PO633922	N/A	EXPERIAN INFORMATION SOLUTIONS	FY21-FA0-Recruiting-Experian.com Credit Check Services	$ 4,000	SmallPurchase	Marvin Haiman	Local
2021	PO633940	C15346-V4	ABC TECHNICAL SOLUTIONS I	FY21 - MPD - DELL Docking Stations and Monitors - Inventory Replenishment - LOCAL	$ 187,330	DCSupplySchedule	Eric Starks	Local
2021	PO634019	N/A	REEF INDUSTRIES INC	FY21 CSB/ESB Banner Guard Tape	$ 24,653	ExemptFromCompetition	Christopher Settles	Local
2021	PO634128	N/A	TRANSUNION RISK AND ALTERNATIV	FY21- MPD Service Agreement for TLOxp Transactions (Continuation of Services) *FT0 Funded: 1FASH0*	$ 4,089	ExemptFromCompetition	Patricia Cambel	Local
2021	PO634129	N/A	RELX Inc.	FY21- MPD Service Agreement for Accurint (Continuation of Services) *FT0 Funded: 1FASH0*	$ 14,022	ExemptFromCompetition	Patricia Cambel	Local
2021	PO634137	NA	BLUELAW INTERNATIONAL LLP	FY21-FA0-Recruiting-Blue Law International (Polygraph)	$ 250,000	ExemptFromCompetition	Marvin Haiman	Local
2021	PO634159	N/A	V H BLACKINTON & CO INC	FY21 (BPA) Metal Name Tags/Retirement Badges/Officer and Official Badges	$ 20,000	ExemptFromCompetition	Christopher Settles	Local
2021	PO634160	BPA	Kaari Hughs	FY 2021 MPD Evidence Collection Bags (PD 14's and PD 95's)	$ 20,000	SmallPurchase	Robert Sutton	Local
2021	PO634161	N/A	THE WASHINGTON TIMES LLC	FY 2021 MPD Legal Advertisements/Notices	$ 10,000	ExemptFromCompetition	Robert Sutton	Local
2021	PO634193	N/A	NEW RELIC INC	FY21 - MPD - New Relic Database Monitoring and Analysis Subscription - RENEWAL	$ 36,863	ExemptFromCompetition	Eric Starks	Local
2021	PO634197	CW73421	MORGAN S INC	FY21 MPD ESB Uniform Contract CW73421 Term Extension Oct 21-April 30, 2021	$ 722,521	CooperativeAgreements	Christopher Settles	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO634204	RK166048	THE PITTMAN GROUP INC /VANTIX	FY21 - MPD - CCTV Genetec Licensing and Support - RENEWAL	$ 46,469	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO634480	CW46503	COMPUTER AID INC	Modification - IT Consultants (PIPELINE) - FY21 - MPD - Business Intelligence Developer - Local	$ 215,467	CompetitiveSealedProposal-RFP	Eric Starks	Local
2021	PO634590	C12202-V6	MORGAN S INC	FY21 School Resource Officer Uniforms	$ 73,000	SmallPurchase	Christopher Settles	Local
2021	PO634897	N/A	MILLER MENDEL INC	FY21-FA0-Pre-employment background investigations (Miller Mendel eSOPH)	$ 110,000	ExemptFromCompetition	Marvin Haiman	Local
2021	PO635173	CW44286	CITI CONCEPTS INC.	SB0- MPD 2021 Presidential Inauguration Charter Buses	$ 313,750	CompetitiveSealedBid-IFB	Patricia Cambel	Federal
2021	PO635174	CW44286	CITI CONCEPTS INC.	SB0- MPD 2021 Presidential Inauguration Buses	$ 43,200	CompetitiveSealedBid-IFB	Patricia Cambel	Federal
2021	PO635241	CW42793	STERLING CORPORATION	FY21 MPD (FA0) Helicopter Maintenance (CW42793 OY4)	$ 250,000	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO635327	na	Benchmark Analytics	FY20 - FA0 - PDB - Police Personnel System Subscription	$ 250,000	ExemptFromCompetition	Marvin Haiman	Local
2021	PO635329	CW86692	Bobs BMW	Partial PO for FY21 Inauguration Motors - SB0	$ 637,202	SoleSource	Leeann Turner	Federal
2021	PO635356	CW83384	VERITAS CONSULTING GROUP	MODIFICATION - FY21 - MPD - CCTV Camera Refresh - Contract CW83384 - CAPITAL FUNDED	$ 188,832	CompetitiveSealedBid-IFB	Eric Starks	Capital
2021	PO635530	N/A	LANGUAGE LINE SERVICE INC	MPD FY21- IAB/IAD Language Access - Video Remote Interpretation Services	$ 15,000	ExemptFromCompetition	Patricia Cambel	Local
2021	PO635822	CW39505	Axon Enterprise, Inc.	MPD - Body Worn Camera Contract Modification FY 21 (Nov 13, 2020 through February 26, 2021)	$ 973,470	SoleSource	John Horton	Local
2021	PO635845	N/a	QLIK TECH, INC.	FY21 - MPD - Attunity Database Replication Software - RENEWAL	$ 15,771	SmallPurchase	Eric Starks	Local
2021	PO635874	N/A	ACTION TARGET INC.	FY21- PDB/MPA - Range Quarterly Service Plan	$ 17,100	SmallPurchase	John Aceto	Local
2021	PO635877	C13170	STOCKBRIDGE CONSULTING LLC	FY21 - MPD - PrinterLogic Software License - RENEWAL	$ 14,950	SmallPurchase	Eric Starks	Local
2021	PO635882	N/A	DELL MARKETING L.P.	FY21 - MPD - KACE K2000 Software License - RENEWAL	$ 10,503	SmallPurchase	Eric Starks	Local
2021	PO636010	CW87186	QUETEL CORPORATION	FY21 - MPD - Redaction Services	$ 250,000	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO636104	CW85510	THE PITTMAN GROUP INC /VANTIX	FY21 - Continuation of Services - MPD - CCTV Technology Refresh	$ 22,805	CompetitiveSealedBid-IFB	Eric Starks	Capital
2021	PO636109	C16856	SKY LLC DBA/US OFFICE SOL	FY21 CSB/ESB- BPA, Copy Paper (No cost change)	$ 99,985	DCSupplySchedule	Christopher Settles	Local
2021	PO636140	C15515	CORPORATE SYSTEMS RESOURCES	FY21 - MPD - DELL Hard Drives - DWH Upgrade - LOCAL	$ 8,575	DCSupplySchedule	Eric Starks	Local
2021	PO636168	CW60575	ALL CAR LEASING INC	FY21 MPD (FA0) Rental Vans for CDU Platoons December 10-15, 2020 (CW60575) *EPSF*	$ 28,780	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO636262	N/A	THE AV TEAM LLC	FT0 - MPD FY21 3FASH9 Projector Equipment	$ 35,255	SmallPurchase	Patricia Cambel	Intra-District

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO636321	US Communities Cor	SAFEWARE INC	FT0 - MPD FY21 2FASH0 Personal Protective Equipment for MPD Members (Eye Protection)	$ 50,000	CooperativeAgreements	Patricia Cambel	Intra-District
2021	PO636322	US Communities Cor	SAFEWARE INC	FT0 - MPD FY21 2FASH0 Personal Protective Equipment for MPD Members (AVON C50)	$ 124,400	CooperativeAgreements	Patricia Cambel	Intra-District
2021	PO636555	C15346-V4	ABC TECHNICAL SOLUTIONS I	FY21 - MPD - Dell Laptops - Inventory Replenishment - LOCAL	$ 159,594	DCSupplySchedule	Eric Starks	Local
2021	PO636610	N/A	SYSTEMS ENGINEERING TECH	FY21 MPD (FA0) Pen Register System Maintenance	$ 12,480	SmallPurchase	Patricia Cambel	Local
2021	PO636685	N/A	MN AIRLINES LLC	SB0- MPD 2021 Presidential Inauguration Charter Flight (MSP-DCA-MSP)	$ 51,300	SoleSource	Patricia Cambel	Federal
2021	PO636712	CW60573	ENTERPRISE HOLDINGS, INC.	SB0- MPD 2021 Presidential Inauguration Rental Vans for CDU Platoons January 15 - 22, 2021 (CW60573)	$ 109,428	CompetitiveSealedBid-IFB	Patricia Cambel	Federal
2021	PO636713	CW60573	ENTERPRISE HOLDINGS, INC.	FY21 MPD (FA0) Rental Vans for CDU Platoons December 10-15, 2020 (CW60573) *EPSF*	$ 23,936	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO636900	C15505-V4	THE PITTMAN GROUP INC /VANTIX	FY21 - MPD - CradlePoint Monitoring Software License - RENEWAL	$ 27,001	ExemptFromCompetition	Eric Starks	Local
2021	PO636908	US Communities Cor	SAFEWARE INC	FT0 - MPD FY21 3FASH9 Personal Protective Equipment for MPD Members (AVON C50)	$ 9,952	SmallPurchase	Patricia Cambel	Intra-District
2021	PO636951	ADSPO16-130652/C\	CDW GOVERNMENT INC	FY21 - Microsoft Windows SQL Server License - RENEWAL	$ 209,199	CooperativeAgreements	Eric Starks	Local
2021	PO636971	N/A	PFC ASSOCIATES LLC	FY21 MPD (FA0) COVID-19 Testing	$ 54,000	Emergency-Unique	Patricia Cambel	Local
2021	PO637087	N/A	TRANSUNION RISK AND ALTERNATIV	FT0 - MPD FY21 1FASH0 Service Agreement for TLOxp Transactions (Continuation of Services)	$ 14,355	ExemptFromCompetition	Patricia Cambel	Intra-District
2021	PO637089	N/A	TRANSGLOBAL BUSINESS SYSTEMINC	FT0 - MPD FY21 1FASH0 Annual Situational Awareness Management System Server License (Continuation of Services)	$ 85,000	ExemptFromCompetition	Patricia Cambel	Intra-District
2021	PO637200	N/A	RELX Inc.	FT0 - MPD FY21 1FASH0 Service Agreement for Accurint (Continuation of Services)	$ 42,066	ExemptFromCompetition	Patricia Cambel	Intra-District
2021	PO637412	CW88231	HOWARD UNIVERSITY	GRANT DEVELOPMENT & MANAGEMENT SERVICES CONTRACTOR FY 2021	$ 220,000	CompetitiveSealedBid-IFB	James Schaefer	Federal
2021	PO637462	C15336-V4	THE PRESIDIO CORPORATION	FY21 - MPD - AppSpace Software Subscription - RENEWAL	$ 11,667	ExemptFromCompetition	Eric Starks	Local
2021	PO637889	CW60575	ALL CAR LEASING INC	FY21 MPD (FA0) Rental Vans for CDU Platoons January 4-14, 2021 (CW60575) *EPSF*	$ 34,420	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO637927	N/A	NovoaGlobal, Inc.	FY21 Continuation of Services for ATE NovaGlobal/SENSYS Equipment	$ 145,833	ExemptFromCompetition	LaMont Hinton	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO637948	CW60573	ENTERPRISE HOLDINGS, INC.	FY21 MPD (FA0) Rental Vans for CDU Platoons January 4-15, 2021 (CW60573) *EPSF*	$ 41,360	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO637965	N/A	R.L. COLLINSON, INC.	FA0- MPD 2021 Presidential Inauguration Ceremonial Badges	$ 9,831	SmallPurchase	Patricia Cambel	Local
2021	PO638107	CW44286	CITI CONCEPTS INC.	FY21 MPD (FA0) Rental Buses January 4-8, 2021 (CW44286) *EPSF*	$ 29,250	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO638232	CW12845	ANALYTICA LLC	MPD FY21 LPR NCR Project Coordinator	$ 48,805	ExemptFromCompetition	LaMont Hinton	Local
2021	PO638234	N/A	JOHN M. STUHLDREHER, JR.	FY21 Videography Services for the 2020 Promotional Selection Process	$ 18,500	SmallPurchase	Laura Wagman	Local
2021	PO638235	N/A	DELL MARKETING L.P.	FY21 - MPD - Red Hat Software License - RENEWAL	$ 24,929	SmallPurchase	Eric Starks	Local
2021	PO638258	DCMP-2021-A-17319	THE GUN SHOP	FY21 - PDB/MPA - Duty and Training Ammunition - BPA The Gun Shop	$ 54,002	SmallPurchase	John Aceto	Local
2021	PO638293	BPA	SAFETY LEAGUE INC DBA ATLANTIC	FY21 MPD (FA0) Additional Less Lethal Munitions and Training Aids	$ 130,000	SmallPurchase	Patricia Cambel	Local
2021	PO638294	BPA	SAFETY LEAGUE INC DBA ATLANTIC	FY21 MPD (FA0) Less Lethal Munitions	$ 100,000	SmallPurchase	Patricia Cambel	Local
2021	PO638295	CW88377	SAFETY LEAGUE INC DBA ATLANTIC	FY21 - PDB/MPA - Duty and Training Ammunition - CW88377 Atlantic Tactical	$ 292,985	CompetitiveSealedBid-IFB	John Aceto	Local
2021	PO638300	C1664	AMERICAN BUSINESS SUPPLIE	SB0- MPD 2021 Presidential Inauguration Break Room Snacks and Supplies	$ 26,894	SmallPurchase	Patricia Cambel	Federal
2021	PO638338	N/A	RBK CONSTRUCTION AND DEVELOP	FY21 MPD (FA0) NEMA 14-50 and Quasar LED Shoebox Floodlight Lighting Fixture	$ 21,264	SmallPurchase	Patricia Cambel	Local
2021	PO638389	CW88137	THE PITTMAN GROUP INC /VANTIX	FY21 - MPD - Digital Evidence Management System - Genetec Clearance SaaS - LOCAL	$ 140,800	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO638468	NA	Run Veggie, LLC	SB0- MPD 2021 Presidential Inauguration Meals	$ 89,283	SmallPurchase	Patricia Cambel	Federal
2021	PO638504	CW88375	LAWMEN SUPPLY COMPANY, INC.	FY21 - PDB/MPA - Training Ammunition - CW88375 Lawmen Supply	$ 143,283	CompetitiveSealedBid-IFB	John Aceto	Local
2021	PO638522	CW60575	ALL CAR LEASING INC	FY21 MPD (FA0) Rental Vans for CDU Platoons January 15-29, 2021 (CW60575) *EPSF*	$ 38,500	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO638523	CW60573	ENTERPRISE HOLDINGS, INC.	FY21 MPD (FA0) Rental Vans for CDU Platoons January 22-30, 2021 (CW60573) *EPSF*	$ 71,681	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO638619	DCAM-18-NC-0027	SUPERIOR SERVICE & ASSOC. INC	FY21 MPD/Specialized Cleaning of the MPD Firing Range	$ 72,898	CompetitiveSealedProposal-RFP	Phyllis Gilbert	Local
2021	PO638767	cw46503	COMPUTER AID INC	New - IT Consultants (PIPELINE) - FY21 - MPD - .NET Developer - Journeyman - Local	$ 96,204	CompetitiveSealedProposal-RFP	Eric Starks	Local
2021	PO638775	CW77184	Elucd Inc	FY21 MPD (FA0) Community Sentiment Survey Tool	$ 200,000	CompetitiveSealedBid-IFB	Patricia Cambel	Federal

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2021	PO638805	BPA	BUTLER ANIMAL HEALTH HOLDING	FY21 MPD (FA0) Canine Medical Supplies	$ 16,000	SmallPurchase	Patricia Cambel	Local
2021	PO638844	CW62761	MCANDREW COMPANY INC.	MEDIA CONTRACT FOR TRAFFIC SAFETY PROJECTS FY 2021	$ 193,330	CompetitiveSealedBid-IFB	LaMont Hinton	Intra-District
2021	PO638864	C16612-V3	CRADLE SYSTEMS LLC	FY21 - MPD - Veritas Software Backup Executive License for Window Servers - RENEWAL	$ 5,900	ExemptFromCompetition	Eric Starks	Local
2021	PO638865	C14257-V8	ZANE NETWORKS LLC	FY21 - MPD - SORNA Kiosk Maintenance and Support - RENEWAL	$ 19,800	ExemptFromCompetition	Eric Starks	Local
2021	PO639070	cw39581	HITACHI VANTARA CORPORATION	FY21 - MPD - CCTV Camera Network Support - Contract CW39581 - 3 Month Extension (2/1 to 4/30)	$ 138,670	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO639140	CW60573	ENTERPRISE HOLDINGS, INC.	FY21 MPD (FA0) Rental Vans for CDU Platoons January 30 - April 5, 2021 (CW60573) *EPSF*	$ 123,139	CompetitiveSealedBid-IFB	Patricia Cambel	Local
2021	PO639187	na	TRICORE SYSTEMS LLC	FY21 - MPD - AV Equipment (JOCC, CIC and SCIF) Support - RENEWAL	$ 34,619	CompetitiveSealedBid-IFB	Eric Starks	Local
2021	PO639194	N/A	COLOR ID, LLC	FY21-FA0-HRMD- ColorID printing & materials purchase - Department Reprint	$ 14,508	SingleQuote	Marvin Haiman	Local
2021	PO639329	N/A	SHALLOW CREEK KENNELS INC.	FY21 MPD (FA0) Working Canine	$ 9,500	SmallPurchase	Patricia Cambel	Local
2021	PO639479	N/A	SAFETY LEAGUE INC DBA ATLANTIC	FY21 MPD (FA0) Launcher Systems	$ 26,997	SmallPurchase	Patricia Cambel	Local
2021	PO639484	N/A	ADAPTIVE DIGITAL SYSTEMS, INC	FY21 MPD (FA0) Covert Button DVR	$ 8,850	SmallPurchase	Patricia Cambel	Local
2021	PO639795	BPA	V H BLACKINTON & CO INC	(BPA) FY21 CSB/ESB MPD Awards, Medals and Ribbons Supply	$ 47,500	SmallPurchase	Christopher Settles	Local
2021	PO639807	N/A	AMERICAN HEART ASSOCIATION	American Heart Association Instructor Package and CPR E-Cards	$ 9,134	SmallPurchase	John Aceto	Local
2021	PO639813	NA	Blue Courage, LLC	FY21-FA0 -LEMHWA Grant	$ 60,900	SmallPurchase	Marvin Haiman	Federal
2021	PO640194	N/A	METRO PRINTING EQUIPMENT INC	FY21 - MPD - Programable Industrial Paper Cutter - LOCAL	$ 18,500	SmallPurchase	Eric Starks	Local
2021	PO640229	C12662-V13	THE HAMILTON GROUP	FY21 MPD (FA0) Canine Training Equipment and Supplies	$ 7,500	SmallPurchase	Patricia Cambel	Local
2021	PO640277	NA	SOFTWARE AG USA INC	FY21 - MPD - CONNX Software License	$ 39,546	SmallPurchase	Eric Starks	Local
2021	PO640328	N/A	LAWMEN SUPPLY COMPANY	FY21 - PDB/MPA - Purchase of AmeriGlo Night Sights for Glock Pistols	$ 6,581	SmallPurchase	John Aceto	Local
2021	PO640456	CW39505	Axon Enterprise, Inc.	Body Worn Camera Contract Modification FY 21 (February 27, 2021 through April 30, 2021)	$ 709,800	CompetitiveSealedBid-IFB	John Horton	Local
2021	PO640477	N/A	Jet Dock Systems INC	FY21 Universal Tender Docking System	$ 6,532	SmallPurchase	Adam Snapko	Federal
2021	PO640487	N/A	FSX HOLDINGS LLC	FY21 MPD (FA0) File and ServeXpress Services	$ 500	SmallPurchase	Patricia Cambel	Local
2021	PO640501	C15521-V5	THE PITTMAN GROUP INC /VANTIX	FY21 MPD (FA0) Video Equipment	$ 7,586	SmallPurchase	Patricia Cambel	Local
2021	PO640502	N/A	WASHINGTON MARINA COMPANY	FY21 Marine Engine Parts and Equipment	$ 8,256	SmallPurchase	Adam Snapko	Federal
2021	PO640597	N/A	Emblems INC	FY21-FA0-Award Ribbon US Capitol	$ 7,260	SmallPurchase	Marvin Haiman	Local

FY	POId	Contract ID	Supplier	Nature of Contract	PO Value	ProcurementMethod	Requester	Funding Source
2021	PO640704	n/a	Parabon NanoLabs, Inc.	FY21 MPD (FA0) SAKI Grant- Forensic Genetic Genealogy Testing on Behalf of DFS (#2)	$ 8,140	SmallPurchase	Patricia Cambel	Federal
2021	PO640795	N/A	SUZUKI MOTOR OF AMERICA	FY21 Suzuki Marine Engine	$ 10,722	SmallPurchase	Adam Snapko	Federal
2021	PO640842	n/a	WEST MARINE DBA PORT SUPPLY	FY21 Vessel Cleaning/Maintenance Supplies	$ 20,000	SmallPurchase	Adam Snapko	Federal
2021	PO640853	N/A	ANALYTICA LLC	MPD FY21 LPR NCR Project Coordinator	$ 37,582	ExemptFromCompetition	LaMont Hinton	Local
2021	PO640883	N/A	WASHINGTON MARINA COMPANY	FY2021 Yamaha Engines and lower unit gear cases	$ 56,802	SmallPurchase	Adam Snapko	Federal
2021	PO640987	N/A	MELTWATER NEWS US, INC	FY21 MPD (FA0) Meltwater Software Services	$ 6,000	SmallPurchase	Patricia Cambel	Local
2021	PO640997	NA	Delray Industries LLC	FY21 Self Contained Underwater Breathing Apparatus (SCUBA) Fill Station	$ 38,778	SmallPurchase	Adam Snapko	Federal
2021	PO641064	GS-07F-0004Y	SELEX ES INC.	FT0 - MPD FY20 1FAUA9 - License Plate Reader (I-495 Alexandria, VA- Woodrow Wilson Bridge)	$ 262,500	CooperativeAgreements	LaMont Hinton	Intra-District
2021	PO641068	na	DATA NET SYSTEMS CORP	FY21 Online Vessel Registration System Upgrade	$ 91,913	SmallPurchase	Adam Snapko	Federal
2021	PO641091	N/A	NATIONAL ASSOCIATION OF STATE	FY21 National Association of State Boating Law Administrators (NASBLA) Annual Dues	$ 6,000	SmallPurchase	Adam Snapko	Federal
2021	PO641240	N/A	COMCAST HOLDINGS CORPORATION	FY21 Harbor Patrol Public Service Announcements	$ 20,000	ExemptFromCompetition	Adam Snapko	Federal
2021	PO641456	C17434	Kaari Hughs	FY21 - PDB/MPA - Riot Shields- Monadnock Peacekeeper I, Ambidextrous Handles and POLICE Decals	$ 99,995	DCSupplySchedule	John Aceto	Local
2021	PO641460	CW50702	Axon Enterprise, Inc.	FY21 TASER X2s Option Year 4 (CW50702)	$ 280,583	CompetitiveSealedBid-IFB	John Aceto	Local
2021	PO641539	N/A	WASHINGTON MARINA COMPANY	FY21 Marine Engine Parts and Equipment-2	$ 21,744	SmallPurchase	Adam Snapko	Federal

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Metropolitan Police Department FY2020

Agency Metropolitan Police Department **Agency Code** FA0 **Fiscal Year** 2020

Mission

It is the mission of the Metropolitan Police Department to safeguard the District of Columbia and protect its residents and visitors with the highest regard for the sanctity of human life. We will strive at all times to accomplish our mission with a focus on service, integrity, and fairness by upholding our city's motto Justitia Omnibus – Justice for All.

Summary of Services

MPD provides crime prevention and response services through patrols, investigations, and homeland security services. The Patrol Services Bureau delivers community policing to the District's neighborhoods through 56 police service areas in seven police districts. The Investigative Services Bureau investigates crimes and provides forensic services for those cases. The Homeland Security Bureau coordinates domestic security and intelligence operations as well as traffic safety and law enforcement support for special events. The Internal Affairs Bureau investigates the use of force, equal employment opportunity violations, and other misconduct and complaints against MPD employees. The Professional Development and Corporate Support Bureaus support the work of the entire department through strategic direction, legislative coordination, policy issuance, recruitment, hiring and training personnel, evidence control, records processing, fleet management, procurement, and other administrative support services.

2020 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
Since Mayor Bowser's March 11th declaration of a public health emergency in the District of Columbia, MPD has worked to protect the safety of its members and the community it serves while maintaining the continuity of its operations through these unprecedented times.	MPD issued more than 50 policy guidelines and updates to direct member operations during this time. The Department also outfitted more than 3,800 sworn and civilian members with PPE while working with DGS to improve safety at approximately two dozen MPD facilities.	MPD worked with partner agencies in the criminal justice system to modify all operations to safeguard arrestees and colleagues throughout District and federal agencies, while continuing to conduct necessary law enforcement functions to keep our neighborhoods and residents safe.
In January 2020, after several months of work with the DC Office of the Attorney General (OAG), MPD issued new policy governing interactions with juveniles. Through research and collaboration with OAG, MPD identified practices best suited for the District and implemented a number of new guidelines in our policy, including limiting handcuffing or arrests of juveniles on scene whenever possible and encouraging officers to apply for a custody order (a juvenile arrest warrant) when there are no immediate public safety concerns.	The policy enhancements are a reminder to our officers to always treat individuals – regardless of their age – safely, respectfully, and with the best possible service.	The nature and circumstances of contacts with police can have a lasting impression on a young person. These changes will help to improve each interaction, as well as the community relationship with police.
In a year with many challenges, MPD's Summer Crime initiative (SCI) continued to help reduce crime in areas facing longstanding problems with violent crime. When compared to the same period in 2019, the 2020 SCI areas had a 10% decrease in violent crime, a 29% decrease in property crime, and a 25% decrease in overall crime. A total of 118 firearms were recovered in the SCIs.	The SCIs require extensive work from the responsible captains and their team of officers and supervisors. However, the impact on the communities is substantial and worthwhile.	Residents in the SCI areas benefit from increased attention and support from government agencies, such as the Mayor's Office of Community Relations and Services and the Court Services and Offender Supervision Agency that can help to coordinate resources and address underlying issues in a community.

2020 Key Performance Indicators

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Target	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Actual	KPI Status	Explanation for Unmet FY 2020 Target
1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)												
Percent change in the number of homicides (calendar year)	Annually	-14.1%	37.9%	3.8%	-10%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for homicides	Annually	70.7%	66.3%	68.1%	75%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for forcible rape	Annually	72.2%	58.4%	79.8%	70%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for robbery	Annually	35.1%	36%	34.5%	37.8%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for aggravated assault	Annually	59%	60.1%	58.8%	63.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for burglary	Annually	25.1%	26.1%	35.7%	27.4%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for larceny-theft	Annually	11.8%	10.6%	11%	11.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Clearance rate for motor vehicle theft	Annually	4.3%	5.3%	5.5%	10%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	Waiting on Data	
Percent change in DC Code Index violent crime	Quarterly	-26.2%	-8.6%	-0.3%	-5%	-0.9%	0.6%	-18%	-7.1%	-6.8%	Met	
Percent change in DC Code Index property crime	Quarterly	-4.2%	-4.4%	3.3%	-5%	0.1%	2.6%	-31.2%	-27%	-13.9%	Met	
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (2 Measures)												
Average daily fleet availability	Quarterly	96.3%	96.5%	96.6%	95%	97%	97.1%	96.9%	96.5%	96.9%	Met	
Average court overtime hours per arrest	Annually	1.8	1.73	1.53	1.7	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1.09	Met	

2020 Workload Measures

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 PAR
1 - Patrol Services (1 Measure)							
Number of MPD arrests	32,037	30,590	7511	6953	4134	4270	22,868
1 - Special Operations (2 Measures)							
Number of vehicle crash fatalities	33	26	9	7	10	12	38
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	112	92	14	18	15	26	73
1 - Tactical Information (1 Measure)							
Number of CCTV recordings retrieved for investigations	1831	1979	422	567	678	1173	2840
3 - Court Liaison (2 Measures)							
Number of court overtime hours	55,809	48,894	Annual Measure	Annual Measure	Annual Measure	Annual Measure	25,000
Number of non-court locally funded overtime hours	408,660.3	254,072	Annual Measure	Annual Measure	Annual Measure	Annual Measure	389,480
3 - Human Resource Management (1 Measure)							
Number of police officers hired	347	313	71	78	38	131	318
3 - Police Business (1 Measure)							
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	3446	3717	761	848	996	1999	4604

2020 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Safeguard the District of Columbia and protect its residents and visitors. (11 Activities)			
PATROL DISTRICTS	Patrol Services	Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters.	Daily Service
CRIMINAL INVESTIGATIONS DIVISION	Criminal Investigations	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.	Daily Service
CRIME SCENE INVESTIGATIONS DIVISION	Crime Scene Investigations	Processes crime scenes and coordinates evidence collection.	Daily Service
NARCOTICS & SPECIAL INVESTIGATIONS DIV.	Narcotics and Special Investigations	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing, drug-related crime, and prostitution.	Daily Service
SPECIAL OPERATIONS DIVISION	Special Operations	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.	Daily Service
INTELLIGENCE DIVISION	Intelligence	Works with local and federal partners to assist with intelligence gathering and dissemination relating to crimes that have been committed, or would possibly be committed, within the District of Columbia.	Daily Service
PATROL SUPPORT DIVISION	Patrol Support	Augments patrol functions by providing additional uniformed personnel to perform patrol functions in various areas and at times areas with higher crime rates, and helps to keep non-patrol members abreast of current tactics and trends related to street patrol.	Daily Service
EXECUTIVE PROTECTION UNIT	Executive Protection	Responsible for the security of the Mayor.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Tactical Information	Supports District functions in keeping both the command staff and the community aware, by sending out crime alerts that give timely information about offenses occurring within neighborhoods, and liaises with the Washington Regional Threat Analysis Center and the Capitol Police.	Daily Service
SCHOOL SAFETY DIVISION	School Security	Manages security in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.	Daily Service
YOUTH AND FAMILY SERVICES DIVISION	Youth Investigations	Investigates abuse of minors, sexual abuse, internet-related crimes against minors, and human trafficking; processes all juvenile arrestees; and coordinates proactive outreach to community members and youth	Daily Service
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (9 Activities)			
METROPOLITAIN POLICE ACADEMY	Metropolitan Police Academy	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.	Daily Service
STRATEGIC CHANGE DIVISION	Strategic Change	Coordinates strategic planning, government relations, legislative affairs, and performance management.	Daily Service
INTERNAL AFFAIRS DIVISION	Internal Affairs	Conducts general investigations into allegations of police misconduct and use of force by MPD-sworn personnel and serves as the liaison to the Office of Police Complaints.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
DIVERSITY AND ADA COMPLIANCE DIVISION	Diversity and ADA Compliance	Ensures that MPD complies with diversity and ADA requirements and regulations.	Daily Service
EXECUTIVE OFFICE OF THE CHIEF OF POLICE	Executive Office of the Chief of Police	Provides management, oversight, and direction for the agency.	Daily Service
COMMUNICATIONS	Communications	Manages media relations and provides information about the events and activities involving the MPD to the residents and visitors of the District of Columbia.	Daily Service
STRATEGIC CHANGE DIVISION	Special Liaison	Provides targeted outreach and specialized response to historically underserved communities.	Daily Service
STRATEGIC CHANGE DIVISION	Policy and Standards	Develops policies and procedures for the department.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Research & Analysis	Provides research and analytical services to support innovative policing operations and public safety practices.	Daily Service
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (6 Activities)			
COURT LIAISON DIVISION	Court Liaison	Coordinates officer appearances related to criminal and traffic cases.	Daily Service
GENERAL SUPPORT SERVICES DIVISION	General Support Services	Provides support for equipment and supply, evidence and property control, reproduction, and fleet services.	Daily Service
HUMAN RESOURCE MANAGEMENT DIVISION	Human Resource Management	Hires, retains, and makes appropriate duty status determinations for sworn personnel.	Daily Service
RECRUITING DIVISION	Recruiting	Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants.	Daily Service
POLICE BUSINESS SERVICES DIVISION	Police Business	Provides services to the public and the criminal justice community by maintaining police records, regulating security officers, and registering firearms.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission.	Daily Service

2020 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
Criminal Investigations (1 Strategic Initiative)				
Enhance investigations of hate crimes	Provide advanced training on bias-motivated crimes and their investigations to two to three detectives assigned to each patrol district.	Complete	In January, 27 MPD detectives representing each police district attended advanced training on investigations of bias-motivated crimes and cultural issues with investigations. The training was coordinated by MPD's Special Liaison Division, and included presentations or discussion with a hate crime victim, prosecutors, the FBI Hate Crimes Unit, the Anti-Defamation League (ADL), and the Mayor's Offices of Asian and Pacific Islander Affairs, African Affairs, Latino Affairs, and LGBT Affairs.	
General Support Services (2 Strategic initiatives)				
Relocate Metropolitan Police Department Headquarters	The Daly Building, the MPD headquarters located at 300 Indiana Avenue Northwest, needs significant renovation. As part of the multi-year project, offices housed at Daly will be moved to One Judiciary Square and other locations in FY20 and FY21. The FY20 budget of the Department of General Services includes $14.9 million to fund necessary renovation of the temporary locations and the related moves.	25-49%	DGS continues to seek an Architectural Engineer (A/E) to facilitate design of the new swing space at 441 4th St. NW and 501 NY Ave, NW. A review committee has been established to review recent bids from responding A/Es. Once an A/E is on board, a definitive move-in schedule will be determined.	DGS will need to explain the delay.
Purchase MPD Vehicles	MPD's FY20 budget includes $6.7 million to purchase and outfit patrol cars and other police vehicles.	75-99%	The public health emergency created some delays in the supply chain, so not all of the ordered vehicles have been delivered yet. Of the 165 vehicles ordered, 145 have been received thus far. Delivery of the remaining 20 vehicles is expected in November.	Public health emergency.
Metropolitan Police Academy (2 Strategic initiatives)				
Enhance support to community members facing mental health or substance use disorder issues	Provide online training to officers on connecting community members facing mental health and substance use disorder issues with services through the Department of Behavioral Health's (DBH) new Community Response Team (CRT).	Complete	Online training was developed by DBH and MPD to educate officers on connecting individuals in the community with services initiated by DBH.	
Advance training to veteran members to enhance response to victims of domestic violence	Provide advanced training to veteran members on both strangulation and domestic violence in LGBTQ+ relationships.	Complete	In October 2019, MPA provided a daily roll call training on strangulation. In January 2020, MPD provided daily roll call on intimate partner violence in LGBTQ+ relationships. MPD has also worked with Legal Aid to publish a month of daily roll call trainings on domestic violence, to include resources for victims, assessing the primary aggressor, temporary protective orders and civil protection orders, interviewing techniques, and the psychology of domestic violence.	

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
Patrol Services (1 Strategic Initiative)				
Enhance daily connections with the community by increasing regular patrol on foot, bike, Segway, or scooters	Community relationships can be built on small, everyday connections. These are more likely to happen when officers are out of cars, and on foot, bike, Segways, or scooters. In FY20, as the Department continues the drive towards reaching 4,000 officers by FY21, MPD will deploy additional members on regular patrol on foot, bike, Segway, or scooters.	0-24%	Increased patrol deployment on foot, bike, Segway, and scooter beats is currently on hold due to the public health emergency and reduced hiring. In the meantime, the Department has emphasized to its officers continuing to provide strong and innovative service that maintains social distance whenever possible.	Public health emergency and budget cuts.
Patrol Support (1 Strategic Initiative)				
Expand MPD's "Play It Safe" initiative	Expand the Seventh District's "Play It Safe" model by providing a "Play It Safe" trailer to the Sixth District filled with sporting equipment and games to increase opportunities for spontaneous positive engagement between officers and youth.	Complete	This initiative was reimagined due to the public health emergency. The Sixth District partnered with J.C. Nalle Elementary School to work with their students in a variety of virtual forums. Officers are reading with the students, creating dialogue for the youth to discuss issues and concerns, and providing support. They have also supported various special events such as a graduation celebration, food banks and clothing drives for the family of students, virtual sporting activities, and mentorship sessions.	
Recruiting (1 Strategic Initiative)				
Continue the drive to reach 4,000 officers by October 2021	Continue to find effective ways to increase officer recruitment and retention to meet the goal of reaching 4,000 officers by October 2021.	0-24%	The combination of delayed hiring due to the public health emergency and the Council cuts to the FY21 budget means that the target of 4,000 officers is no longer reachable. MPD will continue to strive to provide a high level of professional and compassionate service to our communities, while working with the Administration to determine priorities and alternatives for some calls for service.	Public health emergency and budget cuts.
Special Operations (1 Strategic Initiative)				
Support Vision Zero through enhanced training of MPD officers	Support Vision Zero through enhanced training to patrol members on critical traffic enforcement issues. Expand specialized training on the Standardized Field Sobriety Test, to support enforcement against impaired driving, and on the use of Light Detection and Ranging (LiDAR) to support enforcement against speeding.	Complete	In December, the Office of the Chief Medical Officer provided a 40-hour course on the Intoximeter to expand the necessary certification for impaired driving enforcement. Because in-person classwork, such as is needed for Standardized Field Sobriety training, is limited due to the COVID-19 public health emergency, the focus has been shifted to online training. The Academy launched a Vision Zero online training in Q2, and in Q3 developed an online training module on the use of handheld ticket devices to improve the efficiency and accuracy of traffic enforcement.	

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Metropolitan Police Department FY2021

Agency Metropolitan Police Department **Agency Code** FA0 **Fiscal Year** 2021

Mission

It is the mission of the Metropolitan Police Department to safeguard the District of Columbia and protect its residents and visitors with the highest regard for the sanctity of human life. We will strive at all times to accomplish our mission with a focus on service, integrity, and fairness by upholding our city's motto Justitia Omnibus -- Justice for All.

Strategic Objectives

Objective Number	Strategic Objective
1	Safeguard the District of Columbia and protect its residents and visitors.
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.
3	Improve police service to the public through the integration of the Department's people, technology, and business systems.
4	Create and maintain a highly efficient, transparent, and responsive District government.

Key Performance Indicators

Measure	Directionality	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Target
1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)					
Clearance rate for homicides	Up is Better	66.3%	68.1%	Waiting on Data	75%
Clearance rate for forcible rape	Up is Better	58.4%	79.8%	Waiting on Data	70%
Clearance rate for robbery	Up is Better	36%	34.5%	Waiting on Data	Waiting on Data
Clearance rate for aggravated assault	Up is Better	60.1%	58.8%	Waiting on Data	Waiting on Data
Clearance rate for burglary	Up is Better	26.1%	35.7%	Waiting on Data	Waiting on Data
Clearance rate for larceny-theft	Up is Better	10.6%	11%	Waiting on Data	Waiting on Data
Clearance rate for motor vehicle theft	Up is Better	5.3%	5.5%	Waiting on Data	Waiting on Data
Percent change in DC Code Index violent crime	Down is Better	-8.6%	-0.3%	-6.8%	-5%
Percent change in DC Code Index property crime	Down is Better	-4.4%	3.3%	-13.9%	-5%
Percent change in the number of homicides (calendar year)	Down is Better	37.9%	3.8%	Waiting on Data	-10%
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (2 Measures)					
Average daily fleet availability	Up is Better	96.5%	96.6%	96.9%	95%
Average court overtime hours per arrest	Down is Better	1.73	1.53	1.1	1.7

Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Safeguard the District of Columbia and protect its residents and visitors. (11 Activities)			
YOUTH AND FAMILY SERVICES DIVISION	Youth Investigations	Investigates abuse of minors, sexual abuse, internet-related crimes against minors, and human trafficking; processes all juvenile arrestees; and coordinates proactive outreach to community members and youth	Daily Service
SCHOOL SAFETY DIVISION	School Security	Manages security in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Tactical Information	Supports District functions in keeping both the command staff and the community aware, by sending out crime alerts that give timely information about offenses occurring within neighborhoods, and liaises with the Washington Regional Threat Analysis Center and the Capitol Police.	Daily Service
PATROL DISTRICTS	Patrol Services	Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters.	Daily Service
CRIMINAL INVESTIGATIONS DIVISION	Criminal Investigations	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.	Daily Service
CRIME SCENE INVESTIGATIONS DIVISION	Crime Scene Investigations	Processes crime scenes and coordinates evidence collection.	Daily Service
NARCOTICS & SPECIAL INVESTIGATIONS DIV.	Narcotics and Special Investigations	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing, drug-related crime, and prostitution.	Daily Service
SPECIAL OPERATIONS DIVISION	Special Operations	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
INTELLIGENCE DIVISION	Intelligence	Works with local and federal partners to assist with intelligence gathering and dissemination relating to crimes that have been committed, or would possibly be committed, within the District of Columbia.	Daily Service
PATROL SUPPORT DIVISION	Patrol Support	Augments patrol functions by providing additional uniformed personnel to perform patrol functions in various areas and at times areas with higher crime rates, and helps to keep non-patrol members abreast of current tactics and trends related to street patrol.	Daily Service
EXECUTIVE PROTECTION UNIT	Executive Protection	Responsible for the security of the Mayor.	Daily Service
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (9 Activities)			
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Research & Analysis	Provides research and analytical services to support innovative policing operations and public safety practices.	Daily Service
EXECUTIVE OFFICE OF THE CHIEF OF POLICE	Executive Office of the Chief of Police	Provides management, oversight, and direction for the agency.	Daily Service
COMMUNICATIONS	Communications	Manages media relations and provides information about the events and activities involving the MPD to the residents and visitors of the District of Columbia.	Daily Service
METROPOLITAIN POLICE ACADEMY	Metropolitan Police Academy	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.	Daily Service
STRATEGIC CHANGE DIVISION	Strategic Change	Coordinates strategic planning, government relations, legislative affairs, and performance management.	Daily Service
INTERNAL AFFAIRS DIVISION	Internal Affairs	Conducts general investigations into allegations of police misconduct and use of force by MPD-sworn personnel and serves as the liaison to the Office of Police Complaints.	Daily Service
DIVERSITY AND ADA COMPLIANCE DIVISION	Diversity and ADA Compliance	Ensures that MPD complies with diversity and ADA requirements and regulations.	Daily Service
STRATEGIC CHANGE DIVISION	Special Liaison	Provides targeted outreach and specialized response to historically underserved communities.	Daily Service
STRATEGIC CHANGE DIVISION	Policy and Standards	Develops policies and procedures for the department.	Daily Service
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (6 Activities)			
COURT LIAISON DIVISION	Court Liaison	Coordinates officer appearances related to criminal and traffic cases.	Daily Service
GENERAL SUPPORT SERVICES DIVISION	General Support Services	Provides support for equipment and supply, evidence and property control, reproduction, and fleet services.	Daily Service
HUMAN RESOURCE MANAGEMENT DIVISION	Human Resource Management	Hires, retains, and makes appropriate duty status determinations for sworn personnel.	Daily Service
RECRUITING DIVISION	Recruiting	Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants.	Daily Service
POLICE BUSINESS SERVICES DIVISION	Police Business	Provides services to the public and the criminal justice community by maintaining police records, regulating security officers, and registering firearms.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission.	Daily Service

Workload Measures

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
1 - Patrol Services (1 Measure)			
Number of MPD arrests	32,037	30,590	22,868
1 - Special Operations (2 Measures)			
Number of vehicle crash fatalities	32	26	38
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	112	92	91
1 - Tactical Information (1 Measure)			
Number of CCTV recordings retrieved for investigations	1831	1979	2840
3 - Court Liaison (2 Measures)			
Number of court overtime hours	55,809	48,894	25,000
Number of non-court locally funded overtime hours	408,660.3	254,072	389,480
3 - Human Resource Management (1 Measure)			

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
Number of police officers hired	347	313	318
3 - Police Business (1 Measure)			
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	3446	3717	4604

Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Executive Office of the Chief of Police (1 Strategic Initiative)		
Evaluate MPD Policing in Historical and Cultural Context Training Program	In FY21, in collaboration with The Lab @ DC, MPD will complete and publicly disseminate the results of a rigorous evaluation of MPD's training on policing with a historical and cultural context. The evaluation will measure the effect of the training on: (1) police-resident interactions, using random assignment methods; and (2) officer attitudes, using surveys administered before and after the completion of training.	09-30-2021
Internal Affairs (1 Strategic Initiative)		
Use of Force Review Board Orientation	Pursuant to the Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020, the Mayor and the Council will expand the Use of Force Review Board by five civilians with no affiliation with law enforcement. To ensure that the civilians have the knowledge for decision making on critical issues, MPD will create an orientation program for all appointed members.	09-30-2021
Metropolitan Police Academy (1 Strategic Initiative)		
Develop and implement a fully virtual Community Engagement Academy Experience	Building on the success of the 14+ cohorts of the in-person Community Engagement Academy and in light of the current global pandemic, MPD will develop and implement at least one fully virtual Community Engagement Academy experience.	09-30-2021
Strategic Change (1 Strategic Initiative)		
Establish an interagency working group to improve response to communities and individuals with behavioral health needs	A joint working group co-chaired by MPD and DBH will improve District response to communities and individuals with behavioral health needs, especially in Wards 7 and 8, by focusing on: (1) alternatives to police response; (2) operational coordination and training; and (3) information sharing.	09-30-2021
Tactical Information (1 Strategic Initiative)		
Reduce Motor Vehicle Thefts	MPD will develop and implement a citywide strategy to combat auto theft. This includes incorporating a robust, data driven approach to review, analyze, and investigate incidents, repeat offenders, and trends in near real-time, and use this information to deploy resources (i.e., manpower, technology, etc.) effectively.	09-30-2021

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FY 2020 Top 25 Overtime Earners							% of Overtime Hours by Category			
#	Name	Title	Prgm Code	Overtime	Salary	Fringe	*Local/Non-Court*	*Court*	*Grant/Non-EPSF Reim*	*EPSF Reim*
1	GILES, T.	SERGEANT	9001	261,180	114,018	12,785	24%	0%	33%	43%
2	JACKSON, G.	SERGEANT	9001	210,456	114,018	29,400	*20%*	*0%*	*36%*	*44%*
3	RILEY, P.	SERGEANT	6001	203,805	114,018	27,469	*42%*	*0%*	*19%*	*39%*
4	GARIBAY, L.	OFFICER	9001	186,153	97,178	15,103	*27%*	*0%*	*23%*	*50%*
5	BOYD SR., M.	SERGEANT	9001	175,476	114,018	27,029	*41%*	*0%*	*13%*	*46%*
6	EVANS, T.	SERGEANT	1001	164,948	105,310	16,810	*23%*	*0%*	*32%*	*45%*
7	THORNE, T.	Detective Sergeant	9001	153,547	114,612	28,167	*23%*	*0%*	*60%*	*16%*
8	STEWART, T.	OFFICER	9001	145,549	97,178	28,495	*24%*	*0%*	*18%*	*58%*
9	DEL PO, K.	DETECTIVE GRADE II	2001	143,686	98,678	15,630	*23%*	*22%*	*39%*	*17%*
10	MCLAUGHLIN, A.	OFFICER	2001	143,128	86,697	20,545	*37%*	*0%*	*20%*	*42%*
11	PARKER, J.	LIEUTENANT	9001	139,859	127,578	11,072	*23%*	*0%*	*31%*	*46%*
12	BAGSHAW, J.	LIEUTENANT	9001	138,234	101,831	12,589	*45%*	*0%*	*5%*	*51%*
13	FELENCHAK, J.	DOG HANDLER	9001	136,255	98,678	26,584	*33%*	*0%*	*2%*	*64%*
14	ROBERTS, K.	SERGEANT	1001	135,212	93,806	12,361	*48%*	*0%*	*17%*	*35%*
15	FULTZ II, C.	DETECTIVE GRADE II	2001	134,829	98,506	29,017	*94%*	*1%*	*0%*	*5%*
16	HEBRON, S.	OFFICER	9001	134,566	97,432	27,982	43%	0%	0%	57%
17	DOLAN, J.	SERGEANT	9001	133,780	117,362	28,558	*28%*	*0%*	*39%*	*33%*
18	CUNNINGHAM, W.	OFFICER ERT PERSONNEL	9001	132,829	98,678	18,724	*21%*	*0%*	*25%*	*54%*
19	JOHNSON JR., M.	OFFICER	9001	128,867	97,178	27,847	*37%*	*0%*	*9%*	*54%*
20	SCHAEFER, J.	SERGEANT	9001	128,360	114,018	6,836	*36%*	*0%*	*26%*	*38%*
21	VOGEL, A.	DETECTIVE GRADE II	2001	126,585	94,051	23,098	*96%*	*0%*	*0%*	*4%*
22	MOYE, A.	Detective Sergeant	2001	125,971	114,612	17,188	*94%*	*0%*	*0%*	*6%*
23	WARREN, R.	DETECTIVE GRADE II	2001	116,770	98,678	13,320	*94%*	*0%*	*0%*	*6%*
24	PETTY, J.	OFFICER	1001	116,662	88,146	12,030	*33%*	*0%*	*19%*	*48%*
25	TORRENCE, R.	OFFICER	9001	114,866	97,178	27,549	*23%*	*0%*	*28%*	*49%*

FY 2021 Top 25 Overtime Earners *as of PPE 3/13/21*							% of Overtime Hours by Category			
#	Name	Title	Prgm Code	Overtime	Salary	Fringe	*Local/Non-Court*	*Court*	*Grant/Non-EPSF Reim*	*EPSF Reim*
1	JACKSON, G.	SERGEANT	9001	122,188	52,692	13,886	*2%*	*0%*	*0%*	*98%*
2	GILES, T.	SERGEANT	9001	103,853	52,692	5,710	*1%*	*0%*	*4%*	*95%*
3	GARIBAY, L.	OFFICER	9001	80,361	45,284	7,101	*4%*	*0%*	*32%*	*64%*
4	DEL PO, K.	DETECTIVE GRADE II	2001	76,560	45,602	7,956	*8%*	*0%*	*39%*	*54%*
5	THORNE, T.	DETECTIVE SERGEANT	9001	76,068	52,967	12,528	*24%*	*0%*	*51%*	*25%*
6	MCLAUGHLIN, A.	OFFICER	2001	75,251	40,736	9,433	*4%*	*0%*	*5%*	*91%*
7	EVANS, T.	SERGEANT	1001	69,892	52,692	7,965	*5%*	*0%*	*12%*	*83%*
8	WEBSTER, M.	OFFICER	1001	67,787	44,910	12,880	***0%***	***0%***	***79%***	***21%***
9	PARKER, J.	LIEUTENANT	9001	66,599	58,948	5,190	*12%*	*0%*	*0%*	*88%*
10	CUNNINGHAM, W.	OFFICER ERT PERSONNEL	9001	65,910	45,602	8,834	*4%*	*0%*	*17%*	*78%*
11	BAGSHAW, J.	LIEUTENANT	9001	63,861	47,820	5,738	*20%*	*0%*	*0%*	*80%*
12	WATSON II, A.	OFFICER	1001	62,663	40,990	12,176	*2%*	*0%*	*62%*	*36%*
13	PHILLIPS, J.	DETECTIVE GRADE II	2001	61,627	41,428	2,022	*88%*	*0%*	*0%*	*12%*
14	STEWART, T.	OFFICER	9001	61,166	44,910	12,819	***5%***	***0%***	***6%***	***88%***
15	VOGEL, A.	DETECTIVE GRADE II	2001	60,795	43,464	10,440	*83%*	*3%*	*0%*	*13%*
16	AI, W.	OFFICER	9001	60,067	44,910	12,733	*6%*	*0%*	*18%*	*76%*
17	CARLSON, D.	DETECTIVE SERGEANT	2001	59,863	52,967	12,876	*82%*	*0%*	*0%*	*18%*
18	MEJIA, C.	LIEUTENANT	9001	58,878	58,948	12,927	*8%*	*0%*	*0%*	*92%*
19	REID, C.	EOD Dog Handler	9001	57,935	45,602	2,111	*72%*	*0%*	*0%*	*28%*
20	MUKOMA, S.	OFFICER	1001	56,910	34,910	8,346	*4%*	*0%*	*0%*	*96%*
21	EMMONS, S.	DETECTIVE GRADE I	9001	55,394	46,073	6,552	*2%*	*0%*	*13%*	*85%*
22	PETTY, J.	OFFICER	1001	54,908	40,736	5,466	*1%*	*0%*	*0%*	*99%*
23	BATTON, K.	DETECTIVE SERGEANT	2001	54,834	50,457	12,144	*79%*	*0%*	*0%*	*21%*
24	LAMOND, S.	LIEUTENANT	9001	54,476	58,948	10,987	*35%*	*0%*	*0%*	*65%*
25	BAILEY JR., D.	OFFICER	1001	54,194	44,910	10,262	*3%*	*0%*	*0%*	*97%*

2 of 4

Spring 2021 Performance Hearing Letter Attachments

3/11/21

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT
METROPOLITAN POLICE DEPARTMENT

AND THE

D.C. POLICE UNION
(FRATERNAL ORDER OF POLICE/
METROPOLITAN POLICE DEPARTMENT (FOP/MPD) LABOR COMMITTEE)

(COMPENSATION UNIT 3)

EFFECTIVE
October 1, 2017 through September 30, 2020

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ARTICLE 1
PREAMBLE

Section 1
This Collective Bargaining Agreement (this Agreement) is entered into between the Metropolitan Police Department (the Department or the Employer), and the D.C. Police Union (Fraternal Order of Police/Metropolitan Police Department (FOP/MPD) Labor Committee or the Union.

Section 2
The parties to this Agreement hereby recognize that the collective bargaining relationship reflected in this Agreement is of mutual benefit and the result of good faith collective bargaining between the parties. Further, both parties agree to establish and promote a sound and effective labor-management relationship in order to achieve mutual understanding of practices, procedures and matters affecting conditions of employment and to continue working toward this goal.

Section 3
The parties hereto affirm without reservation the provisions of this Agreement, and agree to honor and support the commitments contained herein. The parties agree to resolve whatever differences may arise between them through the avenues for resolving disputes agreed to through negotiations of this Agreement.

Section 4
It is the intent and purpose of the parties hereto to promote and improve the efficiency and quality of service provided by the Department. Therefore, in consideration of mutual covenants and promises contained herein, the Employer and the Union do hereby agree as follows:

ARTICLE 2
RECOGNITION

Section 1
The Employer recognizes the D.C. Police Union (Fraternal Order of Police/Metropolitan Police Department (FOP/MPD) Labor Committee as the exclusive representative of a unit consisting of the following employees of the Metropolitan Police Department:

Section 2
All police privates, including investigators and desk sergeants, detectives, and police sergeants employed in the uniformed and plainclothes forces of the Metropolitan Police Department, unless assigned to the Internal Affairs Division, excluding management executives, confidential employees, supervisors, and employees engaged in personnel work in other than a purely clerical capacity.

ARTICLE 3
PROBATIONARY OFFICERS

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

ARTICLE 4
MANAGEMENT RIGHTS

Section 1
The Department shall retain the sole right, authority, and complete discretion to maintain the order and efficiency of the public service entrusted to it, and to operate and manage the affairs of the Metropolitan Police Department in all aspects including, but not limited to, all rights and authority held by the Department prior to the signing of this Agreement.

Section 2
Such management rights shall not be subject to the negotiated grievance procedure or arbitration. The Union recognizes that the following rights, when exercised in accordance with applicable laws, rules and regulations, which in no way are wholly inclusive, belong to the Department:

1. To direct employees of the Department;

2. To determine the mission, budget, organization, number of employees, number, type and grade of employees assigned, the work project, tour of duty, methods and processes by which such work is performed, technology needed, internal security practices, or relocation of facilities;

3. To relieve employees of duties because of lack of work or other legitimate reasons;

4. To hire, promote, transfer, assign and retain employees in positions within the Department;

5. To suspend, demote, discharge, grant or deny step increases and take other disciplinary actions against employees for cause;

6. To take any action necessary to carry out the mission of the Department in an emergency situation, and to alter, rearrange, change, extend, limit or curtail its operations or any part thereof;

7. To determine the qualifications of employees for appointment, promotion, step increases, and to set standards of performance, appearance and conduct; and,

8. To formulate, change or modify Department rules, regulations and procedures, except that no rule, regulation or procedure shall be formulated, changed or modified in a manner contrary to the provisions of this Agreement.

ARTICLE 5
NO STRIKE CLAUSE

Section 1
For the purpose of this contract, the term "strike" includes any strike or concerted action with others involving failure to report for duty; the willful absence from one's position; the slowdown or stoppage of work; the abstinence in whole or part from the full, faithful, and proper performance of the duties of employment or in any manner interfering with the operation of the Department for the purpose of inducing, influencing, or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment.

Section 2
Neither the Union nor any employee in the bargaining unit shall initiate, authorize, actively support or participate in a strike.

Section 3
The Department shall discipline, as deemed appropriate, any employee who engages in a strike. Any disciplinary action taken by the Department against striking employees shall not be construed as a violation by the Department of any provisions of this Agreement.

Section 4
In the event of a strike as prohibited by this Article, the Employer agrees that there shall be no liability on the part of the FOP/MPD Labor Committee provided that upon notification, in writing, by the Employer of said strike, the FOP/MPD Labor Committee meets the following conditions:

1. Within no more than eight (8) hours after receipt of written notification by the Employer of any strike, the FOP/MPD Labor Committee shall publicly disavow the action by posting a notice on each Union space on Departmental bulletin boards and issuing a press release to the media stating the strike is unauthorized and unsupported by the Union;

2. The FOP/MPD Labor Committee shall in good faith promptly direct (in writing, verbally, or both) the employees in the bargaining unit to return to work notwithstanding the existence of any strike and use every reasonable effort in cooperation with the Employer to terminate the strike; and,

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

ARTICLE 6
UNION MEMBERSHIP

Section 1
Any employee may join or refrain from joining the Union without interference, coercion, restraint, discrimination or reprisal from the Department or the Union. An individual's right or status as an employee will not be affected because of membership or non-membership in the Union.

Section 2
This Agreement does not preclude any employee from bringing matters of personal concern to the attention of the Union or management officials without fear of reprisal or intimidation.

ARTICLE 7
DUES CHECKOFF

Section 1
The Employer agrees to withhold the payment of dues to the Union from the wages of every Union member who authorizes dues deductions.

Section 2
Membership in the Union shall not be a condition of employment in the Metropolitan Police Department.

Section 3
The Employer will be held harmless against any and all claims, demands, suits or any other liability arising out of its good faith actions to implement this article..

ARTICLE 8
UNION/EMPLOYEE RESPONSIBILITIES

Section 1
Neither the Union nor any employee in the bargaining unit shall conduct Union business or carry on Union activities (soliciting members, distributing literature, attending Union meetings, etc.) during employee working time or on the Department's premises, except as provided for in Article 11. Distribution of literature or other contacts pertaining to Union business will be conducted during non-work time of both the Union representatives and members being contacted. There is to be no interference by members in a non-duty status with other employees' performance of official duty during working hours.

Section 2
The Union agrees that an employee who requests Union representation shall be represented at each stage of the grievance procedure by no more than one Union/employee representative. Provided, the Union may include a single Union/employee representative as an observer at grievance meetings, investigative interviews, commander's resolution conferences, or other

representational functions for training purposes and that in exercising this right, the Union agrees to limit doing so as is only reasonably necessary to train Union/employee representatives.

Section 3
The Union, in recognition of its responsibility, agrees to train its Chief Stewards and Stewards in the scope of their duties and in the manner in which such duties are to be accomplished.

Section 4
The Union shall provide management with a current list of all Chief Stewards and Stewards and keep management informed in writing of any changes in union representatives.

ARTICLE 9
RIGHTS OF EMPLOYEES/UNION REPRESENTATIVES

Section 1
Union employee representatives shall be selected in any manner determined by the Union from among actively employed members. The Union shall be entitled to designate not to exceed fifteen (15) Chief Stewards and not to exceed sixty-nine (69) Stewards. Members of the Union's Executive Board shall be assigned to work the same tour of duty on which the Department's Executive Staff (i.e., Assistant Chief, Commander and Inspector) work the majority of their basic tours to facilitate their interaction with Departmental officials and to carry out their representational duties. Such members shall not exceed fifteen (15). The Union shall identify to the Employer the names of the members of the Union's Executive Board.

Section 2
1. The Employer shall not discriminate against any employee because of his membership or non-membership in the Union. The Employer shall not restrain or coerce any employee in the exercise of any rights granted under this Agreement, or discriminate against or take reprisals against any employee for exercising any rights granted under this Agreement.

2. The Employer recognizes that it may not transfer, change or terminate a detail or assignment of a unit member in reprisal for exercising a right under this Agreement. This section does not modify or diminish management's rights to take personnel actions under applicable regulations, Department orders, and other relevant articles in this agreement. When a claim is made that the Employer's action has violated this Section, the Employer, upon request, shall provide a non-discriminatory reason(s) for such action.

3. At the Union's option, a grievance alleging a violation of this section may be filed directly with the appropriate Assistant Chief and then at Step 2 (with the Chief of Police) under Article 19 of this Agreement.

Section 3
Official time, i.e. time within a member's scheduled working hours, shall be provided in accordance with this article to investigate, process and present grievances. The use of all official time will be recorded on the Official Time Form (Exhibit A).

Section 4
The Employer shall provide union stewards, employees and union officials with official time in the manner hereinafter described to receive, investigate, prepare and present grievances to management.

1. Employees shall be granted official time as authorized (up to one hour per grievance as needed) upon individual request within their regularly scheduled working hours to report grievances to their union representatives and to present grievances to management.

2. Union Stewards shall be granted up to one hour of official time within their regularly scheduled working hours per grievance to investigate, receive and present each grievance in accordance with the provisions of the negotiated grievance procedure.

3. Chief Stewards shall be entitled up to two (2) hours of official time within their regularly scheduled working hours per grievance in order to reduce the grievance to writing and to present the grievance in accordance with their responsibilities under the negotiated grievance procedure.

4. The designated Union representatives shall be granted official time within their regularly scheduled working hours as needed to attend meetings of Boards provided for in this Agreement to which they are appointed and to attend conferences with management.

5. The Labor Committee Chairman shall be entitled to use up to forty (40) hours each week for the purpose of carrying out his representational responsibilities under this Agreement and applicable law. The Labor Committee Chairman shall respond to inquiries by the Department's Labor Relations Representative regarding the type and number of representational activities engaged in for a particular period; such inquiries to be reasonable in number and nature.

6. The Labor Committee Chairman and one (1) Committee Official, as permanently designated by the Chairman, shall be assigned to work the same tour of duty on which the Department's Executive Staff (i.e., Assistant Chief, Commander and Inspector) work the majority of their basic tours of duty to facilitate their interaction with Departmental officials and to carry out their representational duties for the term of this Agreement.

7. In the event a member of the Executive Board must fulfill the duties of a Steward or Chief Steward under this Article, he/she shall be entitled to the same amount of official time as would have been provided to the Steward or Chief Steward to fulfill their responsibilities under this Article. This substitution will only be permitted in the absence or illness of a steward assigned to a representational matter.

8. The Employer shall provide up to forty (40) hours of official time each week for one (1) Bargaining Unit member as permanently designated by the Chairman, to receive, investigate, prepare for and represent members in any meetings, conferences, or similar events of a member required to appear before or on behalf of the Office of Police Complaints.

Section 5
The Employer agrees that permission for an employee to advise his/her Union of his/her grievance or for the Union representative to hear the employee's grievance will not be unreasonably delayed; however, the Union recognizes that workload and scheduling considerations will not always allow for release of employees from their assignments, nor shall the presentation or receipt of grievances interfere with the performance and reporting requirements of employees.

Section 6
1. The following procedure shall be utilized by employees and designated Union representatives and officials requesting official time for the purposes described in Section 4.

2. When it is necessary for contacts to be made between employees and Union representatives in connection with the prosecution of a grievance, the member who desires the meeting shall request authorization from his/her Lieutenant, or above, to be relieved from duty for this purpose. The Lieutenant, or above, shall be informed of the purpose of the request, the employee's destination, if he is leaving the immediate work area, the amount of time needed and the employee he/she desires to contact. On return, the employee must report to the Lieutenant, or above, and initial the Official Time Form completed by the Lieutenant.

Section 7
This article does not preclude employees from selecting an individual other than a Union representative to represent the employee in a grievance, except that no rival organization may represent an employee in the negotiated grievance procedure, and provided also that if other than a Union representative is used, a representative of the exclusive organization must be given an opportunity to be present at the resolution of the grievance. The grant of official time detailed in Section 4 applies only to a FOP/MPD Union representative.

Section 8
Any persons filing a grievance or representing an employee in a grievance subject to the provisions of this Agreement shall be assured freedom from restraint, coercion, or reprisal. However, notwithstanding the general nature of labor relations activities, the parties shall maintain a business like decorum that supports conflict resolution and shall refrain from harassment and the use of scurrilous or disrespectful language.

Section 9
Five (5) members of the Union's negotiating team shall initially be entitled to official time that coincides with their scheduled tour of duty to prepare for negotiation of a successor collective bargaining agreement. The determination of the number of active employees on the Union's negotiating team during collective bargaining shall be the subject of negotiations during Ground Rules bargaining for any successor collective bargaining agreement.

Section 10
All members of the bargaining unit, with no exceptions, must satisfy all required training.

OFFICIAL TIME REPORT

Agency, Division, Branch_____ Date - Week Ending:_____

Employee Name _____ Union Title _____ Union _____

Name of Supervisor Submitting Report_____

Date	Actual Time From : am/pm	To: am/pm	Total Time Used	Activity (1-9) identify All that Apply	Employee Initials	Supv. Initials

This form shall be administered in accordance with the Collective Bargaining Agreement, including representational functions of official time (Activity). [See Activity List on Reverse Side]. The union representative completes this form and the immediate supervisor will initial the last column. This form is not a time sheet and shall only be used to record the use of official time. Send original to the Labor and Employee Relations Unit, with a copy to the supervisor and a copy to the union representative.

REPRESENTATIONAL FUNCTIONS OF OFFICIAL TIME (Activity):

1	Investigation, receipt, preparation and presentation of grievances and safety issues
2	Labor-Management and safety committee meetings
3	Representation in OPC, arbitration, PERB, OEA, OHR and other applicable jurisdictional body
4	Attending meetings with Agency, Mayor, Council of the District of Columbia, Congress or other official body
6	Attending negotiation meetings as designated member of team or acting as alternate for absent member
7	Consulting with Agency or its representatives, other Union representatives, or employees, concerning enforcement of Agreement
8	To attend training or other activities to further the interests of improving the Labor-Management relationship
9	Travel to any of the activities listed above

ARTICLE 10
RELEASE OF INFORMATION

Section 1
The Parties shall make available to each other's duly designated representatives, upon reasonable request, any information, statistics and records relevant to negotiations or necessary for proper administration of the terms of this Agreement.

Section 2
The Parties agree that they will furnish sufficient information as to the relevancy of their request to negotiations or enforcement of the Agreement.

Section 3
The Parties agree to pay the cost incurred in the compilation of information they request, if applicable.

Section 4
1. The Employer agrees to furnish the Union one (1) copy of all future amendments and revisions to Executive Orders, Standard Operating Procedures, Departmental General Orders, Circulars and Special Orders coded for unit personnel and a copy of the revised District Personnel Manual, inclusive of all amendments once finalized and printed.

2. The Union will provide the Employer's Director of Labor and Employee Relations Unit a copy of its Constitution and By-laws at the signing of this Agreement. Changes to these documents will be immediately forwarded to the Director.

3. The Parties agree to work together to develop improved procedures for notifying all members of the changes to Executive Orders, Standard Operating Procedures, Departmental General Orders, Circulars and Special Orders. The Union will identify three representatives to work with Organizational Development, Corporate Communications and the Chief Information Office to develop, recommend, and monitor the improved procedures.

Section 5
1. Press releases or announcements issued by the Union will be signed, or handled as appropriate, by the Labor Committee Chairman or in his absence the Vice Chairman. Should these officers be absent, the Acting Chairman will sign or handle press releases or announcements as appropriate. The Acting Chairman will be the Secretary, the Treasurer or the Executive Steward.
2. The Chairman, Vice Chairman or Acting Chairman, upon being notified that a press release or announcement has been issued on Union letterhead paper signed by someone other than those authorized above or purported to represent the official position of the Labor Committee will, within no later than 24 hours from notification, disavow the issuance or information provided in the press conference.

ARTICLE 11
USE OF DEPARTMENT FACILITIES

Section 1 - Union Meetings
Union representatives may request the use of facilities occupied by the Metropolitan Police Department for Union meetings during-non-working hours. Requests for the use of space must be made to the respective Commanding Officer. The Union agrees that reasonable care will be exercised in using the space provided and that the area will be left in a clean and orderly condition.

Section 2 - Bulletin Boards
The Department agrees to furnish suitable space on Departmental bulletin boards for display of Union materials. All notices posted by the Union shall be signed by a Union official. The contents of the material must be related to the activities of the labor organization concerned, and may not contain personal attacks. A copy of each notice shall be sent to the Chief of Police or the Chief's designee. If material is posted that management believes violates this section the Commanding Officer will notify the Chief Steward. The Chief Steward will remove the material if he agrees there is an improper posting. The Chairman and the Chief of Police or the Chief's designee will resolve any disputes regarding improper posting. The Chief of Police shall notify the Union of the identity of the designee on January 1st of each year.

Section 3 - Office Space
The Department agrees to furnish to the Union a suitable location in each District or at Department Headquarters which will normally be available to the Union in connection with the handling of employee grievances and complaints. If that area, however, is not then available, a like area will be made available.

Section 4
With specific approval by the Commanding Officer, the Union may utilize Departmental mailboxes, teletype, and electronic mail.

ARTICLE 12
DISCIPLINE

Section 1
The parties have agreed to form a Joint Labor-Management Committee ("Committee"), with no more than five (5) members per side, to discuss possible revisions to Article 12 (Discipline) of the parties' existing Collective Bargaining Agreement. Each side shall designate one (1) member as its committee chairperson who shall have the authority to formally make and agree to proposals. Upon agreement by the Committee's committee chairpersons, or, absent such agreement, the conclusion of the process set forth herein, the revised article shall be incorporated into the parties' Collective Bargaining Agreement.

Section 2
The current Article 12, as set forth in the parties' existing collective Bargaining Agreement, shall remain in full force and effect during the Committee's deliberations and shall be incorporated into any successor Collective Bargaining Agreement until such time as the Committee reaches agreement on any revisions to Article 12 or the process described herein is completed.

Section 3
The Committee shall have six (6) months to complete its negotiations; however, this deadline may be extended by mutual agreement of the committee chairs.

Section 4
If the Committee has not reached agreement on any revisions to Article 12 at the conclusion of this period, the parties shall proceed to mediation before a mediator selected by the FMCS for a period of 30 days, and this period of time may be extended by mutual agreement of the Committee Chairs.

Section 5
If the Committee fails to reach agreement by the conclusion of mediation, the parties shall proceed to impasse arbitration before a three–person panel, and this panel shall be appointed in the following manner: The Committee Chairs shall each appoint an arbitrator of its choice to the panel, and the third panel member shall be selected by mutual agreement of the Committee Chairs or by alternating the striking of names from a seven (7) person list provided by FMCS. In issuing its award at the conclusion of the arbitration, the arbitration panel shall be required to select one of the parties' final offers regarding Article 12 in its entirety.
The current language of Article 12 is listed below:

Section 1

1. (a) The parties agree that discipline is a management right that has not been abridged except as specifically outlined in this article.

   (b.) Discipline may be imposed only for cause, as authorized in D.C. Official Code § 1-616.51.

2. Any employee who is engaged in either investigating or proposing corrective or adverse action on behalf of management shall maintain the appropriate confidentiality of an investigation.

Section 2

1. Corrective Action-A PD 750, a letter of prejudice, and an official reprimand.

2. Adverse Action-any fine, suspension, removal from service, or any reduction in rank or pay of an employee who is not serving a probationary period.

Section 3
An employee against whom corrective action is taken has the right to contest the action through Step 2 of the Grievance Procedure, beginning at the appropriate step and such action will not be subject to further appeal nor arbitration.

Section 4
The Chief of Police or his/her designee shall take adverse action after providing the employee with written notification of the charges and proposed action and after providing the employee with fifteen (15) business days to submit a written response to the charges. In the event the Department proposes termination, the employee shall have twenty-one (21) business days to submit his/her response. In his/her response, the employee shall also indicate whether he/she desires a Departmental hearing.

Section 5
If the employee elects to have a Departmental hearing, he/she shall be entitled to be represented by an attorney licensed to practice in the District of Columbia or by a Union representative.

Section 6
The employee shall be given a written decision and the reasons therefore no later than fifty-five (55) business days after the date the employee is notified in writing of the charges or the date the employee elects to have a departmental hearing, where applicable, except that:

(a) When an employee requests and is granted a postponement or continuance of a scheduled hearing, the fifty-five (55) business day time limit shall be extended by the length of the delay or continuance, as well as the number of days consumed by the hearing;

(b) When the employee requests and is granted an extension of the time allotted for answering the notice of proposed action, the fifty-five (55) business day time limit shall be extended by the length of the extension of time; and

(c) When an employee or management requests a 30-business day automatic extension, the fifty (55) business day time limit shall be extended by that 30-business day extension of time.

Section 7
The employee shall be given fifteen (15) business days advance notice in writing prior to the taking of adverse action. Upon receipt of this notice, the employee may within ten (10) business days, appeal the action to the Chief of Police. The Chief of Police shall respond to the employee's appeal within fifteen (15) business days. In cases in which a timely appeal is filed, the adverse action shall not be taken until the Chief of Police has replied to the appeal. The reply of the Chief of Police will be the final agency action on the adverse action.

Section 8
Upon receipt of the decision of the Chief of Police on Adverse Actions, the employee may appeal to arbitration as provided in Article 19. Employees must use the negotiated grievance

procedure (NGP) for a suspension of less than ten (10) days. In cases where a Departmental hearing has been held, any further appeal shall be based solely on the record established in the Departmental hearing. In such case, the appellate tribunal has the authority to review the evidentiary ruling of the Departmental Hearing Panel, and may take into consideration any documentary evidence which was improperly excluded from consideration by the Departmental Hearing Panel.

Section 9
The appeals allowed by Section 8 of this Article shall not serve to delay the effective date of the decision by the department.

Section 10
If the Employer suspends an officer without pay during the resolution of a criminal indictment and the criminal indictment is dropped or in any way resolved, then the Employer agrees to return the officer to a pay status or issue notification of the charges and proposed action within thirty (30) business days of the date the indictment was either dropped or resolved. Likewise, if the Employer suspends an officer without pay after the officer has been convicted of criminal charges, the Employer agrees to either return the officer to a pay status or issue notification of the charges and proposed action within thirty (30) business days of the date it removed the officer from the pay status.

Section 11
Disciplinary action will not preclude an employee from participating in the promotional process. Notwithstanding the foregoing, if, after the eligibility list is formed, a final disciplinary penalty of a suspension of twenty (20) days or greater is imposed, the member need not be promoted from that list. In addition, notwithstanding the foregoing, if after the eligibility list is formed an adverse action is proposed, the promotion may be held in abeyance pending a final disposition. If the disposition is favorable to the member, or the penalty is less than a suspension of twenty (20) days, he/she shall be promoted forthwith with back pay retroactive to the date when the member would otherwise have been promoted.

Section 12
An employee shall be given administrative leave of up to: ten (10) hours to prepare for his/her defense against any proposed discharge or suspension of more than thirty (30) days; four (4) hours to prepare his/her defense against any proposed fine or suspension of ten (10) days through thirty (30) days; and, two (2) hours to prepare his/her defense against any proposed fine or suspension of less than ten (10) days. If the employee requests the assistance of a Union employee representative, the representative shall be granted official time within his/her regularly scheduled hours up to the same amount of time as the employee he/she is representing.

Section 13
A District or Division Commander shall attempt to resolve a disciplinary matter after a conference with an affected employee and his Union Representative (unless representation is voluntarily waived by the employee) without resorting to the steps outlined elsewhere in this Article. If Discipline is recommended by an Administrative Board or by a Commander or Director other than the one to whom the employee is permanently assigned, the Conference shall

be held with the Department Disciplinary Review Officer (DDRO). The employee, once notified and prior to the conference, may during the day-work tour review the investigative report of the incident that resulted in the proposal that is the subject of the conference. The following conditions apply to the conference:

1. The penalty does not exceed a fine or suspension of ten (10) days. Transfer, reassignment, change of days off, and nontraditional penalties including, but not limited to, community service, counseling, etc. are specifically permitted under this Section;

2. The affected officer voluntarily agrees to the penalty and waives all appeal rights after having been given an opportunity in the conference to present his/her side of the matter;

3. Any statement made in the conference (including proposed settlement) or actual agreement shall not be used by either party as evidence or precedent in that case or any other; except that the outcome of such a conference may be considered in the future for purpose of progressive discipline.

4. If an agreement is not reached between the affected employee and the District or Division Commander (or the DDRO, where applicable), normal disciplinary procedures shall be followed in imposing any penalty.

Section 14

When a member is placed in a non-contact status pending investigation of the use of deadly force, the member may remain in non-contact until the Department's investigation is completed and submitted to the U.S. Attorney's Office for presentment to a Grand Jury. If the Department's in-house review of this investigation determines at this stage that the use of deadly force appears to be justified and reveals no other areas of concern, upon a positive recommendation from the Police and Fire Clinic regarding the Officer's physical and mental health, the Department will restore the member to a full duty status.

The Department's decision whether or not to return a member to full duty status will not be subject to the contractual grievance procedure or any other appeal. After the Department has made the decision to return an officer to a full duty status and additional information is received that would dictate a different course of action, the Department reserves the right to place that member in a non-contact status.

The decision to place an officer in a duty status at any time does not preclude the Department from conducting an administrative investigation which may result in Adverse Action.
When the Department determines to place an officer in non-contact status, the member shall not automatically be forbidden to carry his/her authorized weapon, except in the following circumstances.

1. The member is indicted by a Grand Jury;

2. The member has been found guilty by trail board and recommended for termination;

3. The Board of surgeons recommends that the member's authorization to carry a weapon be revoked on account of mental illness and/or an emotional or psychological condition or because a physical disability makes the member's use of a weapon hazardous; and,

4. Suspensions, except for those imposed for alleged activities carrying no demonstrated or potential threat to public safety, and disciplinary suspensions.

In all other circumstances, it shall be the Department's policy to permit an officer or sergeant to continue to carry the authorized weapon for self-protection, if he/she so requests, stating that he/she has good reason to fear injury to his/her person or property. Permission need not be granted by the Chief of Police or his/her agent reasonably determines, based upon the particular facts and circumstances of the case, that the permission should be denied for reason of public safety or welfare.

ARTICLE 13
INVESTIGATORY QUESTIONING

Section 1
The efficiency of the service of the Department, including internal security practices and the obligation of members to respond to questioning shall be governed by existing Departmental policies and procedures unless abridged by this Agreement.

Section 2 -Types of Questioning:

(a) Administrative Interview – Formal official questioning conducted by the Department to question an employee about an administrative matter.

(b) Criminal Interview - Formal official questioning conducted by the Department to question an employee about a criminal matter, where the member has not been identified as a target.

(c) Interrogation - Formal official questioning conducted by the Department of a member who has been, or may be, identified as a target of a criminal investigation.

Section 3
1. Where (1) an employee can reasonably expect discipline to result from an investigatory interview, or (2) the employee is the target of an administrative investigation conducted by the Employer, at the request of the employee, questioning shall be delayed for no longer than two (2) hours in order to give the employee an opportunity to consult with a Union representative. The two-hour limit will be strictly adhered to unless management agrees that the issue is sufficiently complex and therefore requires additional time for preparation. Where management agrees that additional time should be granted such additional time will not exceed four (4) hours. The Department shall not intentionally mislead a member or Union representative as to the purpose of the questioning.

2. A member's Union representative may be present at all administrative interview sessions under this Article, but may not answer questions on behalf of the employee. The Department reserves the right to refuse a particular Union representative for good cause, and the member to be interviewed shall then name an alternate representative.

3. In no event may a Union representative be present during any criminal interview or interrogation.

Section 4

1. Prior to commencement of any interview or interrogation, members shall be informed of the type of investigation being conducted (criminal or administrative).

2. Prior to the commencement of any administrative interview, criminal interview or interrogation, a member shall be informed of:

(a) Whether the member is a target of the investigation, if known at that time.

(b) The name(s) of the complainant(s) if known, unless this information would jeopardize the investigation.

(c) The name of the Departmental official conducting the interview. No Department official who has reason to believe that he/she may become a subject of the investigation will conduct interviews related to the investigation. If a member raises an objection, they are entitled to note the objection without any repercussion. Such an objection shall not delay the interview or interrogation.

(d) The names of persons present.

(e) The name of the official authorizing the Reverse-Garrity warnings (if applicable).

(f) The subject officer shall be provided a written copy of the Reverse-Garrity warning signed by the official that delivers the warning.

(g) Management's failure to abide by any of the procedures listed in paragraphs a-f will not be a bar to the processing of a case or the imposition of corrective or adverse action, including termination. This does not preclude the Union from including such failure in the defense of a subject member.

Section 5

The questioning will take place at a reasonable time, unless the exigencies of the situation require otherwise in the judgment of the official in charge of the investigation.

Section 6

Interview and interrogation sessions will not consume unreasonable periods of time, without periodic rest periods to allow for meals and personal necessities.

Section 7
During interviews, members shall not be subjected to scurrilous language.

Section 8
If the matter under investigation involves a violation of criminal law, at the point the investigation focuses upon the member being questioned as a principal, the member shall be advised of his/her rights under the rules of criminal procedure.

Section 9
1. All portions of the administrative interview shall be recorded on a PD 119, or through written questions and answers, or by recording. For any recording, the interviewer shall make proper notations as to when rest breaks and off-the-record discussion began and ended.

2. Before a member is interviewed regarding information provided by the member in any previous interview, the member, along with his or her union representative, shall be afforded a reasonable opportunity to review, upon request, at a District facility, any PD 119, written questions and answers, or recording provided by the member in any previous interview regarding the same matter, and any PD 843 (if created) summarizing the member's previous interview, regarding the same matter.

Section 10
When a member is informed that he/she is a target of an investigation, the member will, upon request, be advised if that case is on-going until that case is finally resolved or the member is served with administrative or criminal charges. Within fifteen (15) business days of the close of an investigation, the Department will notify the target of the investigation of the date and disposition of the investigation, except that if the misconduct is sustained as to the member, the notification shall be delayed until the commencement of the disciplinary action against the member or the 91st business day. The Chairman of the Fraternal Order of Police Labor Committee shall also receive such notice.

Section 11
No photo of a member under investigation shall be made available to the media prior to a conviction for a criminal offense or prior to a final decision by the Chief of Police in the adverse action process.

ARTICLE 14
TRANSFERS

Section 1
Employee(s) may be transferred from one Division or District to another Division or District for the efficiency of the service of the Department. The employee(s) shall be informed in writing by an official of the Department of the reason for his/her transfer, unless the transfer was initiated at the request of the employee. The reason given will entail an explanation which will elaborate on why the transfer is for the efficiency of the service. Such elaboration will not be the basis of a grievance by the transferred employee or any other employee affected unless it conflicts with Section 3 of this Article.

Section 2
Where possible, an employee will be given five (5) days advance notice of his/her transfer. The Department agrees that prior to the transfer of any Union official or representative, the Union shall be given a reasonable advance notice of such transfer (not less than seven (7) days) in order to provide the Union time to designate a Union officer or representative in lieu of the transferred member.

Section 3
Transfers or reassignments will not be used in lieu of discipline but may form part of a disciplinary action as provided under Article 12, Section 13 - Discipline, and except the Chief of Police or the acting Chief of Police may transfer a member in a review of an appeal of adverse action in lieu of any other penalty imposed. This decision by the Chief constitutes final agency adverse action which may be further contested outside the agency as provided in other applicable articles of this agreement.

ARTICLE 15
LEAVE

Section 1 Funeral Leave
Employees shall be entitled to use three (3) days, of their accrued annual leave or leave without pay (their regular scheduled day of work before the funeral, the day of and the day following the funeral) in the event of the death of a member of their immediate family. For the purpose of this article, immediate family shall mean an employee's spouse, child, parent, brother, sister, spouse's parent, brother, or sister, child's spouse, grandchild or grandparent.

Section 2 Leave for Conventions and Union Functions
Employee representatives, not to exceed four (4), desirous of attending conferences, luncheons or conventions of the Fraternal Order of Police shall be entitled to use their accrued annual leave or leave without pay, in accordance with the Department's established leave policy and procedures.

Section 3 Leave for Membership Meetings
The Department agrees to maintain a liberal leave and compensatory time policy for the employee representatives who are desirous of attending the membership meetings of the FOP/MPD Labor Committee.

Section 4
There will be no interference with outside employment when sick leave is taken for medical and dental appointments.

Section 5
Employees shall be charged sick leave for time spent while on duty seeking diagnosis and/or treatment for non-duty related illnesses or injuries.

Section 6
The parties agree to the following timelines concerning certification of performance of duty injuries:

1. The department shall determine whether a member's injury or illness was sustained by the member in the performance of duty within 30 calendar days of a claim being reported to a supervisor.

2. If the department fails to meet the 30-day deadline, there shall be a rebuttable presumption that the member's injury or illness was sustained in the performance of duty. Until the presumption is rebutted by a finding by the department that the injury or illness was not sustained in the performance of duty, the department shall be responsible for all treatment costs and disability compensation pay (i.e., the department shall carry the member in a "POD" status).

3. The member shall receive a written decision on an appeal of a non-"POD" ruling within 120 calendar days of the filing date. Members shall provide all requested documentation within ten (10) business days of the request. Any documentation requested but not provided within ten (10) business days by the member will not be considered, will not be included as part of the record, and may not be raised in any subsequent appeal, except in the discretion of the Chief of Police or designee. Any delay or stay of proceedings that occurs at the request of, or as a result of the member, shall not count towards the 120 days.

4. If the department fails to meet the 120-day deadline, there shall be a rebuttable presumption that the member's injury or illness was sustained in the performance of duty. Until the presumption is rebutted by a finding by the department that the injury or illness was not sustained in the performance of duty, the department shall be responsible for all treatment costs and disability compensation (i.e., the department shall carry the member in a "POD" status).

5. The parties agree that non-performance of duty decisions shall not be subject to grievance or arbitration. Notwithstanding any other provision of law, rule, regulation, or this agreement, the only issues that may be grieved and arbitrated under this section are whether management failed to place a member in "POD" status at the expiration of the 30-day or 120-day periods referenced in paragraphs 2 and 4. The parties agree that the workers compensation program for members is set by law and is not subject to appeal under this agreement.

ARTICLE 16
EMPLOYEE RECORDS

Section 1 - Medical Files
An employee or his/her representative designated in writing may review his/her medical file in accordance with established Police and Fire Clinic policy and District regulations governing disclosure of such information.

Section 2 - Official Personnel Folders

1. The Official Personnel Folder of an employee shall be disclosed to him/her or to his/her representative, designated in writing, in the presence of a representative of the Department, in accordance with District regulations concerning the release of such information.

2. The contents of Official Personnel Folders shall be maintained as prescribed by governing District regulations.

Section 3

The Department, upon written request of an employee, will remove from the Personnel Folder investigative reports which, upon completion of the investigation are classified "exonerated" and/or "unfounded." Complaints against employees that are pending Department review, or that have been classified as "exonerated" and/or "unfounded" shall not be used to support a current allegation of wrongdoing or proposed penalty against an employee.

ARTICLE 17
JOINT SAFETY COMMITTEE

Section 1

The Department and the Union agree to establish a standing Joint Safety Committee which shall meet every three (3) months, or more often at the request of either party, to review safety conditions; to discuss matters of mutual interest and benefit pertaining to safety; and to make recommendations for improvement of safety conditions to the Chief of Police.

Section 2

The Joint Safety Committee shall consist of not more than three (3) individuals appointed by the Department, including the Agency's Risk Management official who shall serve on the Joint Safety Committee as one of the Agency's representatives, and three (3) individuals appointed by the Union, who shall be selected annually to serve on the Committee for a period of one (1) year. The Union shall notify the Chief of Police in writing of the names and work locations of their appointees and the names and work locations of a designated alternate for each standing member.

Section 3

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

Section 4

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

Section 5
The members of the Joint Safety Committee appointed by the Union shall be granted official time to attend meetings when they occur during regular working hours of the employees. The Union shall notify the Department's Labor Relations Representative at least one (1) day in advance of any scheduled meeting if an alternate will attend in the absence of the appointed member.

Section 6
Disputes arising under this article shall not be subject to the negotiated Grievance Procedure.

ARTICLE 18
UNION REPRESENTATIVES ON BOARDS

The Union shall be entitled to have one voting member sit on the Uniform and Equipment Board and one permanent, non-voting, member to sit on the Use of Force Review Board and the Crash Review Board. These members will be selected by the Union from its membership. Membership on a Board is not a full-time assignment but merely allows the member identified to attend Board meetings involving their members. If the union-identified member on a Board violates a confidentiality agreement relative to the work of the Board, such member will be removed from the Board, in the sole discretion of management, and the removal will not be subject to grievance or appeal. The Union will then be entitled to nominate a replacement member for the Board subject to the approval of the Chief of Police or his designee. The Union shall notify the Chief of Police in writing within thirty (30) days from the effective date of this Agreement of the name and work location of the individual selected by the Union to serve on the Board and the name and work location of an alternate to serve in the absence of the standing member.

ARTICLE 19
GRIEVANCE PROCEDURE

A. PURPOSE

The purpose of this Grievance Procedure is to establish an effective mechanism for the fair, expeditious and orderly adjustment of grievances. Only an allegation that there has been a violation, misapplication or misinterpretation of the terms of this Agreement shall constitute a grievance under the provisions of this Grievance Procedure. Grievances not alleging violations of the contract may be grieved in accordance with the internal agency grievance procedure as set forth in Chapter 16 of the DC Personnel Regulations.

B. PRESENTATION OF GRIEVANCES

Section 1
A grievance may be brought under this procedure by one or more aggrieved employees with or without Union representation.

1. If a grievance involves all the employees in the bargaining unit, the grievance may be filed by the Union as a class grievance directly at Step 2 of the Grievance Procedure. It is understood that grievances filed by the union as class grievances will be processed only if the issue raised by the grievance is the same to all employees involved.

2. If a grievance involves a group of five (5) or more employees, the grievance may be filed on behalf of the group by the Union Chairman at the lowest level capable of resolving the grievance. The grievance shall identify and be signed by at least five members of the group and be signed by the Union Chairman and shall be in accordance with the same time limits and other requirements as if it were an individual grievance.

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

Section 3
A grievance not submitted by the employee within the time limits prescribed for each step of the procedure shall be considered satisfactorily settled on the basis of the last decision received by the employee, which shall not be subject to further appeal, nor shall the Union be entitled to pursue the grievance further. A grievance not responded to by the appropriate management representative within the time limits specified at any step shall enable the employee to pursue the grievance at the next higher step of the procedure.

Section 4
The time limits prescribed herein may be waived by mutual agreement, in writing, by the parties thereto, but if not so waived must be strictly adhered to.

C. PROCEDURAL STEPS

The parties agree that whenever a due date set forth below falls on a weekend or holiday, the due date shall be extended until the next business day. Business days are Monday through Friday, not including weekends or regular District government holidays.

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

Step 1

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

1. A statement of the specific provision(s) of the Agreement alleged to have been violated, misapplied or misinterpreted;

2. The manner in which the provision is purported to have been violated, misapplied or misinterpreted;

3. The date or dates on which the alleged violation, misinterpretation or misapplication occurred;

4. The specific remedy or adjustment sought;

5. Authorization for the Union or other employee representative, if desired by the employee, to act as his/her representative in the grievance; and,

6. Signature of the aggrieved employee.

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

Section 2
The employee's Commanding Officer shall respond in writing to this grievance within seven (7) business days of its receipt. The written response shall contain the following:

(a) An affirmation or denial of the allegations made by the employee;

(b) An analysis of the alleged violation of the Agreement;

(c) The remedy or adjustment, if any, to be made; and,

(d) Signature of the appropriate management representative.

Step 2

1. If the grievance is not resolved at Step 1, the employee shall submit a written grievance to the Chief of Police within seven (7) business days following receipt of the Commanding Officer's response. The written grievance filed at this step need not be signed by the employee. The Chief of Police, or his/her alternate, shall respond in writing to the grievance within seven (7) business days of its receipt.

2. Class grievance shall be submitted by the Union in writing at this step of the grievance procedure as provided for in part B, Section 1.1 of this article and shall contain the following:

(a) A statement of the specific provision(s) of the Agreement alleged to have been violated;

(b) The manner in which the provision is purported to have been violated;

(c) The date or dates on which the alleged violation occurred;

(d) The specific remedy or adjustment sought;

(e) A statement that the grievance involves all employees in the bargaining unit and that the issue or issues raised by the grievance are the same as to all employees involved;

(f) Signature of the Chairman of the FOP/MPD Labor Committee; and,

(g) The required information must be furnished in sufficient detail to identify and clarify the matter at issue which forms the basis for the grievance. If the grievance does not contain the required information, the Chairman of the FOP/MPD Labor Committee shall be notified and granted five (5) business days from receipt of the notification to resubmit the grievance. Failure to resubmit the grievance as required within the five (5) business day period shall void the grievance. The Chief of Police or his/her alternate, shall respond in writing to the class grievance within twenty one (21) business days of its receipt.

D. GENERAL

Section 1
The Department and the Union agree that every effort will first be made to settle the grievance within the Department and at the lowest possible level.

Section 2
The employees in the unit and the Union shall follow the procedures set forth in this Article with respect to any grievance they may have and shall not follow any other course of action to resolve their grievances. If either breaches this provision, the right to invoke the provisions of this Article as to the incident involved shall be forfeited.

Section 3
The settlement of a grievance prior to arbitration shall not constitute a precedent in the settlement of grievances.

Section 4
The fact that a grievance is raised by an employee, regardless of its ultimate disposition, shall not be recorded in the employee's personnel file or in any file or record utilized in the promotion process; nor shall such fact be used in any recommendation for job placement; nor shall an employee be placed in jeopardy or be subject to reprisal for having followed this Grievance Procedure.

Section 5
If an employee is given a directive by a supervisory authority which he/she believes to be in conflict with the provisions of this Agreement, the employee shall comply with the directive at the time it is given and thereafter exercise his/her right to grieve the matter. The employee's compliance with such a directive will not prejudice the employee's right to file a grievance, nor will his/her compliance affect the resolution of the grievance.

Section 6
The presentation and discussion of grievances provided for in this Article shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, to attend. No witnesses shall be heard unless their relevancy to the case has been established. Such witnesses shall be present only for the time necessary for them to present personal testimony. When the presentation and discussion of grievances or hearing as provided for in this procedure are held during the normal working hours of the participants, all employees who are entitled to be present shall be excused with pay for that purpose.

Section 7
No recording device shall be utilized during any step of this procedure. No person shall be present at any step for the purpose of recording the discussion.

E. ARBITRATION

Section 1
The parties agree that arbitration is the method of resolving grievances which have not been satisfactorily resolved pursuant to the Grievance Procedure and is the agreed to method of appealing any fine, suspension, removal from service, or any reduction of rank or pay of any employee who is not serving a probationary period.

Section 2
Within fifteen (15) business days of the decision of the Chief of Police on an adverse action or grievance, the Union, on behalf of an employee or employees, may advise the Chief of Police in writing, signed by the aggrieved employee, of its demand for arbitration or request to utilize the Grievance Mediation procedure. The parties agree to meet at least once in a last attempt at conciliation. Should conciliation fail to settle the dispute, the parties will attempt to agree on a

statement of the issue for submission to arbitration/mediation. If the parties are unable to agree on a joint statement of the issue the arbitrator/mediator shall be free to determine the issue.

Section 3
If the Department believes the issue is not arbitrable and the Union disagrees or if agreement cannot be reached on a joint stipulation of the issue, each party shall submit its own statement of the issue to arbitration and the arbitrator will rule on arbitrability as a threshold issue before proceeding to a hearing on the merits. The arbitrator shall be selected by the parties from a panel or panels submitted by the Federal Mediation and Conciliation Service in accordance with that Service's procedures.

Section 4
Submissions to arbitration shall be made within ten (10) business days from any attempt at conciliation.

Section 5
1. The arbitrator shall hear and decide only one grievance or appeal in each case.

2. The parties to the grievance or appeal shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.

3. The hearing on the grievance or appeal shall be informal and the rules of evidence shall not apply. The hearing shall not be open to the public or persons not immediately involved unless all parties to the same agree. All parties shall have the right at their own expense to legal and/or stenographic assistance at this hearing.

4. The arbitrator shall not have the power to add to, subtract from or modify the provisions of this Agreement in arriving at a decision of the issue presented and shall confine his decision solely to the precise issue submitted for arbitration.

5. Arbitration awards shall not be made retroactive beyond the date of the occurrence of the event upon which the grievance or appeal is based.

6. The arbitrator shall render his/her decision in writing, setting forth his/her opinion and conclusions on the issues submitted, within thirty (30) days after the conclusion of the hearing. The decision of the arbitrator shall be binding upon both parties and all employees during the life of this Agreement.

7. A statement of the arbitrator's fee and expenses shall accompany the award. The fee and expense of the arbitrator shall be borne by the losing party, which shall be determined by the Arbitrator.

Section 6
Either party may file an appeal from an arbitration award to the PERB, not later than twenty (20) days after the award is served for reasons which show that:

1. The arbitrator was without authority or exceeded the jurisdiction granted;

2. The award on its face is contrary to law and public policy; or

3. Was procured by fraud, collusion or other similar and unlawful means.

Arbitrator invoices will be paid promptly. However, if the award is ultimately overturned and the losing party changes, the losing party shall reimburse the other party.

Section 7
In lieu of the arbitration procedures in this article, the parties may by mutual agreement, refer a particular grievance to expedited arbitration. The parties shall meet and select an arbitrator from the list of approved arbitrators. The hearing shall be conducted as soon as possible and shall be informal in nature. There shall be no briefs, no official transcript, no formal Rules of Evidence and the arbitrator shall issue a decision within five (5) days after the close of the hearing. The decision is binding on the parties.

ARTICLE 20
SPECIAL ASSIGNMENTS

Special Assignment vacancies shall be posted and shall be filled in accordance with applicable Department orders. However, the Department shall have the authority to assign members to the Executive Protection Unit and the Internal Affairs Division as the Chief of Police or his/her designee deems appropriate. The decision by the Chief or his/her designee will not be considered a violation of this Article. The Union agrees that it will not initiate any grievances as a result of the Department's decision not to advertise special assignment positions associated with the Executive Protection Unit and the Internal Affairs Division.

ARTICLE 21
FUNERAL EXPENSES

The Department will process all paperwork for a member who dies in the line of duty and will defray funeral expenses the Department determines to be reasonable.

ARTICLE 22
VOLUNTARY CHANGES IN SHIFTS AND DAYS OFF

Subject to management approval, employees will be allowed to exchange shifts and/or days off provided:

1. The change does not result in overtime or violation of the basic work week;

2. The change is between employees in the same classification and Police District; and,

3. The exchange is limited to five (5) times per calendar year.

ARTICLE 23
TARDINESS

Section 1
The parties agree that members of the unit shall be punctual in reporting for all duty assignments.

Section 2
Each instance of tardiness shall be recorded in members' personnel folders regardless of any reason for reporting after the time due. These reports shall be removed from the personnel folder one year from the date of the tardiness.

Section 3
In each instance of tardiness the member shall be charged hour for hour leave without pay. The minimum charge of leave without pay shall be one (1) hour during which time the member shall not be required to assume his assignment.

Section 4
Disciplinary action will be taken against any member who reports late more than six (6) times within a one (1) year period or who is absent without leave for more than four (4) hours.

Section 5
Those instances wherein a member is on duty and is late or fails to appear for an assignment shall be considered derelictions of duty and as such, discipline may be administered as provided for in Article 12 of the Agreement.

Section 6
The Department's current call-in leave procedure shall remain in effect.

ARTICLE 24
SCHEDULING

Section 1
Each member of the Bargaining Unit will be assigned days off and tours of duty that are either fixed or rotated on a known regular schedule, subject to the exceptions authorized by D. C. Official Code §1-612.01. Schedules shall be emailed to members or posted in a fixed and known location. Notice of any changes to their days off or tours of duty shall be made fourteen (14) days in advance. If notice is not given of changes fourteen (14) days in advance the member shall be paid, at his or her option, an additional half-time pay or compensatory time off for all hours worked outside the member's originally scheduled tour of duty. The notice requirement is waived for those members assigned to the Executive Protection Unit.

Section 2
The Chief or his/her designee may suspend Section 1 on a Department-wide basis or in an operational unit for a declared emergency, for crime, or for an unanticipated event.

Section 3
Changes in scheduled days off will not be used for discipline except as provided in Article 12, Section 13 of this Agreement.

Section 4
Shift changes during a scheduled period made voluntarily at the request of an officer and upon approval of the Employer shall not require additional compensation.

ARTICLE 25
SENIORITY

Section 1
Where objective considerations are equal, seniority shall be used as the tie breaker in assigning days off, vacations, and special assignments as defined in the applicable General Order. "Objective considerations" include, but are not limited to such matters as: ability; skill; and qualifications for an assignment; and, suitability and availability of other qualified members of the bargaining unit in the case of days off-and vacations.

Section 2
Seniority is defined as time in grade for Sergeants and Detectives Grade 1. For those receiving technician's pay, Detective Sergeant's pay and special duty/skill premium pay, seniority is defined as time in the position meriting technician's pay, Detective Sergeant's pay, and special duty/skill premium pay. In the event two or more members have the same time in grade or in position, the tie breakers shall be applied in the following order:

1. Continuous service to the Department;

2. Rank on promotion/selection list; and

3. Last four digits of employee's social security number with the lower number prevailing.

Section 3
This Article also does not prohibit a Commander from establishing a schedule that allows the partnering of experienced officers with less experienced officers on any tour of duty.

ARTICLE 26
TEMPORARY DETAILS AND ACTING PAY

Section 1
When the Department temporarily details a member and when the member returns to his/her original unit, the member shall be reassigned to his/her original position, if it still exists, or a comparable assignment if the original position no longer exists, and days off.

Section 2
An employee detailed or assigned to a position carrying additional compensation for more than 90 consecutive days shall receive the higher rate of pay beginning the first full pay period following the ninety (90)- day period.

Section 3
Management shall take measures to ensure that an employee assigned or detailed to a higher graded position is not arbitrarily removed from the detail and then reinstated to the detail in order to avoid acting pay in accordance with Section 2 above.

Section 4
Details or assignments to a higher graded position shall not be used as a pre-selection device for permanently filling the position. The permanent filling of the position shall be made in accordance with existing selection procedures.

Section 5
A report will be submitted twice a year, on January 1 and June 1, respectively, to the Union identifying by name and assignment those bargaining unit employees detailed to special assignment positions as designated by General Order 201.4.

Section 6
Nothing in this Article will preclude the Department and the Union from mutually agreeing to waive these provisions for unusual circumstances.

Section 7
Upon selection of an employee for a detail to a higher graded position, the selecting official shall issue a written justification to the record for the selection. The justification shall not be subject to an appeal or grievance.

ARTICLE 27
PERFORMANCE EVALUATION

The existing General Order 201.20, Performance Rating Plan, shall remain in effect unless the Department provides the Union with notice of any proposed change(s).

ARTICLE 28
POLYGRAPH EXAMINATIONS

Refusal to take a polygraph examination will not be a basis for disciplinary action.

ARTICLE 29
BLOOD DONATION

Unit members approved to donate blood during work time will be allowed up to five (5) hours administrative leave. Managers shall have complete discretion to grant or deny a member's request for administrative leave to donate blood.

ARTICLE 30
OVERTIME/COMPENSATORY TIME

Section 1
Except as provided in Section 2 of this Article, entitlement to and computation of overtime shall be determined in accordance with, and shall not exceed, the overtime provisions of section 7 of the Fair Labor Standards Act of 1938 (FLSA) as amended, 29 U.S.C. § 207.

Section 2
Scheduled leave shall count towards a member's 171-hour threshold established by the FLSA. Scheduled leave is only annual, restored, District of Columbia compensatory, or FLSA leave that is submitted to the member's lieutenant at least forty-eight (48) hours in advance of the shift the leave would commence. Any other type of leave shall not constitute scheduled leave.

Section 3
Leave requests not affirmatively approved shall be deemed denied. Notwithstanding any other provision of law, rule, regulation, or this agreement, a member's failure to submit a leave request at least forty-eight (48) hours in advance of the shift the leave would commence shall not be the subject of grievance, arbitration, or litigation.

ARTICLE 31
DENTAL INSURANCE

1. Effective the first full pay period of calendar year 2019, the Employer shall provide coverage under the Dental plan in effect for District employees. The Employer will pay the same premiums paid for other unionized District employees covered by the District Plans. Benefit levels of the District Plans shall not be reduced during the term of this agreement except by mutual agreement of the Employer, the Union and the insurance carriers.

2. Employees, at their election, may sign up for coverage through the District's benefit plans starting with the 2019 Open Enrollment Period, with coverage commencing the first full pay period of 2019.

ARTICLE 32
OPTICAL INSURANCE

1. Effective the first full pay period of calendar year 2019, the Employer shall provide coverage under the Vision plan in effect for District employees. The Employer will pay the same premiums paid for other unionized District employees covered by the District Plans. Benefit levels of the District Plans shall not be reduced during the term of this agreement except by mutual agreement of the Employer, the Union and the insurance carriers.

2. Employees, at their election, may sign up for coverage through the District's benefit plans starting with the 2019 Open Enrollment Period, with coverage commencing the first full pay period of 2019.

ARTICLE 33
PREPAID LEGAL PLAN

Section 1
As of Fiscal Year 2004, the Employer agrees to increase the current contribution of $19.39 by the CPI-W for the Washington Metropolitan Area published by the Bureau of Labor Statistics, United States Department of Labor, for the preceding year. The Employer agrees to increase the contribution on October 1 of each successive year of the agreement by the same percentage as the CPI-W for the Washington Metropolitan Area published by the Bureau of Labor Statistics, United States Department of Labor, for the preceding year.

Section 2
The Plan shall be contracted for by the labor organization subject to a competitive bidding process where bidders are evaluated and selected by the Union. The District may present a proposed contract which shall be evaluated on the same basis as other bidders. The contract shall provide that the Employer will be held harmless from any liability arising out of the implementation and administration of the plan by the benefit provider, that the benefit provider will supply utilization statistics to the Employer and the FOP upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

Section 3
The parties shall meet to develop procedures to implement these benefit programs which shall be binding upon the benefit provider. The procedure shall include an enrollment process.

Section 4
The provisions of this Article shall become effective upon the date of Council approval of this Agreement (or passage of sixty (60) days after submission to the Council without action being taken thereon).

Section 5
To be selected for a contract the benefit provider must maintain an office in the District of Columbia; be incorporated in the District and pay a franchise tax and other applicable taxes; have service providers in the District; and maintain a District bank account.

ARTICLE 34
HEALTH

The City shall continue to pay the maximum amount allowable contribution of health premiums pursuant to Federal law for both single and family coverage.

ARTICLE 35
WAGES

Section 1: Fiscal Year 2018
The basic salaries for all members of the bargaining unit who achieve Satisfactory or above performance, as defined by the applicable General Order, shall be increased by 3.0%, effective the first full pay period on or after October 1, 2017.

Section 2: Fiscal Year 2019
The basic salaries for all members of the bargaining unit who achieve Satisfactory or above performance, as defined by the applicable General Order, shall be increased by 2.0%, effective the first full pay period on or after October 1, 2018.

Section 3: Fiscal Year 2020
The basic salaries for all members of the bargaining unit who achieve Satisfactory or above performance, as defined by the applicable General Order, shall be increased by 3.5%, effective the first full pay period on or after October 1, 2019.

Section 4
The existing salary/step schedule shall continue.

ARTICLE 36
RETENTION DIFFERENTIALS

Section 1
Each bargaining unit member in active service on or after the effective date of this Article who has completed, or completes, 20 years of service under the Police Service salary schedule shall receive, per annum, a five percent (5%) base retention differential (BRD) computed on his/her rate of pay prescribed in the Police Salary schedule. A bargaining unit member is entitled to receive the BRD only as long as he/she is in active service. The BRD shall be considered basic pay for the purposes of retirement, life insurance and other forms of premium pay. The BRD shall be paid in the same manner as basic pay and shall be subject to the same withholding and deductions as basic pay.

Section 2
The Employer shall pay each and every member of the bargaining unit at the completion of his/her probationary period a four and two tenths percent (4.2%) retention allowance computed on his/her adjusted rate of pay prescribed in the Police Service salary schedule. The retention allowance shall be considered basic pay for the purposes of retirement, life insurance and other forms of premium pay. The retention allowance shall be paid in the same manner as basic pay and shall be subject to the same withholding and deductions as basic pay.

ARTICLE 37
SHIFT DIFFERENTIAL

All employees covered by this agreement are entitled to pay at their scheduled rate plus a differential of 3% for regularly scheduled non overtime work when the majority of their work hours occur between 3 p.m. and midnight; 4% of their scheduled rate if the majority of their work hours occur between 11 p.m. and 8 a.m.

ARTICLE 38
TECH PAY AND OTHER CURRENT SPECIAL DUTY AND SKILL PREMIUMS

Effective the first pay period on or after October 1, 2003, Tech Pay will be $1,500 per year; Special duty and skill premium pay shall be $3,000.

ARTICLE 39
UNIFORM AND CLOTHING ALLOWANCE

Section 1
The clothing allowance for Officers and Detectives assigned to plain clothes shall be $900.00 per year, payable in two payments no later than April 15 and October 15 of each year. The clothing allowance for casual clothes Officers shall be $450.00 per year, also payable twice yearly in April and October.

Section 2
Eligibility shall be based solely on the unit or position to which the member is assigned or detailed.

ARTICLE 40
DISTRIBUTION OF AGREEMENT

Section 1
The Department shall print and make available 1500 copies of this Agreement within 90 business days of approval of the Agreement by the Council of the District of Columbia. Each copy shall contain an alphabetical index. It shall also contain as an addendum to the contract, an unofficial complete pay schedule for both ranks in the bargaining unit. If the Employer has not produced the agreed upon printed copies of the Agreement within 90 business days of approval of the Agreement by the Council, the Union, after notifying management of its intent, may produce the printed copies unless management demonstrates that the reproduction of the Agreement is imminent. In the event that all of the copies are distributed, the Department agrees to subsequent printings in 500 copy increments. It is agreed that the cost of the initial printing of this Agreement, and any subsequent printings, shall be shared equally by the parties.

Section 2
The Union Chairman or his/her designee shall be given an opportunity to meet with all new employees in the unit for one hour during the orientation session. The Department agrees to furnish copies of this Agreement to all new employees.

ARTICLE 41
ADMINISTRATIVE LEAVE FOR OFF DUTY JOB RELATED ACTIVITIES

Section 1
Administrative leave is an excused absence with full pay and benefits that is not charged to annual leave, sick leave, or leave without pay.

Section 2
Administrative leave will be granted to employees participating in events related to his or her duties as a police officer, provided approval for such participation is granted in advance in accordance with Departmental orders.

Section 3
In accordance with District Personnel Manual Instruction No. 11B-21, Item 3, Section (d) (2), dated March 12, 1997, and Special Order, Subject: Overtime Compensation, dated March 28, 1997, administrative leave will no longer be non-worked, as it will prevent a member from reaching the 171 hour threshold during the 28 day FLSA cycle.

ARTICLE 42
CHARITABLE CONTRIBUTIONS

The parties recognize that charitable contributions are purely voluntary in nature.

ARTICLE 43
PHYSICAL FITNESS

The union recognizes the Department's right to establish physical fitness standards applicable to new applicants. With respect to current employees of the bargaining unit, the parties agree to work together to develop physical fitness standards for all members of the Department. When the standards are developed, the parties will negotiate the impact and effects of such standards.

ARTICLE 44
EMPLOYEE ASSISTANCE PROGRAM

Section 1
The Employee Assistance Program in place when this Agreement was negotiated shall remain in effect throughout its term.

Section 2
As of Fiscal Year 2013, the Employer agrees to increase the monthly contribution by the aggregated CPI-W between FY 2009 and 2012 per employee, per month and to increase the contribution on October 1 of each successive year of the agreement by the same percentage as the CPI-W for the Washington Metropolitan Area published by the Bureau of Labor Statistics, United States Department of Labor, for the preceding year. There will be no retroactive payments for the fiscal years between 2009 and 2012, inclusive.

Section 3
Upon expiration of the existing contract, the Plan shall be contracted by the labor organization subject to a competitive bidding process where bidders are evaluated and selected by the Union. The District may present a proposed contract which shall be evaluated on the same basis as other bidders. The contract shall provide that the Employer shall be held harmless from any liability arising out of the implementation and administration of the Plan by the benefit provider, that the benefit provider will supply utilization statistics to the Employer and the FOP upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

Section 4
The parties shall meet to develop procedures to implement these benefit programs which shall be binding upon the benefit provider. All members of the bargaining unit shall be enrolled.

Section 5
The provisions of this Article shall become effective upon the date of Council approval of this Agreement (or passage of sixty (60) days after submission to the Council without action being taken thereon).

Section 6
To be selected for a contract, the benefit provider must maintain an office in the District of Columbia; be incorporated in the District and pay a franchise tax and other applicable taxes; have service providers in the District; and maintain a District bank account.

ARTICLE 45
CATASTROPHIC ILLNESS/INJURY DONATION PROGRAM

Section 1
The joint labor management Committee consists of three (3) members from each party whose purpose is to establish guidelines, rules and operating procedures for this Program. The Committee is also responsible for the ongoing operation of the Program and is empowered to make revisions in the guidelines/procedures and decisions regarding the granting or denial of leave donations for both donors and recipients.

Section 2
It is further agreed that where there is no majority decision within the Committee on any matter, such issue shall be submitted to the Chief of Police or his/her designee for final ruling. It is further agreed that decisions, interpretations, and applications of this Section rendered by the Committee or the Chief of Police or his/her designee are final and binding and not subject to any grievance or appeal in any forum. The parties agree that the Committee shall be bound by the following conceptual principles in developing implementing rules and procedures:

(a) Potential recipients of the Program will only be considered provided medical documentation is produced supporting a claim of catastrophic illness or injury;

(b) Recipients must have exhausted all sick leave, annual leave, compensatory leave and any advanced leave that may be advanced by the Department;

(c) A recipient shall keep any unused portion of donated leave in his/her sick leave balance provided that such unused portion will not be used for calculating any additional retirement annuity;

(d) Compensatory Time Leave, FLSA Leave, Restored Leave, or annual leave may be donated for this Program;

(e) The leave identified in "d" above must be donated in four (4) hour increments;

(f) Once donated, the leave is forfeited by the donor and is transferred to the recipient only as sick leave;

(g) This program will only be utilized on an individual case-by-case basis.

ARTICLE 46
BACK PAY

The Employer shall issue to members their back pay checks within sixty (60) days from the date of the final determination that they are entitled to reimbursement. In the event the FOP arbitrates a claim of failure to comply with this Article, an arbitrator may, if appropriate, order interest.

ARTICLE 47
SAVINGS CLAUSE

Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by decree of a court of competent jurisdiction such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

ARTICLE 48
DURATION AND FINALITY OF AGREEMENT

Section 1
This Agreement shall remain in full force and effect until September 30, 2020, subject to the provisions of Section 1715 of the Act. If disapproved because certain provisions are asserted to be contrary to applicable law, the parties shall meet within thirty (30) days to negotiate a legally constituted replacement provision or the offensive provision shall be deleted.

Section 2
The parties acknowledge that this contract represents the complete Agreement arrived at as a result of negotiations during which both had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter. The Department and the FOP/MPD Labor Committee agree to waive the right to negotiate with respect to any subject or matter referred to or covered or not specifically referred to or covered in this Agreement for the duration of this contract.

Section 3
In the event that a state of civil emergency is declared by the Mayor (civil disorders, natural disasters, etc.) the provisions of this Agreement may be suspended by the Mayor during the time of emergency.

Section 4
This Agreement shall remain in effect until September 30, 2020, after approval as provided in Section 1715 of the Act, and will be automatically renewed for one (1) year periods thereafter unless either party gives to the other party written notice of intention to terminate or modify the

Agreement one hundred and fifty (150) days prior to its anniversary date. In the event that either party requests modification of any Article or part of any Articles or the inclusion of additional provisions, only the related Articles or part of the Articles shall be affected and the unrelated Articles and/or parts of Articles shall continue in full force and effect.

Section 5
All terms and conditions of employment not covered by the terms of this Agreement shall continue to be subject to the Employer's direction and control. However, when a Departmental order or regulation directly impacts on the conditions of employment of unit members, such impact shall be a proper subject of negotiation.

Section 6
Any and all agreements with the Employer shall be reduced to writing and signed by both parties; provided, however, that the Agreement shall not be binding upon the Labor Committee unless and until a majority of the dues paying members in good standing present and voting at a special meeting called solely for such purpose, shall ratify such Agreement by secret ballot vote. Every agreement entered into by the Labor Committee shall contain language setting forth the above requirement for bargaining unit ratification.

SIGNATURE PAGE 1

SIGNATURE PAGE 2

APPROVAL

This collective bargaining agreement between the Government of the District Of Columbia Metropolitan Police Department and the D. C. Police Union - Fraternal Order of Police/MPD Labor Committee, dated _____, 2018 has been reviewed in accordance with Sections 1-617.15 and 1-617.17 of the District of Columbia Official Code and is hereby approved on this ____ day of _____, 2018.

_____

Muriel Bowser, Mayor

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COMPENSATION COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

EFFECTIVE October 1, 2017 through September 30, 2021

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On-Call Notification Template ..... Appendix 1
(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~~ Michael Coley
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

Don Tatum, Labor Liaison
Department of Consumer and
Regulatory Affairs

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

Gina Toppin, Labor Liaison
Office of Contracting and Procurement

Quincy L. Booth, Director
Department of Corrections

Paulette Hutching-Johnson, Labor Liaison
Department of Corrections

Andrew Reese, Director
Department on Disability Services

Aretha Lyles, President
AFGE, Local 3721

Gina Walton, President
AFGE, Local 1975

Lisa Wallace, Vice President
1199 SEIU/UHWE

Harvey Cannon, President
NAGE, Local R3-05

Debbie Knox, President
NAGE, Local R3-07

David Hackney, President
NAGE, Local R3-08

LaToya McDowney, President
NAGE, Local R3-09

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~~ Rec Secy
Teamsters, Local 730
Richard L. Johnson

SNK

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

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

Jenifer Smith, PhD, Director
Department of Forensic Sciences

Rasheed Raj, General Counsel
Department of Forensic Sciences

Greer Johnson Gillis, Director
Department of General Services

Brittney A. Wright, Labor Liaison
Department of General Services

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

Kathleen Ognibene, Labor Liaison
Department of Health

Debra Walker, President
AFSCME, Local 709

[redacted], Chairperson
FOP/DYRSLC

Robert Hollingsworth, President
AFSCME, Local 2776

Antoinette White-Richardson, President
AFSCME, Local 1808

Darrin Roach, President
AFSCME, Local 877

LaVerne Gooding-Jones, President
AFSCME, Local 2087

Larry Doggett, Business Manager
Public Service Employees, Local 572

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

Polly 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

MCLOUD CARLOS

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

Hanseul Kang, Superintendent
Office of the State Superintendent
Of Education

Qulyana 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

Sudie 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.

Proposed Resolution	Title	Date of Approval
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 1	2	3	4	5	6	7	8	9	10	Between Steps
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:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 35,445	$ 36,679	$ 37,913	$ 39,147	$ 40,381	$ 41,615	$ 42,849	$ 44,083	$ 45,317	$ 46,551	$ 1,234
6	$ 39,271	$ 40,640	$ 42,009	$ 43,378	$ 44,747	$ 46,116	$ 47,485	$ 48,854	$ 50,223	$ 51,592	$ 1,369
7	$ 43,518	$ 45,030	$ 46,542	$ 48,054	$ 49,566	$ 51,078	$ 52,590	$ 54,102	$ 55,614	$ 57,126	$ 1,512
8	$ 47,792	$ 49,314	$ 50,836	$ 52,358	$ 53,880	$ 55,402	$ 56,924	$ 58,446	$ 59,968	$ 61,490	$ 1,522
9	$ 52,570	$ 54,249	$ 55,928	$ 57,607	$ 59,286	$ 60,965	$ 62,644	$ 64,323	$ 66,002	$ 67,681	$ 1,679
10	$ 57,670	$ 59,519	$ 61,368	$ 63,217	$ 65,066	$ 66,915	$ 68,764	$ 70,613	$ 72,462	$ 74,311	$ 1,849
11	$ 63,337	$ 65,372	$ 67,407	$ 69,442	$ 71,477	$ 73,512	$ 75,547	$ 77,582	$ 79,617	$ 81,652	$ 2,035

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

Fiscal Year:	2018	*Service Code Definition:*	*Clerical and Administrative Support*
Effective Date:	October 1, 2017	*Series:*	
Union/Nonunion:	Union	*Affected CBU/Service Code(s):*	
Pay Plan/Schedule:	CS		
Peoplesoft Schedule:	DS0079 X03		
% Increase:	3.0%		
Resolution Number:			
Date of Resolution:			

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

Effective Date: **October 1, 2017**

Union/Nonunion: **Union**

Pay Plan/Schedule: **CS**
Peoplesoft Schedule: **DS0067**
X04

% Increase: **3.0%**

Resolution Number:

Date of Resolution:

Service Code Definition: ***Corrections and Other Occupation Groups***

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)

	Step										
Grade	***1***	***2***	***3***	***4***	***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 X05**		0186 Social Worker (Associate)
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
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
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**3.0%**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 40,980	$ 42,093	$ 43,206	$ 44,319	$ 45,432	$ 46,545	$ 47,658	$ 48,771	$ 49,884	$ 50,997	$ 1,113
6	$ 45,422	$ 46,655	$ 47,888	$ 49,121	$ 50,354	$ 51,587	$ 52,820	$ 54,053	$ 55,286	$ 56,519	$ 1,233
7	$ 48,842	$ 50,223	$ 51,604	$ 52,985	$ 54,366	$ 55,747	$ 57,128	$ 58,509	$ 59,890	$ 61,271	$ 1,381
8	$ 53,878	$ 55,399	$ 56,920	$ 58,441	$ 59,962	$ 61,483	$ 63,004	$ 64,525	$ 66,046	$ 67,567	$ 1,521
9	$ 59,283	$ 60,966	$ 62,649	$ 64,332	$ 66,015	$ 67,698	$ 69,381	$ 71,064	$ 72,747	$ 74,430	$ 1,683
10	$ 65,076	$ 66,920	$ 68,764	$ 70,608	$ 72,452	$ 74,296	$ 76,140	$ 77,984	$ 79,828	$ 81,672	$ 1,844
11	$ 71,483	$ 73,515	$ 75,547	$ 77,579	$ 79,611	$ 81,643	$ 83,675	$ 85,707	$ 87,739	$ 89,771	$ 2,032
12	$ 85,661	$ 88,095	$ 90,529	$ 92,963	$ 95,397	$ 97,831	$ 100,265	$ 102,699	$ 105,133	$ 107,567	$ 2,434

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	Step 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:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between 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		
% Increase:	2.0%		
Resolution Number:			
Date of Resolution:			

Grade	Steps 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 1	2	3	4	5	6	7	8	9	10	Between Steps
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 1	2	3	4	5	6	7	8	9	10	Between Steps
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
Pay Plan/Schedule:	**CS**		0390 Telecommunications Equipment Operator
Peoplesoft Schedule:	**DS0067**		1802 Cellblock Technician (Cellblock Only)
	X04		1811 Criminal Investigator
			2151 Dispatcher (OUC Only)
% Increase:	**2.0%**		
Resolution Number:			
Date of Resolution:			

	Step										
Grade	***1***	***2***	***3***	***4***	***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 X05**		0186 Social Worker (Associate)
% Increase:	**2.0%**		
Resolution Number:			
Date of Resolution:			

	Steps										Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
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
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**2.0%**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

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

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	Step 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	*Series:*	0007 Correctional Officer
Peoplesoft Schedule:	DS0070		0083 Special Police Officer
	X10		0699 EMT/Paramedic
% Increase:	2.0%		
Resolution Number:			
Date of Resolution:			

	Steps										
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		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

Grade	Steps 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:			

	Steps										
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:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
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 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	Step 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 X05		0186 Social Worker (Associate)
% Increase:	3.0%		
Resolution Number:			
Date of Resolution:			

	Steps										Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Steps**
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
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**3.0%**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

	Step										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 43,051	$ 44,221	$ 45,391	$ 46,561	$ 47,731	$ 48,901	$ 50,071	$ 51,241	$ 52,411	$ 53,581	$ 1,170
6	$ 47,718	$ 49,014	$ 50,310	$ 51,606	$ 52,902	$ 54,198	$ 55,494	$ 56,790	$ 58,086	$ 59,382	$ 1,296
7	$ 51,313	$ 52,764	$ 54,215	$ 55,666	$ 57,117	$ 58,568	$ 60,019	$ 61,470	$ 62,921	$ 64,372	$ 1,451
8	$ 56,604	$ 58,202	$ 59,800	$ 61,398	$ 62,996	$ 64,594	$ 66,192	$ 67,790	$ 69,388	$ 70,986	$ 1,598
9	$ 62,287	$ 64,054	$ 65,821	$ 67,588	$ 69,355	$ 71,122	$ 72,889	$ 74,656	$ 76,423	$ 78,190	$ 1,767
10	$ 68,370	$ 70,307	$ 72,244	$ 74,181	$ 76,118	$ 78,055	$ 79,992	$ 81,929	$ 83,866	$ 85,803	$ 1,937
11	$ 75,103	$ 77,237	$ 79,371	$ 81,505	$ 83,639	$ 85,773	$ 87,907	$ 90,041	$ 92,175	$ 94,309	$ 2,134
12	$ 89,996	$ 92,553	$ 95,110	$ 97,667	$ 100,224	$ 102,781	$ 105,338	$ 107,895	$ 110,452	$ 113,009	$ 2,557

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

Fiscal Year:	**2020**	***Service Code Definition:***	***Maintenance, Trades, & Labor***
Effective Date:	**October 13, 2019**		***L- Leader***
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	B01 Regular B02 Leader
Pay Plan/Schedule:	**RW**		
Peoplesoft Schedule:	**WS0029** **WS0034- Leaders** **X07 (Leaders previously X08)**		
% Increase:	**3.0%**		
Resolution Number:			
Date of Resolution:			

Grade	Step 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:			

	Steps										
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**Between Steps**
5	$ 45,405	$ 46,571	$ 47,737	$ 48,903	$ 50,069	$ 51,235	$ 52,401	$ 53,567	$ 54,733	$ 55,899	$ 1,166
6	$ 49,002	$ 50,302	$ 51,602	$ 52,902	$ 54,202	$ 55,502	$ 56,802	$ 58,102	$ 59,402	$ 60,702	$ 1,300
7	$ 52,209	$ 53,681	$ 55,153	$ 56,625	$ 58,097	$ 59,569	$ 61,041	$ 62,513	$ 63,985	$ 65,457	$ 1,472
8	$ 57,564	$ 59,193	$ 60,822	$ 62,451	$ 64,080	$ 65,709	$ 67,338	$ 68,967	$ 70,596	$ 72,225	$ 1,629
9	$ 63,364	$ 65,162	$ 66,960	$ 68,758	$ 70,556	$ 72,354	$ 74,152	$ 75,950	$ 77,748	$ 79,546	$ 1,798
10	$ 69,532	$ 71,508	$ 73,484	$ 75,460	$ 77,436	$ 79,412	$ 81,388	$ 83,364	$ 85,340	$ 87,316	$ 1,976

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

Fiscal Year:	**2021**	***Service Code Definition:***	***Professional and Scientific***
Effective Date:	**October 11, 2020**	***Series:***	
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	
Pay Plan/Schedule:	**CS**		
Peoplesoft Schedule:	**DS0077**		
	X01		
% Increase:	**3.5%**		
Resolution Number:			
Date of Resolution:			

	Steps										
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:			

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

Effective Date: October 11, 2020

Union/Nonunion: Union

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0067
X04

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Service Code Definition: ***Corrections and Other Occupation Groups***

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)

	Step										
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**	***Series:***	0185 Social Worker
Peoplesoft Schedule:	**DS0080** **X05**		0186 Social Worker (Associate)
% Increase:	**3.5%**		
Resolution Number:			
Date of Resolution:			

	Steps										Between
Grade	***1***	***2***	***3***	***4***	***5***	***6***	***7***	***8***	***9***	***10***	**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
Pay Plan/Schedule:	**CS**		0638 Recreation Therapist
Peoplesoft Schedule:	**DS0069**		0644 Medical Technologist
	X06		0645 Medical Technician
			0647 Diagnostic Radiolofic Technician
% Increase:	**3.5%**		0649 Medical Instrument Technician
			0681 Dental Assistant
Resolution Number:			0682 Dental Hygienist
			0688 Sanitarian
Date of Resolution:			

	Step										
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- Leaders** **X07 (Leaders previously X08)**		
% Increase:	**3.5%**		
Resolution Number:			
Date of Resolution:			

Grade	Step 1	2	3	4	5	6	7	8	9	10	Between Steps
02	$ 17.50	$ 18.11	$ 18.72	$ 19.33	$ 19.94	$ 20.55	$ 21.16	$ 21.77	$ 22.38	$ 22.99	$ 0.61
02L	$ 19.07	$ 19.74	$ 20.41	$ 21.08	$ 21.75	$ 22.42	$ 23.09	$ 23.76	$ 24.43	$ 25.10	$ 0.67
03	$ 18.89	$ 19.53	$ 20.17	$ 20.81	$ 21.45	$ 22.09	$ 22.73	$ 23.37	$ 24.01	$ 24.65	$ 0.64
03L	$ 20.66	$ 21.37	$ 22.08	$ 22.79	$ 23.50	$ 24.21	$ 24.92	$ 25.63	$ 26.34	$ 27.05	$ 0.71
04	$ 20.21	$ 20.91	$ 21.61	$ 22.31	$ 23.01	$ 23.71	$ 24.41	$ 25.11	$ 25.81	$ 26.51	$ 0.70
04L	$ 22.16	$ 22.92	$ 23.68	$ 24.44	$ 25.20	$ 25.96	$ 26.72	$ 27.48	$ 28.24	$ 29.00	$ 0.76
05	$ 21.62	$ 22.35	$ 23.08	$ 23.81	$ 24.54	$ 25.27	$ 26.00	$ 26.73	$ 27.46	$ 28.19	$ 0.73
05L	$ 23.53	$ 24.35	$ 25.17	$ 25.99	$ 26.81	$ 27.63	$ 28.45	$ 29.27	$ 30.09	$ 30.91	$ 0.82
06	$ 22.84	$ 23.64	$ 24.44	$ 25.24	$ 26.04	$ 26.84	$ 27.64	$ 28.44	$ 29.24	$ 30.04	$ 0.80
06L	$ 25.11	$ 25.97	$ 26.83	$ 27.69	$ 28.55	$ 29.41	$ 30.27	$ 31.13	$ 31.99	$ 32.85	$ 0.86
07	$ 24.37	$ 25.21	$ 26.05	$ 26.89	$ 27.73	$ 28.57	$ 29.41	$ 30.25	$ 31.09	$ 31.93	$ 0.84
07L	$ 26.61	$ 27.54	$ 28.47	$ 29.40	$ 30.33	$ 31.26	$ 32.19	$ 33.12	$ 34.05	$ 34.98	$ 0.93
08	$ 25.76	$ 26.64	$ 27.52	$ 28.40	$ 29.28	$ 30.16	$ 31.04	$ 31.92	$ 32.80	$ 33.68	$ 0.88
08L	$ 28.15	$ 29.15	$ 30.15	$ 31.15	$ 32.15	$ 33.15	$ 34.15	$ 35.15	$ 36.15	$ 37.15	$ 1.00
09	$ 27.01	$ 27.95	$ 28.89	$ 29.83	$ 30.77	$ 31.71	$ 32.65	$ 33.59	$ 34.53	$ 35.47	$ 0.94
09L	$ 29.65	$ 30.67	$ 31.69	$ 32.71	$ 33.73	$ 34.75	$ 35.77	$ 36.79	$ 37.81	$ 38.83	$ 1.02
10	$ 28.39	$ 29.38	$ 30.37	$ 31.36	$ 32.35	$ 33.34	$ 34.33	$ 35.32	$ 36.31	$ 37.30	$ 0.99
10L	$ 31.15	$ 32.23	$ 33.31	$ 34.39	$ 35.47	$ 36.55	$ 37.63	$ 38.71	$ 39.79	$ 40.87	$ 1.08
11	$ 29.79	$ 30.83	$ 31.87	$ 32.91	$ 33.95	$ 34.99	$ 36.03	$ 37.07	$ 38.11	$ 39.15	$ 1.04
11L	$ 32.64	$ 33.78	$ 34.92	$ 36.06	$ 37.20	$ 38.34	$ 39.48	$ 40.62	$ 41.76	$ 42.90	$ 1.14
12	$ 31.15	$ 32.23	$ 33.31	$ 34.39	$ 35.47	$ 36.55	$ 37.63	$ 38.71	$ 39.79	$ 40.87	$ 1.08
12L	$ 34.15	$ 35.32	$ 36.49	$ 37.66	$ 38.83	$ 40.00	$ 41.17	$ 42.34	$ 43.51	$ 44.68	$ 1.17
13	$ 32.47	$ 33.60	$ 34.73	$ 35.86	$ 36.99	$ 38.12	$ 39.25	$ 40.38	$ 41.51	$ 42.64	$ 1.13
13L	$ 35.50	$ 36.78	$ 38.06	$ 39.34	$ 40.62	$ 41.90	$ 43.18	$ 44.46	$ 45.74	$ 47.02	$ 1.28

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

Fiscal Year:	**2021**	***Service Code Definition:***	***Correctional Officers & EMS***
Effective Date:	**October 11, 2020**		
Union/Nonunion:	**Union**	***Affected CBU/Service Code(s):***	A01. A03. A20. A21
Pay Plan/Schedule:	**CS**	***Series:***	0007 Correctional Officer
Peoplesoft Schedule:	**DS0070**		0083 Special Police Officer
	X10		0699 EMT/Paramedic
% Increase:	**3.5%**		
Resolution Number:			
Date of Resolution:			

	Steps										
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

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LABOR AGREEMENT

between the

Metropolitan Police Department

and the

National Association of Government Employees (NAGE)

Local R3-05

Effective March 8, 2007 – September 30, 2010

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ARTICLE 1
PREAMBLE

Section 1

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

Section 2

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

Section 3

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

Section 4

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

ARTICLE 2
RECOGNITION

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

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

ARTICLE 3
WAGES AND OTHER BENEFITS

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

ARTICLE 4
NO STRIKE CLAUSE

Section 1

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

Section 2

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

Section 3

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

Section 4

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

1. Within not more than eight (8) hours after receipt of written notification by the Employer of any strike, Local R3-05 shall publicly disavow the action by issuing a statement to the media stating that the strike is unauthorized and unsupported by the Union.

2. Local R3-05 shall in good faith promptly direct the employees in the bargaining unit to return to work.

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

Section 5

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

ARTICLE 5
MANAGEMENT RIGHTS

Section 1

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

1. To direct employees of the Agency;

2. To hire, promote, transfer, assign and retain employees in positions within the agency and to suspend, demote, discharge or take other disciplinary action against employees for cause;

3. To relieve employees of duties because of lack of work or other legitimate reasons;

4. To maintain the efficiency of the District government operations entrusted to them;

5. To determine the mission of the Agency, it's budget, its organization, the number of employees and the number, types and grades of positions of employees assigned to an organizational unit, work project or tour of duty, and the technology of performing its work, or its internal security practices; and

6. To take whatever actions may be necessary to carry out the mission of the District Government in emergency situations.

Section 2

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

Section 3

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

Section 4

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

ARTICLE 6
RIGHTS OF EMPLOYEE REPRESENTATION

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

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

Section 6

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

Section 7

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

Section 8

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

Section 9

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

1. An employee may request the presence of a Union representative during an interview by the Employer if he/she believes the interview/meeting may result in disciplinary action. A Local Union representative shall be given the opportunity to be present following such a request.

2. Upon the employee's request for Union representation, the Employer shall allow the employee time to consult with the Union representative regarding the subject and purpose of the meeting. A Union representative shall be given the opportunity to be present following such a request. In no event shall the meeting be delayed beyond 24 hours unless mutually agreed.

3. Upon the employee's request, official time shall be granted as needed within scheduled working hours to report grievances to Union representative(s) and to management.

4. Union stewards and officials shall be granted official time to investigate, receive and present a grievance in accordance with the provisions of the negotiated grievance

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

Section 10

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

Section 11

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

ARTICLE 7
PROBATIONARY EMPLOYEES

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

ARTICLE 8
DUES

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

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

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

ARTICLE 9
UNION SECURITY

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

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

ARTICLE 10
LABOR-MANAGEMENT COOPERATION

Section 1

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

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

Section 2

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

Section 3

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

ARTICLE 11
NON-DISCRIMINATION AND AFFIRMATIVE ACTION

Section 1 - Non-discrimination

1. Both parties shall share equally the responsibility for applying the provision of this Agreement to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, religion, national origin, political affiliation, handicap or sexual orientation.

2. The Employer agrees not to interfere with the rights of employees to become members of the Union and there shall be no discrimination, interference, restraint or coercion by the Employer or an Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union.

Section 2 - Affirmative Action

1. The Employer will continue to conduct an affirmative action program and a workplace environment plan formulated and implemented in accordance with applicable laws and regulations.

2. The Union shall have one (1) member on the Employer's EEO Counselor List selected

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

3. The Union shall be provided the opportunity for involvement in the assessment and development stages of the Employer Affirmative Action Plan. In addition, the Union may submit written comments and suggestions for the Employer's consideration during the assessment and development stages.

4. The Employer agrees to provide the Union with a reasonable number of copies of the Affirmative Action Plan and will make it available for review by employees. Additionally, the Employer will provide a copy of the EEO complaint procedure to the Union and to employees.

5. The Employer and the Union will respect an employee's right to file a formal discrimination complaint under the Metropolitan Police Department's equal employment opportunity program (EEO).

6. Final selection and appointment of EEO Counselors is a management responsibility. The Union will be provided with a list of the names of the EEO Counselors and EEO Officer.

7. Allegations of discrimination based on Union affiliation may be grieved and arbitrated under this Agreement. All other allegations of discrimination will be filed with the Department's EEO office, the District's Office of Human Rights or the U.S. EEO office.

ARTICLE 12
USE OF FACILITIES

Section 1

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

Section 2

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

Section 3

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

Section 4

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

ARTICLE 13
CONTRACTING OUT

Section 1

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

Section 2

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

ARTICLE 14
EMPLOYEE LISTS

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

ARTICLE 15
VACANCY ANNOUNCEMENTS

Section 1

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

Section 2

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

Section 3

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

Section 4

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

ARTICLE 16
JOB DESCRIPTIONS

Section 1

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

Section 2

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

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

Section 3

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

ARTICLE 17
REDUCTION IN FORCE

Section 1

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

Section 2

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

ARTICLE 18
SCHEDULING

Section 1 – Work Schedule

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

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

Section 2 – Changes In Work Schedule

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

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

Section 3 - Rest Periods

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

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

Section 4

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

ARTICLE 19
LEAVE

Section 1 – Annual Leave

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

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

the date(s) the leave is requested.

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

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

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

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

Section 2 – Sick Leave

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

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

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

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

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

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

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

Section 3 - Family and Medical Leave

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

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

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

Section 4 – Leave of Absences

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

Section 5 – Leave for Blood Donation

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

ARTICLE 20
TRAINING

Section 1 – Basic Training

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

Section 2 – Reassignments and New Assignments

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

Section 3 – Continued Training Opportunities

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

Section 4 – Career Training and Development

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

Section 5 – Funding

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

ARTICLE 21
SAFETY AND HEALTH

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

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

Section 6

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

Section 7

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

Section 8

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

Section 9

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

Section 10

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

ARTICLE 22
PERSONNEL FILES

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

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

Section 6

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

Section 7

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

ARTICLE 23
DISTRIBUTION OF CONTRACT

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

ARTICLE 24
DISCIPLINE

Section 1

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

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

1. Corrective Action – official verbal counseling; official verbal warning; official reprimand or suspension of three (3) days or less.

2. Adverse Action – suspension of four days or more; reduction in grade or removal.

Section 2

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

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

Section 3

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

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

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

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

Section 4

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

Section 5

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

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

Section 6

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

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

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

Section 7

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

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

Section 8

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

Section 9

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

1. The penalty does not exceed a fine or suspension of ten (10) days.

2. Transfer, reassignment, and nontraditional penalties including, but not limited to, community service, counseling, etc. are specifically permitted under this Section;

3. The affected employee voluntarily agrees to the penalty and waives all appeal rights after having been given an opportunity in the conference to present his/her side of the matter;

4. Any statements made in the conference (including proposed settlement) or actual agreement shall not be used by either party as evidence or precedent in that case or any other; except that the outcome of such a conference may be considered in the future for purposes of progressive discipline.

5. If an agreement is not reached between the affected employee and the Commander/Director (or designee), or the DDRO, where applicable, normal disciplinary procedures shall be followed in imposing any penalty.

ARTICLE 25
GRIEVANCE PROCEDURE

A. PURPOSE

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

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

B. PRESENTATION OF GRIEVANCES

Section 1

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

1. If a grievance involves all the employees in the bargaining unit, the grievance may be filed by the Union as a class grievance directly at Step 2 of the grievance procedure. It is understood that grievances filed by the Union as class grievances will be processed only if the issue raised by the grievance is the same as to all employees involved.

2. If a grievance involves a group of employees within a district or division, the grievance may be filed by the Union on behalf of the group of employees or by the group of employees at the appropriate management level authorized to resolve the issue.

Section 2

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

Section 3

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

Section 4

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

C. PROCEDURAL STEPS

Informal Step

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

Step 1

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

1. A statement of the specific provisions(s) of the Agreement alleged to have been violated, misapplied or misinterpreted;

2. The manner in which the provision is purported to have been violated, misapplied or misinterpreted;

3. The date or dates on which the alleged violation, misinterpretation or misapplication occurred;

4. The specific remedy or adjustment sought;

5. Authorization for the Union or other employee representative, if desired by the employee, to act as his/her representative in the grievance; and

6. The signature of the aggrieved employee or the Union representative, according to the category of the grievance.

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

Section 2

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

1. An affirmation or denial of the allegations upon which the grievance is based;

2. An analysis of the alleged violation of the agreement;

3. The remedy or adjustment, if any, to be made; and

4. The Signature of the appropriate management representative.

Step 2

1. If the grievance is not resolved at Step 1, the employee shall submit a written grievance to the Chief of Police within seven (7) business days following receipt of the Manager, Commanding Officer or Division Chief's response. The written grievance filed at this step need not be signed by the employee. The Chief of Police, or his/her designee, shall respond in writing to the grievance within seven (7) business days of its receipt.

2. Class grievance shall be submitted by the Union in writing at this step of the grievance as provided for in Part B, Section 1.1 of this Article and shall contain the following:

   a. A statement of the specific provision(s) of the Agreement alleged to have been violated;

   b. The manner in which the provision is purported to have been violated;

   c. The date or dates on which the alleged violation occurred;

   d. The specific remedy or adjustment sought;

   e. A statement that the grievance involves all employees in the bargaining unit and that the issue or issues raised by the grievance are the same to all employees involved;

   f. Signature of the President of Local R3-05;

   g. The required information must be furnished in sufficient detail to identify and clarify the matter at issue which forms the basis for the grievance. If the grievance does not contain the required information, the President of Local R3-05 shall be

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

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

D. GENERAL

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

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

Section 6

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

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

Section 7

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

E. ARBITRATION

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

1. The arbitrator shall hear and decide only one grievance or appeal in each case.

2. The parties to the grievance or appeal shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party.

3. The hearing on the grievance or appeal shall be informal and the rules of evidence shall not apply. The hearing shall not be open to the public or persons not immediately involved unless all parties to the same agree. All parties shall have the right at their own expense to legal and/or stenographic assistance at this hearing.

4. The arbitrator shall not have the power to add to, subtract from or modify the provision of this Agreement in arriving at a decision of the issue presented and shall confine his decision solely to the precise issue submitted for arbitration.

5. Arbitration awards shall not be made retroactive beyond the date of occurrence of the event upon which the grievance or appeal is based.

6. The arbitrator shall render his/her decision in writing, setting forth his/her opinion and conclusions on the issues submitted, within thirty (30) days after the conclusion of the hearing. The decision of the arbitrator shall be binding upon both parties and all employees during the life of this Agreement.

7. A statement of the arbitrator's fee and expenses shall accompany the award. The fee and expense of the arbitrator shall be borne equally by both parties.

Section 6

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

1. The arbitrator was without authority or exceeded the jurisdiction granted; or

2. The award on its face is contrary to law and public policy; or

3. Was procured by fraud, collusion or other similar and unlawful means.

ARTICLE 26
DISTRICT PERSONNEL MANUAL

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

ARTICLE 27
SAVINGS CLAUSE

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

ARTICLE 28
DETAILS

Section 1

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

Section 2

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

Section 3

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

Section 4

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

ARTICLE 29
DURATION AND FINALITY OF AGREEMENT

Section 1

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

Section 2

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

Section 3

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

Section 4

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

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

Charles H. Ramsey
Chief of Police

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

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MASTER AGREEMENT

BETWEEN

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

AND

THE GOVERNMENT OF THE DISTRICT OF COLUMBIA

EFFECTIVE THROUGH SEPTEMBER 30, 1995

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PREAMBLE

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

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

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

ARTICLE 1
RECOGNITION

The District of Columbia Government (Metropolitan Police Department, Office of Planning, Office of Energy, Department of Administrative Services, Department of Recreation and Parks, and Department of Human Services), pursuant to the appropriate Employer recognition, certifications of the Public Employee Relations Board (PERB) and its predecessor, the Board of Labor Relations, hereby recognizes for the purposes of collective bargaining the following American Federation of Government Employees, District of Columbia Locals: 383, 2737, 2741, 3406, 3444 and 3871.

ARTICLE 2
GOVERNING LAWS AND REGULATIONS

SECTION 1:

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

SECTION 2:

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

ARTICLE 3
UNION SECURITY AND DUES DEDUCTION

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

ARTICLE 4
UNION RIGHTS

SECTION 1:

A. Officers, stewards, and all other official representatives are authorized to perform Union duties during duty hours and will suffer no loss of pay, no adversarial action, no retaliatory action or loss of any other benefits as a result thereof. Performance evaluations of an employee will be adjusted to accommodate the performance of these official duties.

B. Officers and stewards shall not be denied the right to meet with employees or to act on behalf of employees in the bargaining unit.

SECTION 2:

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

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

B. Reasonable official time shall also be granted to other Local Union Officers and stewards to carry out their responsibility as authorized representatives of the Local.

C. If Management denies official time to a Union representative, the representative will be notified, at the time of denial, when they will be released. If the release is delayed for more than twenty-four (24) hours, the Local President or designee may request that the Management Official state the denial and the reason for denial. Such statement will be provided in writing within two (2) work days.

D. Labor-Management business shall include, but not be limited to the following:

1. Preparation, investigation, and presentation of all grievances and appeals heard by the Agency, OEA, PERB, OHR, Personnel, Arbitration, etc.;

2. Negotiations, consultations meetings and training involving Union representatives exclusively and/or between Union representatives and authorized Management officials concerning topics of interest to employees in the bargaining unit or subject which will enhance and improve labor-management relations;

3. Representation on labor-management committees; and

4. Other Union related matters such as assisting, investigating, researching regulations in conjunction with representational responsibilities.

SECTION 3:

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

SECTION 4:

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

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

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

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

SECTION 8:

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

SECTION 9:

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

SECTION 10:

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

SECTION 11:

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

ARTICLE 5
LABOR-MANAGEMENT RELATIONS

SECTION 1 - CONSULTATION AND COMMUNICATION:

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

SECTION 2 - LABOR-MANAGEMENT RELATIONS COMMITTEE:

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

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

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

SECTION 3 - LEVEL MEETINGS:

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

SECTION 4:

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

ARTICLE 6
EMPLOYEE RIGHTS

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

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

SECTION 7:

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

SECTION 8:

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

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

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

ARTICLE 7
CLASSIFICATION AND POSITION DESCRIPTION

SECTION 1 - CLASSIFICATION:

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

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

SECTION 2 - POSITION DESCRIPTIONS:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

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

SECTION 7:

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

SECTION 8:

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

ARTICLE 8
MERIT STAFFING

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

SECTION 8:

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

SECTION 9:

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

SECTION 10:

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

SECTION 11:

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

SECTION 12:

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

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

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

c. The name of the individual selected; and

d. His or her categorical ranking.

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

SECTION 13:

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

ARTICLE 9
CAREER LADDER

SECTION 1:

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

1. Recommended by the appropriate supervisor;

2. The Employee meets the appropriate minimum qualifications, including selective factors. For example:

   a. Time in grade requirement,

b. Demonstrated potential for the skill involved,

c. Demonstrated to the satisfaction of the supervisor, the ability to perform at the next higher level.

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

ARTICLE 10
DETAILS AND TEMPORARY PROMOTIONS

SECTION 1 - DETAILS:

A. A detail is the temporary official assignment of an employee to a different position for a specified time period with the employee returning to his/her regular duties at the end of the detail. The employee on detail shall at all times be considered the incumbent of his/her regular position.

B. Details shall not be made as a means of retaliation or discipline. Nothing in this Agreement prevents the Department from detailing an employee to maintain and preserve the efficiency of the service or the health, safety or welfare of the Department.

C. Details may be rotated among qualified employees.

D. Details may be used for meeting temporary needs of the Department's work program and for on-the-job training. Details may be appropriately used to meet emergencies occasioned by, among other things, abnormal work loads, changes in mission or organization, unanticipated absence, or to complete special projects.

E. Employees will be detailed to lateral positions in accordance with the time limits provided in the DPM.

F. Employees detailed to work in a higher graded position shall be entitled to the pay associated with that position after undertaking the duties of the higher grade for a period of ninety (90) consecutive days. Therefore, beginning on the ninety-first (91st) day, the employee is entitled to acting pay as long as he/she remains in the detail.

G. A record of all employee details or assignments to higher-graded positions in excess of thirty (30) working days shall be documented and placed in his/her personnel file. Notification of a detail or assignment shall be given to the affected employee as soon as practicable prior to the proposed detail.

H. Any employee covered by this Agreement shall not forfeit any benefits to which otherwise entitled under this Agreement while on detail or assignment to another activity, provided, however, such employee will be expected to conform to the rules and regulations governing such matters as hours of work in effect at the temporary duty activity.

I. Employees on detail to a lower-graded position shall maintain the pay of his/her incumbent position.

SECTION 2 - TEMPORARY PROMOTIONS:

A. A career employee may be given a temporary promotion to meet a temporary need. At the end of the specified period of time, the employee shall be returned to the same or comparable position from which the employee was temporarily promoted.

B. Except in emergency circumstances, advance notice shall be given to the Union of temporary promotions of the Local Officers and Stewards. The notification shall include the position, title, grade, effective date, and location.

C. A temporary promotion of 120 days or less may be made without regard to merit promotion requirements.

D. A temporary promotion of more than 120 days shall be made in accordance with merit promotion procedures.

ARTICLE 11
SPECIALLY FUNDED POSITIONS

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

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

ARTICLE 12
TEMPORARY AND TERM EMPLOYEES

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

ARTICLE 13
REASSIGNMENTS

SECTION 1:

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

SECTION 2:

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

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

SECTION 3:

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

ARTICLE 14
PERFORMANCE EVALUATION

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

1. Each Department shall ensure that each employee's supervisor discusses performance with him or her, employees shall be commended for good work and counseled where improvement is necessary; this shall be done in the course of day-to-day activities as the supervisor observes the employee's performance.

2. When the annual performance appraisal is issued by the immediate supervisor, a conference shall be held. The performance appraisal rating shall make allowances for job related factors beyond the control of the employee, mutually agreed to by the employee and the supervisor, which may have caused him or her not to have achieved a specific level of performance. Performance evaluations shall not be carried out in a retaliatory manner. At such conference, the supervisor will discuss the rating with the employee and describe how the employee can receive a higher rating.

3. Supervisors shall not ask employees and an employee shall not be required to sign incomplete or blank forms. Any alterations, changes, corrections, modifications, deletions or additions shall require the initials of the employee being rated. The employee shall, upon signing, receive a copy of the appraisal and be advised in writing of his/her appeal rights.

4. If an employee disagrees with his/her rating, then the employee may exercise his/her rights under relevant provisions of the DPM.

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

ARTICLE 15
TRAINING AND UPWARD MOBILITY

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

SECTION 1 - INFORMATION:

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

SECTION 2:

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

SECTION 3 - RECORDS:

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

SECTION 4 - IN-HOUSE TRAINING:

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

SECTION 5 - MANDATORY TRAINING:

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

SECTION 6 - OPTIONAL TRAINING:

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

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

SECTION 7:

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

SECTION 8 - LABOR REPRESENTATIVE TRAINING:

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

ARTICLE 16
CONTRACTING OUT/PRIVATIZATION

SECTION 1:

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

SECTION 2:

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

TION 3:

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

SECTION 4:

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

SECTION 5:

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

ARTICLE 17
REORGANIZATION OR REALIGNMENT

ECTION 1:

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

SECTION 2:

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

SECTION 3:

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

a. A description of the purpose and nature of the changes;

b. Organizational chart(s) existing and proposed;

c. Mission and function statements existing and proposed;

d. Staffing patterns existing and proposed; and,

e. Any relevant information deemed necessary for consultation.

SECTION 4:

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

SECTION 5:

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

ARTICLE 18
REDUCTION IN FORCE (RIF)/FURLOUGHS

SECTION 1:

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

SECTION 2:

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

a. The reason for the action to be taken;

b. The approximate number of employees who may be affected initially;

c. The types of positions anticipated to be affected initially; and

d. The anticipated effective date.

SECTION 3:

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

B. Priority re-employment rights will be afforded to employees separated through reduction in fore, prior to filling vacant positions of the same or similar job classifications, (except when the Employer fills positions through in-service placement action) in accordance with the District Personnel Manual (DPM).

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

SECTION 8:

Furlough days will not effect holiday pay or overtime pay.

SECTION 9:

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

SECTION 10:

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

SECTION 11:

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

ARTICLE 19
EQUAL EMPLOYMENT OPPORTUNITY

SECTION 1:

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

SECTION 2:

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

SECTION 3:

Management agrees to promote the Affirmative Action Program ensuring that:

A. All personnel actions and employment practices are based on merit and fair and equitable treatment; and,

B. Any complaints of, or known discriminatory personnel management policy, procedure or practice, shall be given prompt and fair consideration and corrected where found.

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

SECTION 8:

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

ARTICLE 20
CONSULTATION AND COUNSELING

SECTION 1:

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

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

SECTION 6:

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

SECTION 7:

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

ARTICLE 21
LEAVE ADMINISTRATION

SECTION 1 - APPLICATION OF LEAVE:

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

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

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

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

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

SECTION 2 - CALL IN TIME

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

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

SECTION 3 - VACATION SCHEDULES:

The Employer reserves the right to determine the number of

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

SECTION 4 - PAID LEAVE:

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

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

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

   a. Less than three years service - 1/2 day each pay period.

   b. More than three years service - 3/4 day each pay period.

   c. More than fifteen years service - 1 day each pay period.

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

   a. to correct an Administrative error;

   b. when annual leave was scheduled in advance but its use denied because of exigencies of the public business; or,

   c. when the annual leave was scheduled in advance but its use was precluded because of illness or injury.

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

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

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

B. SICK LEAVE:

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

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

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

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

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

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

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

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

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

C. MILITARY LEAVE:

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

D. COURT LEAVE:

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

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

E. VOTING AND REGISTRATION:

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

F. FUNERAL LEAVE:

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

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

G. OTHER (ADMINISTRATIVE LEAVE):

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

SECTION 5 - UNPAID LEAVE:

A. Leave Without Pay (LWOP):

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

B. Union Business:

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

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

C. TRAINING LEAVE:

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

D. MATERNITY/ PATERNITY LEAVE:

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

E. MILITARY FURLOUGH:

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

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

ARTICLE 22
USE OF PRIVATE VEHICLES

SECTION 1:

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

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

SECTION 2:

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

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

SECTION 3:

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

SECTION 4:

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

SECTION 5:

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

ARTICLE 23
SAFETY

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

A. The Employer agrees to furnish the appropriate protective clothing and equipment necessary for the performance of assigned work. The Union may, at its discretion, recommend new protective clothing and equipment modifications to existing equipment for consideration by the Employer.

B. Safety and protective equipment that is issued or made available by the Employer shall be worn or utilized, as the case may be, by the employees.

C. The Employer will provide proper eye protection for all employees where duty responsibilities so require.

SECTION 5:

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

SECTION 6:

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

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

SECTION 7:

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

SECTION 8:

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

SECTION 9:

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

SECTION 10:

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

SECTION 11:

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

SECTION 12:

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

SECTION 13:

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

Excessive temperatures are listed her for informational

purposes:

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

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

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

SECTION 14:

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

A. Meet once a month, or at the call of either co-chairperson to review special conditions which may develop.

B. Conduct safety surveys and make joint recommendations to the appropriate administrator, through the safety officer. Final reports from the appropriate administrator shall be provided to the Safety Committee within a reasonable period on all matters initiated by the Committee.

C. Coordinate the development and conduct of appropriate health and safety training programs. All training must be coordinated with the Office of Administration and Management.

D. Consult with, and render assistance to the Agency safety officer upon request.

SECTION 15:

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

SECTION 16:

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

SECTION 17:

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

SECTION 18:

A. The Employer shall provide full yearly physical examinations to all employees upon request of the employee, who because of the nature of their work may be exposed to biological or man made health risks.

B. The Employer shall provide full yearly physical, hearing and optical examinations to all employees, who because of the nature of their work may suffer physical or optical damage.

C. The examinations in A and B above shall be on official time and at no cost to the employee.

SECTION 19:

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

ARTICLE 24
CORRECTIVE AND ADVERSE ACTION

SECTION 1:

1. Corrective and Adverse Actions, as defined in Personnel regulations, may be imposed on employees only for cause, in accordance with the provisions of the Comprehensive Merit Personnel Act (CMPA) D.C. Law 2-139, as amended and the DPM.

2. Corrective and Adverse Actions will be appropriate to the circumstances, with due regard to the principles of progressive discipline in accordance with Chapter 16 of the DPM.

3. Employees may either grieve these actions through the negotiated grievance procedure or appeal them to the Office of Employee Appeals (OEA), but not both. Employees shall select either of these procedures in writing and once the selection is made, it cannot be changed. Adverse Action grievances shall be filed in accordance with Article 16, Section 5.

SECTION 2:

1. It is understood that correction and discipline by supervisors will be done in accordance with the circumstances so as not to subject the employee to unnecessary embarrassment, i.e., privacy.

2. An employee and the Union shall be notified in writing of any proposed disciplinary or adverse action within forty-five (45) days, no including Saturdays, Sundays, or legal holidays, after the date that the Employer knew or should have known of the act or occurence.

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

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

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

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

4. Employees shall not be required to write or sign incident statements in regard to possible disciplinary actions.

5. Employees shall be given a copy of the Report of Findings Determination made by the disinterested designee at the time of its issuance.

6. The removal of an employee during his/her probationary period is not grievable and shall be done in accordance with the DPM.

ARTICLE 25
HOLIDAYS

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

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

a. New Year's Day, January 1;

b. Dr. Martin Luther King, Jr.'s Birthday, the third Monday in January;

c. President's Day, the third Monday in February;

d. Memorial Day, the last Monday in May;

e. Independence Day, July 4;

f. Labor Day, the first Monday in September;

g. Columbus Day, the second Monday in October;

h. Veteran's Day, November 11;

i. Thanksgiving Day, the fourth Thursday in November; and,

j. Christmas Day, December 25.

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

ARTICLE 26
IMPROVED BENEFITS

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

ARTICLE 27
PERSONNEL ISSUES

SECTION 1:

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

SECTION 2:

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

ARTICLE 28
SUPPLEMENTAL NEGOTIATIONS

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

ARTICLE 29
WORK ON HOLIDAYS

SECTION 1:

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

SECTION 2:

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

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

SECTION 3:

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

ARTICLE 30
GRIEVANCE PROCEDURE

SECTION 1 - PURPOSE:

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

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

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

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

SECTION 2 - SCOPE:

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

SECTION 3 - PRESENTATION OF GRIEVANCES:

A. This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level.

B. Grievances not responded to by Management in a timely manner may be advanced to the next level by the Union.

C. Categories of Grievances:

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

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

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

SECTION 4 - PROCEDURAL STEPS/PERSONAL AND GROUP GRIEVANCES:

A. STEP 1:

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

B. STEP 2:

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

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

1. A statement of the specific provision(s) of the Agreement alleged to be violated.

2. The date(s) on which the alleged violation occurred.

3. A brief description of how the alleged violation occurred.

4. The specific remedy or adjustment sought.

5. Authorization by the employee if Union representation is desired.

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

C. STEP 3:

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

D. STEP 4:

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

SECTION 5 - ADVERSE ACTION GRIEVANCES:

A. STEP 1:

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

B. STEP 2:

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

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

SECTION 6 - UNION/CLASS GRIEVANCES:

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

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

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

SECTION 7 - ARBITRATION:

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

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

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

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

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

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

4. There shall be no posthearing briefs.

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

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

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

SECTION 8 - GENERAL:

1. Witnesses shall be sequestered upon request of either party.

2. If either party desires a verbatim record of the proceedings, it may order such record. The party desiring the record shall make the record available to the other party and pay full costs of the transcript. Upon mutual agreement, the expenses may be shared.

3. The parties shall request that the arbitration award be in writing and set forth the Arbitrator's findings, reasoning and conclusions, within thirty (30) days after the conclusion of the hearing. Time limits may be extended by mutual agreement except in the case of expedited arbitrations.

4. The Arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement through the award.

5. The Arbitrator's award shall be binding upon both parties. Nothing in this Section prevents either party from appealing an award pursuant to the negotiated grievance procedure, in accordance with D.C. Code §1-605.2. Either party may submit the award for reconsideration by filing an Arbitration Review Request with the Public Employee Relations Board (PERB) within the time prescribed by law and regulation. Whenever an Arbitrator's decision is appealed, the decision shall remain in effect pending the outcome of the appeal process.

6. A statement of the Arbitrator's fee and expenses shall accompany the award. The fee and expense of the Arbitrator shall be born by the losing party. In cases where it is unclear whether or not a party has lost the case, the Arbitrator will make the determination.

7. Any dispute over the application of an Arbitrator's award, the Arbitrator shall retain jurisdiction.

SECTION 9 - APPEAL AND GRIEVANCE OPTIONS:

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

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

SECTION 10 - QUESTIONS OR GRIEVABILITY:

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

ARTICLE 31
MANAGEMENT RIGHTS

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

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

1. To direct employees of the Department;

2. To hire, promote, transfer, assign and retain employees in positions within the agency and to suspend, demote, discharge or take other disciplinary action against employees for cause;

3. To relieve employees of duties because of lack of work or other legitimate reasons;

4. To maintain the efficiency of the District government operations entrusted to them;

5. To determine the mission of the agency, its budget, its organization, the number of employees and the number, types and grades of positions or employees assigned to an organizational unit, work project or tour of duty, and the technology of performing its work; or its internal security practices; and,

6. To take whatever actions may be necessary to carry out the mission of the District government in emergency situations.

ARTICLE 32
NO STRIKE OR LOCKOUT

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

ARTICLE 33
SAVINGS CLAUSE

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

ARTICLE 34
DURATION

SECTION 1:

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

SECTION 2:

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

SECTION 3:

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

SECTION 4:

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

Signed this _____ day of _____, 1994.

FOR THE EMPLOYER

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

Vincent Gray, Director
Department of Human Services
Services

FOR THE UNION

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

Hugh Battle, President
AFGE Local 383

Carole Hill Lowe, Director
Department of Recreation
and Parks

Thomas Proctor, President
AFGE Local 2741

Bruce Marshall, Director
Department of Administrative
Services

Sandra Addison, President
AFGE Local 3406

Chief Fred Thomas
Metropolitan Police Department

Ralph Bell, President
AFGE Local 3444

Al Dobbins, Director
Office of Planning and
and Energy

Paul Hart, President
AFGE Local 3871

Claretta Carpenter, President
AFGE Local 2737

APPROVAL

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

Sharon Pratt Kelly
Mayor

COLLECTIVE BARGAINING UNIT CODE DESCRIPTIONS

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

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

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

ARTICLE I
BULLETIN BOARDS

SECTION A:

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

SECTION B:

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

SECTION C:

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

ARTICLE II
EMPLOYEE COUNSELING PROGRAM

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

ARTICLE III
PERSONNEL FILES

SECTION A:

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

SECTION B:

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

SECTION C:

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

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

ARTICLE IV
USE OF DISTRICT GOVERNMENT FACILITIES

SECTION A:

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

SECTION B:

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

ARTICLE V
OVERTIME ASSIGNMENTS

SECTION A:

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

SECTION B:

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

SECTION C:

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

ARTICLE VI
HOURS OF WORK

SECTION A:

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

SECTION B:

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

SECTION C:

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

SECTION D:

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

ARTICLE VII
APPRENTICE CAREER DEVELOPMENT PROGRAM

SECTION A:

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

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

SECTION B:

The Program Development Guidelines shall be as follows:

1. Employees in the Program may be promoted without further competition when competition was held at an earlier stage, until reaching the Full Performance Level.

2. The Employer and the Union agree that Apprentice Career Development Promotions will be made only when:

   a. Recommended by the appropriate supervisor and approved by Management.

   b. The employee meets the appropriate minimum qualification including selective factors, and has:

      1. Demonstrated potential for the skill involved.

      2. Demonstrated to the satisfaction of the supervisor, the ability to perform at the next higher level.

      3. An employee in the Apprentice Career Development Program may receive successive Career Promotions until he/she reaches the Full Performance Level after meeting the qualification requirements of

Section B above for each level consistent with Personnel regulations.

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

SECTION C:

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

SECTION D:

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

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COLLECTIVE BARGAINING WORKING CONDITIONS AGREEMENT

BETWEEN

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

AND

THE DISTRICT OF COLUMBIA,

AND

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

EFFECTIVE OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2020

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ARTICLE 1
RECOGNITION

Section 1 – Recognition:

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

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

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

Section 2 – Coverage:

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

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

ARTICLE 2
LABOR-MANAGEMENT RELATIONS

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

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

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

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

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

A. The Union and the Mayor's Office of Legal Counsel (MOLC) shall establish a Labor-Management Committee (LMC) that will consist of an agreed upon number of Union and MOLC representatives.

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

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

Section 2 – Subcommittees:

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

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

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

Section 5 - Labor-Management Meetings:

A. In mutual recognition of the parties' joint desire to discuss and resolve matters of concern at the lowest possible level, the Union steward and first-level supervisor, should meet periodically for the purpose of meaningful consultation and communication on the problems and policies of the organization in their working unit, and if appropriate, the steward may meet with supervisors of a higher level. Such meetings between supervisors and stewards shall be on duty time, shall be brief, and shall cover matters of concern between them and appropriate to their relationship.

B. Appropriate representatives from the Union and Employer shall meet at either party's request to discuss problems concerning the implementation of this Agreement. Each party shall furnish the other with an itemized agenda setting forth the topics of discussion one (1) day before the meeting,

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

Section 6 - Organizational Changes:

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

Section 7 – Risk Assessment:

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

ARTICLE 3
ADMINISTRATION OF LEAVE

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

ARTICLE 4
ALTERNATIVE WORK SCHEDULES

Section 1 – Definitions:

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

B. **Professional Workweek:**

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

Section 2 Fair Labor Standards Act:

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

Section 3 Flexible/Alternative Work Schedules:

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

A. The demands of the requesting individual's work;

B. The need to maintain adequate staffing to handle unanticipated matters or cover

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

(1) The needs of the work unit, including the need to ensure sufficient staffing levels during core hours and availability of office staff or government officials;

(2) Whether granting an AWS request results in the denial of annual or sick leave to other members of the Office, Unit, Section, or Division;

(3) The past performance of the requesting individual;

(4) Equitable sharing of Office functions;

a. Whether work assignments can be performed effectively and efficiently by an employee on the type of AWS being requested;

b. Whether the requested AWS places an undue burden on others covered by this Office Order within a particular Unit, Section, or Division; and

c. Any other factor that may affect the quality or quantity of work accomplished by the Office, Unit, Section or Division.

Such schedules maybe appropriate where:

1. It is cost effective;

2. It increases employee morale and productivity; or

3. It better serves the needs of the public.

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

Section 4 Flexiplace/Telecommuting:

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

Section 5 Supervisor's Authority:

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

Section 6 Impact and Effect Bargaining:

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

ARTICLE 5
EMPLOYEE ASSISTANCE PROGRAM

Section 1 – General:

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

Section 2 - Use of Sick Leave:

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

ARTICLE 6
UNION STEWARDS/OFFICAL TIME

Section 1 - Number of Stewards:

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

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

Section 2 - Designation of Representatives:

A. Union Officers, Stewards and Other Representatives

1. Union Officers and Stewards: The Union agrees to provide the Employer and the Office of Labor Relations and Collective Bargaining (OLRCB) with a written list of its officers and stewards within two (2) workdays after the date this Agreement is executed and within five (5) working days after each general election.

2. Other Representatives: The Union will also notify the Employer and OLRCB, in writing, of other Union representatives who may request official time, along with a description of their individual Union assignments.

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

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

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

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

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

Section 3 - Performance Appraisals:

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

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

Section 4 - Official Time for Representational Activity:

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

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

(1) collective bargaining negotiations;

(2) discussions with Employer representatives concerning personnel policies, practices, and matters affecting working conditions;

(3) any proceeding in which the Union is representing an employee or the Union pursuant to its obligations under this Agreement;

(4) grievance meetings and arbitration hearings;

(5) a disciplinary or adverse action oral reply meeting, if the Union is designated as representative of the employee;

(6) any meetings for the purpose of presenting replies to the proposed termination of probationers, if the Union is designated as representative of the employee;

(7) any meeting for the purpose of presenting reconsideration replies in connection with the denial of within-grade increases, if the Union is designated as representative of the employee;

(8) attendance at an examination of an employee who reasonably believes he or she may be the subject of a disciplinary or adverse action;

(9) informal consultation meetings between the Employer and the Union;

(10) conferring with affected employees about matters for which remedial relief is available under the terms of this Agreement;

(11) attendance at meetings of committees on which Union representatives are authorized members by the Employer or this Agreement;

(12) attendance at labor-management committee meetings or other joint labor-management cooperative efforts;

(13) attendance at Employer recognized or sponsored activities to which the Union has been invited;

(14) attendance at public hearings of the District of Columbia City Council or other legislative/administrative bodies of the District or federal government relating to matters that affect either the Employer or labor relations/labor matters in the District of Columbia that impact or may impact the Union;

(15) necessary travel to any of the activities listed above;

(16) training related to the representational functions of Union officials and stewards which the parties agree is to their mutual benefit and for which management is given notice and provided with an agenda and course description; and

(17) new employee orientation meetings.

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

(1) Attending Local, Regional, or National Union meetings;

(2) Soliciting members;

(3) Collecting dues;

(4) Posting notices of Union meetings; administering elections;

(5) Preparing and distributing internal Union newsletters or other such internal documents; and,

(6) Internal Union strategy sessions, except for representational functions.

Section 5 - Requesting Official Time:

A. All use of official time by any Union officer, official, steward or other representative must be recorded on the Employer-approved Official Time Report Form and submitted on a monthly basis to Employer's designee.

B. Official time for Union representatives should be requested on the approved "Official Time Report" form. The Union representative will request authorization for official time from his or her supervisor in advance and as is consistent with workload requirements except when circumstances do not allow for advance approval (e.g., unscheduled meetings called by management where the Union's attendance is requested; or representation of employees in investigatory interviews; or circumstances where the employee might be subject to discipline). Failure to properly request and obtain approval of official time may result in disciplinary action depending on the circumstances.

C. All advance requests for official time are understood to be estimates.

D. If a request for official time is denied, the manager or supervisor refusing such permission shall give the reasons for refusal in writing to the individual who was so denied, if the individual involved makes such a request.

E. Employee Union representatives, except the Union President, in light of his 50% reduced caseload, Vice President #1, in light of his or her 20% reduced caseload, and Vice President #2, in light of his or her 15% reduced caseload, will complete the "Official Time Report" form (attached to this Agreement as Exhibit "A") provided by the Employer to accurately depict the actual official time used in a timely manner each pay period.

F. Management shall not prevent Union representatives from representing employees at reasonable times consistent with the provisions of this Agreement. The Union and employees recognize that workload and scheduling considerations will not always allow for the immediate release of employees from their assignments. However, the Employer agrees that such permission for release shall not be unreasonably delayed or denied. Workload needs will be balanced with official time needs prior to approval based on the following standard: official time requests shall be granted unless they hinder the accomplishment of essential workload requirements that cannot otherwise be accommodated.

G. All affected employees (e.g., grievants, representatives, witnesses, and appellants) whose presence has been determined to be necessary, by either the Union or the Employer, as the case may be, at relevant proceedings (including hearings, meetings, arbitrations, oral replies, or other labor-management business) will receive necessary official/duty time to participate in and travel to and from the proceedings.

Section 6:

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

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

Section 7:

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

ARTICLE 7
UNION USE OF EMPLOYER FACILITIES AND SERVICES

Section 1:

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

Section 2:

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

Section 3:

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

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

Section 4:

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

Section 5:

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

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

Section 6:

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

Section 7:

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

ARTICLE 8
PERSONNEL FILES

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

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

Section 2 - Right to Respond:

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

Section 3 - Right to Copy:

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

Section 4 - Access by Union:

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

Section 5 – Employee to Receive Copies:

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

ARTICLE 9
JOB DESCRIPTIONS

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

ARTICLE 10
LATE ARRIVAL/EARLY DISMISSAL

Section 1 -- Late Arrival:

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

Section 2 -- Early Dismissal:

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

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

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

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

ARTICLE 11
STRIKES AND LOCKOUTS

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

ARTICLE 12
CONTRACTING OUT/PRIVATIZATION

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

ARTICLE 13
UNION RIGHTS AND SECURITY

Section 1 – Exclusive Agent:

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

Section 2 – Access to Employees:

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

Section 3 – Dues Check Off:

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

Section 4 – Annual Notification of Annual Dues Amount:

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

Section 5 – Service Fees:

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

Section 6 – Cost of Processing:

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

Section 7 – Hold Harmless:

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

Section 8:

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

Section 9:

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

Section 10:

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

ARTICLE 14
TERM EMPLOYEES

Section 1:

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

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

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

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

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

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

ARTICLE 15
DISCRIMINATION

Section 1 – General Provisions:

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

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

Section 2 - Equal Employment Practices:

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

Section 3 – Sexual Harassment:

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

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

Section 4 – Union Activity:

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

A. To form, join and assist in labor organization or to refrain from this activity;

B. To engage in collective bargaining concerning terms and conditions of employment, as may be appropriate under the law, rules and regulations through a duly designated representative; and

C. To be protected in the exercise of these rights.

Section 5 – Discrimination Charges and Election:

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

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

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

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

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

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

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

Dated:

_____
EMPLOYEE'S NAME

ARTICLE 16
SAFETY AND HEALTH

Section 1 - Working Conditions:

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

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

Section 2 - Corrective Actions:

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

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

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

Section 3 - First Aid Kits and Defibrillators:

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

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

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

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

Section 4 – Excessive Temperatures in Buildings:

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

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

Section 5 – Maintenance of Health Records:

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

ARTICLE 17
INFORMATIONAL REPORTS ON EMPLOYEES

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

ARTICLE 18
FITNESS FOR DUTY

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

ARTICLE 19
REQUESTS FOR INFORMATION

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

ARTICLE 20
EMPLOYEE USE OF INFORMATION TECHNOLOGY

Section 1 – New Technology:

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

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

Section 2 – Electronic Mail Use:

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

Section 3 – Internet Access and Use:

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

Section 4 – Telephone Use:

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

Section 5 – Privacy:

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

ARTICLE 21
TRAINING

Section 1 - New Employee Orientation:

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

Section 2 - Continued Training Opportunities:

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

Section 3 - Requests for Continued Training:

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

ARTICLE 22
EMPLOYEE RIGHTS

Section 1 – Respect in the Workplace:

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

Section 2 - Employee Rights:

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

(1) to organize a labor organization free from interference, restraint, or coercion;

(2) to form, join, or assist any labor organization;

(3) to bargain collectively through representatives of their own choosing; and

(4) to refrain from any or all such activities under subsections (1), (2), and (3) of this subsection, except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in D.C. Official Code § 1-617.11 (2012 Supp.) ("Employee Rights").

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

Section 3 - Employee Grievances:

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

Section 4 – Conflicts of Interest:

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

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

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

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

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

ARTICLE 23
SABBATICAL/EXTENDED LEAVE

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

Section 1 – Process:

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

Section 2 – Supervisor's Authority:

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

Section 3 – Potential Loss of Benefits and Insurance Premiums:

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

an extended leave of absence in a non -pay status before submitting the request for sabbatical. Under no circumstances is the management required to allow attorneys to use leave intermittently to avoid the loss of benefits while the attorney is on sabbatical.

ARTICLE 24
REASSIGNMENTS, PROMOTIONS, DETAILS

Section 1 – Promotions:

The criteria and selection process for line attorney promotions are contained in OAG Office Order number 2007-36, entitled Promotion Policy for Legal Service Attorneys in the Office of the Attorney General. The terms of this policy are incorporated by reference into this Agreement, except as otherwise provided herein.

Section 2 - Promotion Priority Process:

Notwithstanding any other provision in this Agreement or in promotion policies and office orders, an attorney who is rated qualified for a promotion and assigned a promotion ranking number but not promoted in the rating period for which he or she is first qualified shall be promoted in rank order before attorneys who are later qualified for promotion, unless the Employer can demonstrate that a substantial reason exists for deviating from this provision.

Section 3 - The Promotions Ranking Committee:

A. The Promotions Ranking Committee (PRC) shall be comprised of Employer representatives (i) from each division in OAG or (ii) selected by the Mayor's Office of Legal Counsel for each subordinate agency. The PRC will rank all promotion candidates office-wide in accordance with procedures outlined in the Office Order establishing the PRC. The PRC shall be governed by the specific provisions set forth in applicable District of Columbia laws and regulations.

B. Management will provide a copy of the current list and it shall provide an updated copy as changes are made.

Section 4 – Grievance on Failure to Comply with Process:

Attorneys may not grieve a failure to obtain a promotion or failure to appear on a list of candidates recommended for promotion. The decision on whether to grant a promotion is within the sole and unreviewable discretion of the Attorney General or agency head, as applicable. However, attorneys may grieve management's alleged failure to comply with the process outlined in Office Order number 2007-36, later orders or section 2 above.

Section 5 – Filling Vacancies:

A. Whenever an attorney vacancy exists within OAG or at a subordinate agency, other than a temporary opening, in any existing job classification or as the result of the development or establishment of a new job classification, Employer shall provide a copy to the Union which shall post such vacancy notice on all Union bulletin boards. The Employer shall also post the announcement electronically through the use of agency-wide e-mail no later than ten (10) working days prior to the closing date. A copy of the notices of job openings will be provided to the appropriate Union Steward at the time of posting.

B. During this period, employees who wish to apply for the position, including employees on layoff, may do so. The application shall be in writing, and may be submitted by electronic mail, any official District online application system or in person to the appropriate Personnel Office.

Section 6 - Job Qualifications:

Management has the right to determine job qualifications. Where the Employer has considered the recommendations of the PRC and has determined that two or more employees/applicants for a position are equally qualified to perform the duties of the position, the selection shall be made by the Employer from the designated qualified candidates. The Employer may also reject all candidates on the list and may request a new list.

Section 7 - Additional Duties:

Issues involving changed or additional duties assigned to an employee, within his/her present position, shall be considered in accordance with District government position classification guidelines set forth in the District Personnel Manual and any other applicable District of Columbia law.

ARTICLE 25
TIMELY RECEIPT OF CORRECT PAY AND EXPENSE REIMBURSEMENTS

Section 1 - Tardy or Non-Receipt of Pay:

A. Employer shall use its best efforts to take all action necessary to correct tardy receipts or non-receipts of employee paychecks due to electronic, delivery, or other pay errors within its control.

B. Employer shall use its best efforts to take all action necessary to assist in correcting tardy receipts or non-receipts of employee paychecks due to electronic, delivery, or other pay errors when the specific error or needed correction is not within its control.

Section 2 - Pay Errors:

Employer shall expeditiously use its best efforts to take all action necessary to correct all other paycheck errors including those concerning benefits, sick leave, annual leave and various deductions. In any event, the Employer shall correct all pay errors no later than two (2) weeks following the identification of the error by the employee or the Employer. In the event that pay errors continue to exist more than two pay period after employee provides notice to the appropriate Employer representative and the delay results due to no fault of employee, employee shall receive four (4) hours of administrative leave.

Section 3 - Timely Receipt of Pay, Pay Increases, Bonuses and Reimbursements:

A. Employer agrees to use its best efforts to ensure that pay increases, including but not limited to those resulting from step increases, promotions, bonuses and other salary increases, are paid on the effective date. To this end, Employer shall, among other things, use its best efforts to ensure that paperwork needed to implement such increases is completed within a reasonable time of the proposed effective date of the action and shall process the proposed action as expeditiously as possible, to avoid or minimize any delay in implementation.

A. The Employer must pay all pay increases, including but not limited to those resulting from step increases, promotions, bonuses and other salary increases no later than two (2) pay periods following the effective date of the increase.

Section 4 - Timely Reimbursement of Expenses:

Employer shall use its best efforts to take all necessary action to ensure that reimbursement of pre-authorized expenses related to the employee's employment, including but not limited to travel and education expenses, is paid within thirty (30) days of submission of a proper request.

Section 5 – Audits:

In the event employee requests an audit of pay and benefit records because of errors made in their computation, Employer shall complete such audit and transmit the results to the requesting employee within ten (10) business days or shall provide the employee a reason why additional time is required and shall give a projected date of completion.

ARTICLE 26
GENERAL PROVISIONS

Section 1 - Work Rules:

Employees will be advised of verbal and written work rules that they are required to follow. The Employer agrees that proposed new written work rules and the revision of existing written work rules shall be subject to notice and consultation with the Union.

Section 2 – Identification Device:

The Employer agrees that the employee has a right to participate and identify with the Union as his/her representative in collective bargaining matters. Therefore, the Employer agrees that such identification devices as emblems, buttons and pins supplied by the Union to the employees within the bargaining unit may be worn on their clothing except when appearing in court or before any administrative tribunal or other government agency on behalf of the Employer.

Section 3 - Distribution of Agreement:

The Employer and the Union agree to electronically distribute the fully executed version of this contract to all management and covered employees upon execution of the contract by the parties.

Section 4 – Office Space:

Employer will consider the attorney client and other privileges in providing space. Office space will be identified by OAG, the Mayor, or their designees, and assigned by the Union. Employer determines space, division and section allocation, as well as what offices are available for bargaining unit employees. Employer will afford the Union the advance opportunity to consult over the design of new office space at each step of the design process. The parties acknowledge that this does not interfere with management's final authority to determine the final design.

ARTICLE 27
COMPUTATION OF TIME

All time frames referenced in this Agreement shall be interpreted as business days, unless otherwise specified.

ARTICLE 28
GRIEVANCE AND ARBITRATION PROCEDURES

Section 1 – Definitions:

A grievance under this section is an allegation that the other party has violated a provision of this Agreement. RIFs, furloughs, disciplinary actions and performance rating appeals are excluded from the definition of grievance under this section and such disciplinary actions and ratings are not subject to challenge, review or arbitration under the grievance and arbitration procedures of this section. The grievability of disciplinary actions and performance evaluations is governed by other parts of this Agreement and the Compensation Agreement.

Section 2 – Performance Ratings:

Any performance rating may be appealed within thirty (30) calendar days of receipt by the employee to a three-person committee established by the Attorney General or the Mayor's Office of Legal Counsel. The committee shall be empowered to review the basis for a direct

supervisor's rating, conduct a hearing, receive written briefs, and issue a written decision which shall approve, modify, or reject a performance rating. Any decision by the Committee shall be appealable to the Attorney General or agency head, as applicable, within thirty (30) calendar days of receipt of the decision by the employee. The Attorney General's decision or agency head's decision, as applicable, shall be final and no further appeal shall be allowed under this Agreement. If the committee does not act within thirty (30) calendar days of the appeal, the evaluation may be appealed to the Attorney General or the agency head, as applicable who shall issue a decision within fifteen (15) calendar days thereafter. If the Attorney General or agency head, as applicable, does not act within fifteen (15) calendar days, unsatisfactory evaluations may be appealed under the provisions of this Article within fifteen (15) calendar days. The Attorney General and the Mayor's Office of Legal Counsel shall establish procedures for appeals under this Article to the committee and to the Attorney General and agency head, respectively.

Section 3 – General Provisions:

Any grievance that may arise between the parties involving an alleged violation of this Agreement shall be settled as described in this Article unless otherwise agreed to in writing by the Union President and the Attorney General or agency head, as applicable, or his/her designee.

Section 4 – Information Requests:

Both parties shall provide all information determined to be reasonable and needed by the other party for processing of a grievance after a request by the other party within a reasonable amount of time.

Section 5 – Procedure:

A. This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level. Grievances must be filed at the lowest level where resolution is possible. Therefore, all grievances shall ordinarily be presented to the immediate supervisor unless it is clear that the immediate supervisor does not have authority to deal with the grievance and that it should be filed elsewhere. The Union may request a face-to-face meeting with the appropriate management representative who is delegated authority to deal with the grievance at each step. The parties agree to endeavor to engage in productive meetings to resolve a grievance.

B. Nothing in this Agreement shall be construed as precluding discussion between an employee, the Union and the appropriate supervisor over a matter of interest or concern to any of them prior to the initiation of a grievance. Once a matter has been made the subject of a grievance under this procedure, nothing herein shall preclude any party (the Union, the Employer or the Employee) from attempting to resolve the grievance informally at the appropriate level.

Step 1: The employee and/or the Union shall take up the grievance, in writing, with the employee's immediate supervisor within fifteen (15) business days from the date of the occurrence or when the employee or the Union knew or should have known of the occurrence. The written grievance shall be clearly identified as a grievance submitted under the provisions of this Article, and shall list the name of the grievant or grievants, the contract provisions allegedly

violated, the basic facts, issues, or concerns giving rise to the grievance, the date or approximate date and location of the violation and the remedy sought. The supervisor shall address the matter and shall respond, in writing, to the Steward and/or the employee within fifteen (15) business days after the receipt of the grievance.

Step 2: If the grievance has not been settled, or the supervisor has failed to respond, it may be presented in writing by the Union to the second level supervisor within ten (10) business days after the Step 1 response is due or received, whichever is sooner. The second level supervisor shall respond to the Union in writing within ten (10) business days after receipt of the written grievance.

Step 3: If the grievance is still unresolved, or the supervisor has failed to respond, it may be presented in writing by the Union to the Attorney General or agency head, as applicable, or his/her designee, within twenty (20) working days after the Step 2 response is due or received, whichever is sooner. The Attorney General or agency head, as applicable, or his/her designee, shall respond in writing to the Union within twenty (20) business days after receipt of the written grievance.

Step 4: If the grievance is still unresolved, or the Attorney General, or agency head, as applicable, or his/her designee has failed to respond, the Union may by written notice request arbitration within twenty (20) business days after the reply at Step 3 is due or received whichever is sooner.

A grievance filed by the Union on a matter involving more than one division within OAG, may be filed with the Attorney General or his/her designee at Step 3. The grievance must be filed within fifteen (15) business days from the date of the occurrence giving rise to the grievance or when the Union knew or should have known of the occurrence.

When mutually agreed by the parties, grievances on the same matter on behalf of two (2) or more employees may be processed as a single grievance for the purpose of resolving all the grievances.

A grievance filed by the Union which does not seek personal relief for a particular employee or a group of employees, but rather expresses the Union's disagreement with management's interpretation or application of the Agreement and which seeks an institutional remedy shall be filed at Step 3 within fifteen (15) business days from the date of the occurrence or when the Union knew or should have known of the occurrence to the extent reasonably possible.

A grievance filed by the Employer should be filed directly with the Union President within fifteen(15) business days from the date of the occurrence or when the Employer knew or should have known of the occurrence giving rise to the grievance. The Union President shall have fifteen (15) business days to respond. If the Employer's grievance is still unresolved, or the Union President or his/her designee has failed to respond, the Employer may by written notice request arbitration within twenty (20) business days after the Union's reply is due or received whichever is sooner.

A grievance concerning a continuing violation of this Agreement may be filed at any time during the existence of the alleged violation of this Agreement.

Section 6 - Selection of the Arbitrator:

The arbitration proceeding shall be conducted by an arbitrator selected by the Employer and the Union. The Federal Mediation and Conciliation Service (FMCS) shall be requested to provide a list of seven (7) arbitrators from which an arbitrator shall be selected within seven (7) calendar days after receipt of the list by both parties. Both the Employer and the Union may strike three (3) names from the list using the alternate strike method. The party requesting arbitration shall strike the first name. The arbitration hearing shall be conducted pursuant to the FMCS guidelines unless modified by this Agreement.

Section 7 – Authority of the Arbitrator:

The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation or application of the express provisions of this Agreement at issue between the Union and the Employer consistent with applicable law and regulation. He/she shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; or to impose on either party a limitation or obligation not explicitly provided for in this Agreement. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union and the Employer, subject to either party's appeal rights to the Public Employee Relations Board and the Superior Court of the District of Columbia.

Section 8 - Decision of the Arbitrator:

The arbitrator shall be requested to render his/her decision in writing within thirty (30) calendar days after the conclusion of the arbitration hearing.

Section 9 - Expenses of the Arbitrator:

Expenses for the arbitrator's services and the proceeding shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a record of the arbitration proceedings, it may cause such a recording to be made, providing it pays for the record and makes copies available without charge to the other party and the arbitrator.

Section 10 - Time Off For Grievance Hearings:

The employee, Union Steward and/or Union representative shall, upon request, be permitted to meet and discuss grievances with designated management officials at each step of the Grievance Procedure within the time specified consistent with Section 4 of Article 6 on Union Stewards.

Section 11 – Time Limits:

All time limits following the initiation of any grievance set forth in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may be invoked. The appropriate representative of either party shall not unreasonably deny a request for an extension of time if the request is made in writing by the original deadline date. The parties may mutually agree in writing to waive Steps 1 and/or 2 of the procedure described in this Article.

Section 12 – Termination of Grievance:

A grievance shall terminate when either party terminates its own grievance, when both parties consent or for failure to meet contractual time limits. The termination of a grievance shall not prejudice either party from reinstituting a grievance at a later date.

Section 13 – Exclusions:

Matters not within the jurisdiction of the Employer will not be processed as a grievance under this Article unless the matter is specifically included in another provision of this Agreement or the Compensation Agreement.

ARTICLE 29
DISCIPLINE AND DISCHARGE

Section 1 -- Disciplinary Actions:

A. Assistant Attorneys General ("AAG") in the bargaining unit are appointed to serve the District of Columbia consistent with the provisions of the Legal Service Act. An AAG may be subject to disciplinary action, including reprimand, suspension (with or without pay), reduction in grade or step, or removal for unacceptable performance or for any reason that is not arbitrary or capricious. Disciplinary actions shall be processed in accordance with Section 3614, Chapter 36 of the D.C. Personnel Regulations. The Employer shall provide the Employee with ten (10) calendar days advance notice, consistent with the notice provisions of Chapter 36 of the D.C. Personnel Regulations, of any proposed discipline, with the exception of summary removal. The proposed notice of discipline will also be sent to the Union.

B. Notwithstanding Section 1A herein, the Attorney General or an agency head, may summarily suspend or remove a bargaining unit member, in accordance with Sections 1616 and 1617 of the DPM, when the employee's conduct:

1. Threatens the integrity of government operations;

2. Constitutes an immediate hazard to the agency, to other District employees, or to the employee; or

3. Is detrimental to public health, safety, or welfare.

C. Upon request, an employee subject to any disciplinary action shall be allowed access to his or her office, at a mutually agreeable time, to retrieve personal items.

D. If there is no appeal pursuant to the provisions herein, the Attorney General's decision or agency head's decision, as applicable, shall be the final agency decision.

Section 2 -- Appeal Procedures:

After the Attorney General or agency head issues an administrative decision in accordance with §3614, Chapter 36 of the D.C. Personnel Regulations, the Union, on behalf of the Employee, may appeal the Attorney General's or agency head's suspensions of ten days or more, including demotions and terminations, within ten (10) business days of the Attorney General's or agency head's decision. This time limit may be extended by mutual consent of the parties, but if not so extended, must be strictly observed. An appeal to the nonbinding arbitrator shall stay the time limits for invoking a review by the Mayor under Section 3614, Chapter 36 of the D.C. Personnel Regulations. The Attorney General's or the agency head's decision in connection with a suspension of less than ten days or any other corrective action is final and not subject to appeal.

Section 3 -- Stay of Disciplinary Action:

The filing of an appeal shall not serve to stay or delay the effective date of the Attorney General's or agency head's final administrative decision.

Section 4 -- Standard of Review and Authority of the Arbitrator:

A. The arbitrator's jurisdiction and authority and opinion shall be confined exclusively to suspensions of ten days or more, and shall be an advisory, nonbinding decision concerning whether the Employer's decision to discipline is: (1) a result of the Employee's unacceptable performance, (2) for any reason that is not arbitrary or capricious in accordance with § 106.56(a) of the Legal Service Act, or (3) both.

B. The arbitrator does not have authority to modify, amend, or rescind any disciplinary action or to impose any back-pay or other financial obligation on the Employer resulting from the disciplinary action.

Section 5 -- Time Limits:

All time limits set forth, in this Article must be strictly observed. If the Union fails to pursue any step within the time limit then it shall have no further right to continue the appeal.

Section 6 -- Extension of Time Limits:

All time limits set forth in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time

period provided for in any step, the next step may be invoked. However, if a party fails to pursue any step within the time limit, then he/she shall have no further right to continue the grievance. The appropriate representative of either party shall not unreasonably deny a request for an extension of time if such request is made in writing by the original deadline date. The parties may mutually agree in writing to waive Steps 1 and or 2 of the procedure described in this Article.

Section 7 -- Substitution of Binding Arbitration Procedures:

In the event that the Council of the District of Columbia legislatively establishes a binding arbitration process concerning discipline and discharge for any unit employees in the Legal Service, the parties agree to reopen negotiations solely to rescind this Article to the extent of any conflict and incorporate the binding arbitration process into this Agreement to the maximum extent possible.

ARTICLE 30
SAVINGS CLAUSE

SECTION 1:

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

SECTION 2:

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

ARTICLE 31
INCORPORATION OF COMPENSATION AGREEMENT TERMS

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

ARTICLE 32
DURATION AND FINALITY

Section 1 -- Effective Date

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

Section 2 – Finality

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

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

FOR THE DISTRICT OF COLUMBIA GOVERNMENT

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

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

FOR THE AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES LOCAL 1403

Steve Anderson, President
AFGE, Local 1403

Robert A. DeBerardinis, Vice President
AFGE, Local 1403

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

FOR THE DISTRICT OF COLUMBIA GOVERNMENT

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

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

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Marie-Claire Brown
AFGE Local 1403

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COMPENSATION AGREEMENT

BETWEEN

THE OFFICE OF THE ATTORNEY GENERAL

AND

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

EFFECTIVE OCTOBER 1, 2013 THROUGH SEPTEMBER 30, 2017

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PREAMBLE

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

ARTICLE 1 -- RECOGNITION

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

ARTICLE 2 -- WAGES

	FY 2014	FY 2015	FY 2016	FY 2017
% Increase	1.5%	3%	3 %	3 %

SECTION A – FY 2014

The A-35 salary schedule for all bargaining unit employees will be increased by one and one half percent (1.5%) effective the first day of the first full pay period commencing on or after October 1, 2013. The Union has agreed to forego any adjustments coming from the District's Classification and Compensation initiative for the term of this Agreement.

Each employee who receives an "exceeds expectations" or substantially similar or higher rating for the evaluation period ending August 31, 2013, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2013, and in no event later than March 31, 2014. If Employer has not conducted a performance review for an employee by December 31, 2013, the employee shall be entitled to the bonus amount for FY 2014, established by the rating in the most recent annual performance evaluation, if any.

SECTION B -- FY 2015

The A-35 salary schedule for all bargaining unit employees will be increased by three percent (3%) effective the first day of the first full pay period commencing on or after October 1, 2014.

Each employee who receives an "exceeds expectations" or substantially similar or higher rating for the evaluation period ending August 31, 2014, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2014, and in no event later than March 31, 2015. If Employer has not conducted a performance review for an employee by December 31, 2014, the employee shall be entitled to the bonus amount for FY 2015, established by the rating in the most recent annual performance evaluation, if any.

SECTION C -- FY 2016

The A-35 salary schedule for all bargaining unit employees will be increased by three percent (3%) effective the first day of the first full pay period commencing on or after October 1, 2015.

Each employee who receives an "exceeds expectations" or substantially similar or higher rating for the evaluation period ending August 31, 2015, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2015, and in no event later than March 31, 2016. If Employer has not conducted a performance review for an employee by December 31, 2015, the employee shall be entitled to the bonus amount for FY 2016, established by the rating in the most recent annual performance evaluation, if any.

SECTION D -- FY 2017

The A-35 salary schedule for all bargaining unit employees will be increased by three percent (3%) effective the first day of the first full pay period commencing on or after October 1, 2016.

Each employee who receives an "exceeds expectations" or substantially similar or higher rating for the evaluation period ending August 31, 2016, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2016, and in no event later than March 31, 2017. If Employer has not conducted a performance review for an employee by December 31, 2016, the employee shall be entitled to the bonus amount for FY 2017, established by the rating in the most recent annual performance evaluation, if any.

SECTION E – Saturday and Holiday Pay

Effective FY 2015, attorneys who are required to work on Saturdays or holidays to provide court coverage will receive straight time pay for all hours worked. Disbursements for Saturday and holiday pay will not exceed $65,000.00 for any fiscal year of this Agreement. After disbursements reach $65,000.00 in any one fiscal year, attorneys who are required to work on Saturdays or holidays for the remainder of that fiscal year will receive compensatory time for the number of hours actually worked.

For the period of FY2014 that occurs after the effective date of this contract, all OAG attorneys who are required to work on Saturdays and holidays to provide court coverage shall receive compensatory time for the hours actually worked.

ARTICLE 3 -- BENEFITS COMMITTEE

SECTION A – General

The parties herein agree to establish a Benefits Committee. AFGE shall select two representatives to serve on the committee, at least one of whom shall have expertise in benefits, and the other of whom shall have such expertise or a demonstrated commitment to developing the necessary expertise. The District of Columbia Human Resources office shall appoint representatives with authority to serve on the committee. The Benefits Committee shall meet at least quarterly during the 24 month period immediately prior to the expiration of a benefits contract and have its first meeting within thirty (30) business days following the Council's approval of this Agreement.

SECTION B – Purpose

The purpose of the Benefits Committee shall be to address the benefits of employees in the Local 1403 bargaining unit and of other local unions that may join this committee and make recommendations to the Executive regarding those benefits. AFGE shall not have final decision making authority with regard to benefits. Differences in opinion arising from Benefits Committee meetings or the procurement process, including but not limited to vendor recommendations/selection and what benefits the District shall provide shall not be subject to grievance arbitration, or any bargained or statutory resolution process, unless an existing benefit is substantively modified or decreased. Arbitration is limited to interest arbitration to resolve conflicts resulting from the negotiation of successor collective bargaining agreements effective October 1, 2017, unless an existing benefit is substantively modified or decreased.

SECTION C -- Responsibilities

The members of the Benefits Committee shall be authorized to consider all matters that concern the benefits of employees represented by the Committee that are subject to mandatory bargaining between the parties. The Benefits Committee shall:

1. Monitor the quality and level of services provided to covered employees under existing Health, Retirement, Optical, Life, Disability, Indemnity and Dental Insurance Plans.

2. Review and recommend changes and enhancements in Health, Retirement, Optical, Life, Disability, Indemnity and Dental benefits, and any proposals for new benefits, consistent with Chapter 6, Subchapter XXI of the D.C. Official Code (2012 Repl.).

3. With the assistance of the Office of Contracting and Procurement, evaluate criteria for bids, make recommendations concerning the preparation of solicitations for requests for qualifications or proposals and make recommendations to the contracting officer concerning the selection of providers following the receipt of any statements of qualifications or bids, consistent with Chapter 4 of the D.C. Official Code (2012 Repl.).

4. Following the receipt of statements of qualification or bids to select Health, Retirement, Optical, Life, Disability, Indemnity and Dental insurance providers, or any statements of qualification or bids for the addition of new benefits providers, the Union President shall be notified to identify no more than one individual from the Benefits Committee to participate in each RFQ or RFP selection process and that representative shall not have final decision-making authority. However, Management shall consider the comments of Benefits Committee members and the input of the individuals selected to participate in the RFP selection process in good faith in the decision-making process.

5. Explore issues concerning the workers' compensation system that affect employees consistent with Chapter 6, Subchapter XXIII of the D.C. Official Code (2012 Repl.).

6. The Committee shall be notified by email of any alteration of existing benefits programs, and proposed additional benefit programs to determine the extent to which they impact employees. Upon notification, the Committee shall notify the Office of Labor Relations and Collective Bargaining within ten (10) calendar days to discuss any concerns any Committee member has regarding the impact on employees.

SECTION D – Maintenance of Benefits

Nothing herein shall be construed to reduce, modify or eliminate any benefits that bargaining unit members enjoyed prior to entering into this Agreement.

SECTION E – Additional Benefits

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

ARTICLE 4 -- BENEFITS

Except as otherwise provided in this Agreement, the Parties hereby incorporate the following specific benefits provided under the Compensation Agreement between the District of Columbia Government and Compensations Units 1 and 2, FY 2013 – FY 2017: Life Insurance; Health Insurance; Indemnity Insurance; Short and Long Term Disability Insurance; Optical and Dental Insurance; Annual, Sick and Other Leave; Pre-Tax Benefits; Retirement; Civil Services Retirement System; Defined Contribution; Deferred Compensation; as the applicable benefits for bargaining unit members covered by this Agreement.

Such benefits shall be amended or revised by any additional benefits negotiated and approved by the Benefits Committee established in Article 3, the City Council, and the Mayor with the express written consent of the Union for the duration of this Agreement.

SECTION A -- Life Insurance

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

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

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

2. 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 $10,000 coverage for the eligible spouse and $10,000 for each eligible child; $25,000 coverage for eligible spouse and $10,000 for each eligible

child; or $50,000 coverage for eligible spouse and $10,000 for each eligible child. Cost determined by age.

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

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

SECTION B -- Health Insurance

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

(a) The Employer may elect to provide additional health care providers for employees employed after September 1, 1987, provided that such addition of providers does not reduce the current level of benefits provided to employees. If the Employer decides to expand the list of eligible providers, the Employer shall give Union representatives notice of the proposed additions.

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

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

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

SECTION C – Optical and Dental

1. The District shall provide Optical and Dental Plan coverage at a level of benefits 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 Union representatives notice of the proposed additions.

SECTION D – Short and Long Term Disability

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

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

3. The District may elect to provide additional Short and/or Long Term Disability coverage providers, provided that the addition of providers does not reduce or substantively modify the current level of benefits provided to employees. If the District decides to expand the list of eligible providers, the District shall give the Union advance notice of the proposed additions.

SECTION E – AFLAC

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

SECTION F -- Annual Leave

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

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

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

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

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

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

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

SECTION G – Sick Leave

1. In accordance with District of Columbia Code §1-612.03 (2012 Repl.), a full-time employee covered by the terms of this Agreement may accumulate up to thirteen (13) sick days which accrues on the basis of four hours for each full biweekly pay period, and may accumulate up to thirteen (13) days in a calendar year.

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

3. An employee may use sick leave to

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

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

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

(d) Make any other use allowed by law.

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

SECTION H – Other Forms of Leave

1. Military Leave: An employee is entitled to leave, without loss of pay, leave, or credit for time of service as reserve members of the armed forces or as members of the National Guard to the extent provided in D.C. Official Code §1-612.03(m)(2012 Repl.).

2. Court Leave: An employee is entitled to leave, without loss of pay, leave, or service credit during a period of absence in which he or she is required to report for jury duty or to appear as a witness on behalf of the District of Columbia Government, or the Federal or a State or Local Government to the extent provided in D.C. Official Code §1-612.03(l) (2012 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 addition, the Employer shall grant an employee's request for annual, sick or compensatory time up to three (3) days upon the death of an immediate relative. Approval of additional time shall be at the Employer's discretion. However, requests for leave shall be granted unless the Agency's ability to accomplish its work would be seriously impaired. For purposes of this section "immediate relative" 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 (2012 Repl.) and related laws), parents and grandparents 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) and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. For the purpose of leave certification, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate within ten (10) business days of the Employer's request.

(b) 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 of 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) (2012 Repl.).

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

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

SECTION I -- Pre-Tax Benefits

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

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

SECTION J – Retirement

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

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

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

(a) Age 50 and 20 years of service;

(b) Any age and 25 years of service.

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

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

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

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

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

SECTION K – Holidays

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

(a) New Year's Day, January 1st of each year;

(b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;

(c) Washington's Birthday, the 3rd Monday in February of each year;

(d) D.C. Emancipation Day, April 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; and

(k) Christmas Day, December 25th of each year.

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

SECTION L – Benefits Levels

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

ARTICLE 5
COMPENSATORY TIME

A lawyer who is required to work one or more hours outside his or her normal work hours may request an equal amount of compensatory time from his or her supervisor. If the request is granted, the time will be recorded on the employee's records and may be used, in the same manner that annual leave is used. Compensatory time may only be approved for working at scheduled or special events outside an employee's regular work hours, travel time outside normal work hours, and extraordinary assignments. Compensatory time will not be approved to allow an employee to complete regular assignments. Regular assignments are preparation for trials, drafting motions and responses to motions, including but not limited to, Motions for Temporary Restraining Orders, Motions for Preliminary Injunctions, and any other daily tasks performed by attorneys. Compensatory time will not be provided if additional work beyond the regular work day has resulted from the employee's inefficient use of time during the regular work day. Compensatory time credit should be requested by an employee before the work is performed whenever possible. The decision to grant an employee compensatory time is at the discretion of management. Employees may not carry more than 24 hours of compensatory time for more than 2 successive pay periods. In no event will an employee be entitled to pay in lieu of compensatory time, except as expressly provided elsewhere in this Agreement.

ARTICLE 6
PROFESSIONAL MEMBERSHIPS

During the course of each fiscal year, the Employer shall provide a total of one (1) day of administrative leave (8 hours or the hourly work day for Employee) to any Employee who uses his/her out-of-State bar license by entering his or her appearance on behalf of the District of Columbia or individuals acting within the scope of their employment in any proceeding outside the District of Columbia. The use of administrative leave must be approved by the Employee's supervisor, which shall not be unreasonably withheld, and must be used no later than the last day of the fiscal year or 30 days after the Employee uses his/her out-of-State bar license, whichever is later.

ARTICLE 7
MONTHLY TRANSIT SUBSIDY

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

ARTICLE 8
MILEAGE ALLOWANCE METRO REIMBURSEMENT AND ACCESS TO OFFICIAL GOVERNMENT VEHICLES AND TRANSPORTATION

SECTION A – Parking Spaces

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

SECTION B – Mileage Allowance

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

SECTION C – Use of Personal Vehicles

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

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

SECTION D – Reimbursement for Use of Personal Vehicles

In the event it becomes necessary for employees to use their personal vehicle for official government business, employees shall obtain prior approval from his/her immediate supervisor and shall be reimbursed for mileage and parking incurred consistent with District of Columbia rules, regulations and orders.

SECTION E- Reimbursement for Taxicab Expenses

Employees who must travel by taxicab for official government business to a destination that is not accessible by Metro shall be reimbursed for their travel, provided that they receive prior authorization from an immediate supervisor for reimbursement.

SECTION F – Metro Fare Cards

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

SECTION G – Availability of Fleet Vehicles

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

ARTICLE 9
SICK LEAVE INCENTIVE PROGRAM

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

SECTION A – Accrual

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

1. Three (3) days off for utilizing a total of no more than two (2) days of accrued sick leave.

2. Two (2) days off for utilizing a total of more than two (2) but not more than four (4) days of accrued sick leave.

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

SECTION B – Employees in a Non-pay Status

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

SECTION C – Procedure for Use of Time Accrued

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

SECTION D – Use of Time Accrued

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

SECTION E – Part Time Employees

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

ARTICLE 10
ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT

SECTION A – Payment for Annual Leave/Compensatory Time

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

SECTION B -- Computation

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

ARTICLE 11
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. Employer shall submit the SF-52 and all other required documentation to the Department of Human Resources or the Office of Pay and Retirement Services within thirty (30) days following receipt from the employee of relevant documentation.

ARTICLE 12
WAITING PERIODS FOR ADVANCEMENT WITHIN STEPS

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

1. Steps 2, 3, 4 and 5: fifty-two (52) calendar weeks of creditable service;

2. Steps 6, 7, 8, 9 and 10: one hundred and four (104) calendar weeks of creditable service.

ARTICLE 13
GRIEVANCE AND ARBITRATION PROCEDURES

Grievance procedures shall be determined by the terms and conditions of Article 30 in the Non Compensation Agreement.

ARTICLE 14
SAVINGS CLAUSE

SECTION A

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

SECTION B

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

ARTICLE 15
DURATION AND FINALITY

Section 1 -- Effective Date

This agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the District of Columbia Comprehensive Merit Personnel Act D.C. Official Code, § 1-617.15(a), (2012 Repl.). This Agreement shall be effective on the date provided by law (i.e., when it is approved by the Council or as otherwise effective pursuant to D.C. Official Code § 1-617.17 (2012 Repl.)) and shall remain in full force and effect until September 30, 2017, or until a new compensation agreement becomes effective. Notice to reopen the Agreement shall be provided as required by D.C. Official Code § 1- 617.17 (f)(1)(A)(i) (2012 Repl.).

Section 2 – Finality

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

ARTICLE 16
INCORPORATION OF NON COMPENSATION AGREEMENT

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

On this 23rd day of June, 2014 and in witness to this Agreement, the Parties hereto set their signatures.

FOR THE DISTRICT OF COLUMBIA GOVERNMENT

Irvin B. Nathan, Attorney General
Office of the Attorney General

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

Natasha Campbell
Director, Office of Labor Relations & Collective Bargaining
Office of Labor Relations & Collective Bargaining

Dean Aqui
Attorney Advisor
Office of Labor Relations & Collective Bargaining

FOR THE AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES LOCAL 1403

Shana Frost, Acting President
AFGE, Local 1403

Robert A. DeBerardinis, Vice President
AFGE, Local 1403

APPROVAL

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

Vincent C. Gray

Vincent Gray, Mayor

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	FY 2020												FY 2021					
Divisions	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**	**Jul**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**
Executive Office of the Chief of Police	3	4	4	4	3	4	4	4	4	4	4	4	4	4	3	3	2	4
Agency Chief Financial Officer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Protection Unit	13	12	13	12	13	13	13	13	13	13	14	14	14	14	13	14	14	14
FOIA Office	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grants Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of Communications	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3
Office of General Counsel/Labor Relations (FOP F	5	4	4	4	4	4	1	4	4	4	4	4	4	4	4	4	4	4
Strategic Change Division	21	23	22	23	22	18	17	16	16	16	16	17	17	17	17	17	17	17
EOCOP Subtotal	**45**	**46**	**46**	**46**	**44**	**41**	**37**	**39**	**39**	**39**	**40**	**41**	**41**	**41**	**39**	**40**	**40**	**42**
Internal Affairs Bureau	5	5	5	5	5	5	5	6	6	5	5	5	5	5	5	5	5	5
Court Liaison Division	18	17	17	17	16	18	16	17	16	17	16	15	13	14	13	12	12	12
EEO Investigative Division	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Affairs Division	26	29	28	27	27	26	25	26	26	25	25	25	28	28	27	28	31	31
Risk Management Division	10	9	8	7	8	8	8	7	7	8	8	8	8	8	9	9	9	10
IAB Subtotal	**59**	**60**	**58**	**56**	**56**	**57**	**54**	**56**	**55**	**55**	**54**	**53**	**54**	**55**	**54**	**54**	**57**	**58**
Homeland Security Bureau	8	9	9	9	8	8	12	12	12	12	12	11	12	12	11	10	10	9
Joint Strategic and Tactical Analysis Command Center	85	88	88	91	92	94	93	96	89	88	96	120	113	122	122	117	92	89
Special Operations Division	175	183	184	184	185	185	183	184	180	178	176	177	174	174	179	180	181	180
Intelligence Division	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	32
HSB Subtotal	**268**	**280**	**281**	**284**	**285**	**287**	**288**	**292**	**281**	**278**	**284**	**308**	**299**	**308**	**312**	**307**	**315**	**310**
Corporate Support Bureau	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4
Fleet Services Division	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Medical Services Division	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Property Division	5	7	7	7	7	7	6	6	4	4	4	4	4	4	3	3	4	4
Records Division	13	13	12	12	12	13	12	14	14	17	17	20	23	29	28	28	21	19
CSB Subtotal	**27**	**28**	**27**	**27**	**27**	**28**	**26**	**28**	**26**	**29**	**29**	**32**	**35**	**41**	**39**	**39**	**33**	**31**
Professional Development Bureau	6	6	3	2	3	5	6	6	6	6	5	5	5	8	8	8	8	5
Disciplinary Review Division	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Human Resource Management Division	16	13	14	16	13	13	13	14	14	14	12	11	10	11	17	20	21	24
Metropolitan Police Academy Division	65	66	94	59	66	66	64	61	62	63	62	61	57	56	58	53	52	53
Recruit Officers	161	181	165	156	176	197	201	148	148	121	141	144	162	143	119	92	91	89
Recruiting Division	7	7	7	6	6	5	4	4	4	4	3	3	3	3	3	3	3	3
PDB SubTotal	**258**	**276**	**287**	**242**	**267**	**289**	**291**	**236**	**237**	**211**	**226**	**227**	**240**	**224**	**208**	**179**	**178**	**177**
Information Technology Bureau	1	1	1	1	1	2	11	14	16	17	21	1	0	0	0	0	0	0
Business Application Division	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Data Quality and Compliance Division	2	3	3	5	4	5	4	3	3	3	4	4	4	4	4	3	3	3
Engineering Division	2	2	2	2	2	3	4	3	3	2	2	2	2	2	2	2	2	2
Program Management Division	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ITB SubTotal	**6**	**8**	**8**	**10**	**9**	**12**	**21**	**22**	**24**	**24**	**29**	**9**	**8**	**8**	**8**	**7**	**7**	**7**
Patrol Services North (Non-District)	16	17	16	17	17	15	15	14	13	14	14	13	13	13	12	12	12	12
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Second District	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operations Command and Support	56	51	41	46	44	39	38	38	41	46	46	35	31	42	44	40	30	38
Focused Mission	30	31	29	31	32	31	31	29	30	31	33	32	32	32	31	24	23	22
2D PSA Subtotal	**218**	**235**	**244**	**239**	**239**	**239**	**242**	**250**	**244**	**242**	**238**	**251**	**255**	**238**	**240**	**250**	**251**	**245**
PSA 201	21	21	22	20	21	22	20	20	20	20	19	19	18	16	20	16	16	17
PSA 202	21	24	25	23	23	22	22	23	23	21	22	21	22	21	20	26	27	25
PSA 203	16	18	19	21	21	23	23	23	22	22	23	25	25	23	22	17	17	16
PSA 204	24	22	21	22	23	24	24	24	23	22	20	25	22	21	21	24	24	24
PSA 205	20	19	19	19	19	17	19	19	19	19	19	20	20	19	19	21	23	21

	FY 2020												FY 2021					
Divisions	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**	**Jul**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**
PSA 206	26	30	29	30	29	30	30	29	30	30	29	31	31	28	27	39	37	37
PSA 207	29	30	35	29	30	27	29	31	31	30	30	31	32	31	31	36	36	35
PSA 208	36	37	43	42	41	41	42	44	39	38	36	37	38	35	36	37	38	37
PSA 209	22	26	31	31	30	31	31	30	30	31	31	30	35	33	32	31	30	30
Unassigned Probationary Officers	3	8	0	2	2	2	2	7	7	9	9	12	12	11	12	3	3	3
2D District Total	**304**	**317**	**314**	**316**	**315**	**309**	**311**	**317**	**315**	**319**	**317**	**318**	**318**	**312**	**315**	**314**	**304**	**305**
Third District																		
Operations Command and Support	33	34	37	40	36	34	33	35	34	32	31	31	35	33	34	34	33	34
Focused Mission	54	53	51	53	55	54	52	52	51	52	53	52	52	52	56	55	52	53
3D PSA Subtotal	**227**	**235**	**233**	**235**	**234**	**237**	**233**	**238**	**234**	**241**	**241**	**239**	**229**	**234**	**230**	**234**	**233**	**226**
PSA 301	21	21	18	20	21	22	23	23	23	22	22	22	20	21	18	17	17	18
PSA 302	45	46	44	39	39	39	38	37	37	36	38	38	38	37	37	37	37	35
PSA 303	25	26	25	26	25	23	21	22	20	23	28	27	28	28	23	23	24	24
PSA 304	27	29	34	30	31	33	28	27	28	28	30	33	30	31	35	35	34	33
PSA 305	28	28	32	34	34	36	35	35	34	34	33	34	34	34	32	33	32	30
PSA 306	27	27	23	25	25	25	24	24	24	24	25	26	24	23	21	23	24	24
PSA 307	24	28	25	29	28	28	30	30	28	27	30	29	27	27	24	23	22	23
PSA 308	30	30	30	31	30	30	30	30	30	29	28	26	25	26	33	33	33	33
Unassigned Probationary Officers	0	0	2	1	1	1	4	10	10	18	7	4	3	7	7	10	10	6
3D District Total	**314**	**322**	**321**	**328**	**325**	**325**	**318**	**325**	**319**	**325**	**325**	**322**	**316**	**319**	**320**	**323**	**318**	**313**
Fourth District																		
Operations Command and Support	35	35	42	43	42	31	31	31	33	31	31	26	29	38	37	37	28	35
Focused Mission	21	20	18	19	20	20	20	21	22	23	22	20	18	16	16	15	16	15
4D PSA Subtotal	**258**	**263**	**260**	**267**	**264**	**270**	**272**	**270**	**269**	**272**	**276**	**285**	**282**	**269**	**268**	**266**	**269**	**262**
PSA 401	24	26	24	26	27	31	30	28	27	40	38	41	33	30	30	30	31	29
PSA 402	44	45	43	44	47	39	41	41	40	28	27	26	26	27	27	26	24	25
PSA 403	29	28	29	29	28	28	28	27	27	28	30	28	30	28	27	26	26	26
PSA 404	26	26	26	25	25	22	23	22	22	30	30	31	33	32	30	30	30	28
PSA 405	27	27	27	27	25	28	28	27	27	29	27	29	30	25	23	22	27	25
PSA 406	25	24	23	25	25	31	30	30	30	25	25	25	27	27	27	26	26	24
PSA 407	23	26	25	26	25	29	27	26	28	32	32	33	31	29	28	26	27	27
PSA 408	23	24	23	24	25	31	31	31	31	23	27	27	27	26	25	25	25	25
PSA 409	30	30	28	27	25	30	30	29	28	31	32	33	33	30	31	31	30	30
Unassigned Probationary Officers	7	7	12	14	12	1	4	9	9	6	8	12	12	15	20	24	23	23
4D District Total	**314**	**318**	**320**	**329**	**326**	**321**	**323**	**322**	**324**	**326**	**329**	**331**	**329**	**323**	**321**	**318**	**313**	**312**
Fifth District																		
Operations Command and Support	48	38	38	42	38	39	38	39	39	38	38	35	40	46	44	44	39	49
Focused Mission	26	26	26	24	25	25	25	24	22	23	23	23	24	23	23	23	23	22
5D PSA Subtotal	**260**	**277**	**275**	**273**	**275**	**272**	**273**	**275**	**276**	**288**	**292**	**291**	**285**	**274**	**279**	**273**	**279**	**262**
PSA 501	37	39	38	37	37	35	36	36	36	37	39	36	36	32	33	32	33	34
PSA 502	33	33	29	27	29	29	30	30	30	30	29	30	35	32	32	31	34	35
PSA 503	31	32	31	30	32	31	30	31	31	31	31	31	37	37	36	33	35	34
PSA 504	33	31	30	31	29	32	34	34	35	35	35	34	33	31	30	29	28	25
PSA 505	39	42	46	45	46	45	48	44	43	42	42	39	41	41	39	38	37	35
PSA 506	40	42	41	41	42	42	45	45	46	46	46	47	41	40	41	40	41	38
PSA 507	47	46	45	44	43	42	47	47	47	48	48	47	41	39	40	40	41	38
Unassigned Probationary Officers	0	12	15	18	17	16	3	8	8	19	22	27	21	22	28	30	30	23
5D District Total	**334**	**341**	**339**	**339**	**338**	**336**	**336**	**338**	**337**	**349**	**353**	**349**	**349**	**343**	**346**	**340**	**341**	**333**
Patrol Services-North Subtotal	**1282**	**1315**	**1310**	**1329**	**1321**	**1306**	**1303**	**1316**	**1308**	**1333**	**1338**	**1333**	**1325**	**1310**	**1314**	**1307**	**1288**	**1275**
Patrol Services South (Non-District)	9	9	8	9	9	10	10	9	9	10	10	10	10	10	10	10	10	9

Divisions	FY 2020 Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	FY 2021 Oct	Nov	Dec	Jan	Feb	Mar
First District																		
Operations Command and Support	47	46	47	47	44	43	42	43	43	47	44	35	34	41	41	40	31	40
Focused Mission	52	52	55	56	53	51	50	49	48	48	48	46	46	46	46	46	46	46
1D PSA Subtotal	**239**	**243**	**233**	**238**	**235**	**233**	**233**	**242**	**241**	**242**	**238**	**244**	**242**	**233**	**233**	**237**	**244**	**237**
PSA 101	30	32	26	28	26	26	27	28	28	29	29	29	29	29	28	29	30	29
PSA 102	41	40	38	41	40	39	37	38	37	40	38	38	38	36	37	39	40	39
PSA 103	26	25	22	22	23	25	25	26	26	27	27	28	27	26	26	23	24	23
PSA 104	27	28	26	26	26	26	25	28	28	29	28	29	28	27	25	29	29	29
PSA 105	27	29	35	36	36	29	29	31	31	28	27	31	31	29	28	29	31	28
PSA 106	34	36	33	32	32	37	38	40	40	36	36	35	36	36	36	32	32	33
PSA 107	30	29	29	29	29	27	26	27	27	28	28	28	28	26	26	24	25	23
PSA 108	24	24	24	24	23	24	24	24	24	25	25	24	23	22	22	26	27	27
Unassigned Probationary Officers	0	0	0	0	0	0	2	0	0	0	0	2	2	2	5	6	6	6
1D District Total	**338**	**341**	**335**	**341**	**332**	**327**	**325**	**334**	**332**	**337**	**330**	**325**	**322**	**320**	**320**	**323**	**321**	**323**
Sixth District																		
Operations Command and Support	45	40	40	41	39	47	44	47	47	51	52	43	34	43	43	43	32	42
Focused Mission	55	62	61	60	61	59	62	62	59	64	65	65	66	41	39	40	40	46
6D PSA Subtotal	**248**	**250**	**246**	**262**	**260**	**254**	**257**	**263**	**263**	**260**	**258**	**268**	**282**	**293**	**290**	**292**	**297**	**281**
PSA 601	29	28	27	28	26	28	30	30	29	28	25	28	30	33	32	40	41	39
PSA 602	32	33	30	34	34	33	34	38	39	37	36	38	41	42	41	39	39	37
PSA 603	39	33	31	34	34	32	35	35	35	33	31	31	37	46	46	43	45	42
PSA 604	32	32	31	34	32	32	33	34	34	34	34	35	39	39	39	45	46	44
PSA 605	30	32	32	31	31	30	30	29	29	26	25	25	32	30	28	29	29	27
PSA 606	27	29	28	31	31	29	27	28	28	28	28	28	29	26	26	27	28	27
PSA 607	26	33	32	33	32	31	31	33	33	32	33	33	36	36	36	36	35	31
PSA 608	31	30	29	31	34	33	34	33	33	29	28	29	34	36	35	31	32	32
Unassigned Probationary Officers	2	0	6	6	6	6	3	3	3	13	18	21	4	5	7	2	2	2
6D District Total	**348**	**352**	**347**	**363**	**360**	**360**	**363**	**372**	**369**	**375**	**375**	**376**	**382**	**377**	**372**	**375**	**369**	**369**
Seventh District																		
Operations Command and Support	45	45	43	45	43	43	44	45	44	44	44	35	39	45	45	47	40	47
Focused Mission	43	47	38	36	44	51	60	60	55	54	54	52	49	49	52	51	49	48
7D PSA Subtotal	**261**	**253**	**270**	**284**	**272**	**266**	**254**	**266**	**264**	**276**	**282**	**285**	**286**	**279**	**277**	**281**	**279**	**273**
PSA 701	28	27	30	33	34	32	30	30	30	29	29	31	40	32	31	31	32	30
PSA 702	25	24	30	33	28	27	31	31	31	29	27	25	27	31	31	31	31	31
PSA 703	31	31	30	32	35	35	35	34	31	33	33	30	32	30	30	30	28	28
PSA 704	26	23	27	27	28	27	26	26	30	30	33	34	38	34	32	33	33	31
PSA 705	26	25	30	31	31	30	30	30	31	29	32	31	27	29	29	29	28	29
PSA 706	29	31	38	35	31	31	40	50	43	49	45	49	40	33	32	31	32	29
PSA 707	24	23	29	33	33	33	29	29	30	29	29	30	27	32	33	34	33	34
PSA 708	56	69	43	39	31	31	33	36	38	37	37	37	36	37	34	34	34	34
Unassigned Probationary Officers	16	0	13	21	21	20	0	0	0	11	17	18	19	21	25	28	28	27
7D District Total	**349**	**345**	**351**	**365**	**359**	**360**	**358**	**371**	**363**	**374**	**380**	**372**	**374**	**373**	**374**	**379**	**368**	**368**
Patrol Services-South Subtotal	**1044**	**1047**	**1041**	**1078**	**1060**	**1057**	**1056**	**1086**	**1073**	**1096**	**1095**	**1083**	**1088**	**1080**	**1076**	**1087**	**1068**	**1069**
Investigative Services Bureau	5	5	5	5	5	5	5	5	6	5	5	5	5	5	5	4	6	4
Crime Scene Investigations Division	10	10	10	10	10	10	9	9	9	9	9	9	9	9	10	8	8	8
Criminal Investigations Division	342	347	347	343	340	338	339	334	336	335	330	350	345	341	337	333	347	348
Administration	6	6	7	12	6	7	8	6	5	6	6	6	6	5	4	5	5	6
Specialized Investigations	148	151	151	146	152	150	151	150	150	150	147	148	146	146	143	140	141	146
1D Detectives Unit	26	26	25	24	24	24	24	24	26	26	26	27	27	28	28	27	27	27

	FY 2020												FY 2021					
Divisions	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**	**Jul**	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**	**Jan**	**Feb**	**Mar**
2D Detectives Unit	20	21	21	21	21	20	20	20	20	20	20	20	20	20	20	20	21	21
3D Detectives Unit	22	23	24	24	23	23	23	23	23	23	22	25	24	23	24	24	25	28
4D Detectives Unit	27	27	27	26	26	26	25	24	24	24	24	26	24	23	23	22	27	28
5D Detectives Unit	26	26	24	23	24	24	24	24	24	23	24	27	27	27	28	28	28	29
6D Detectives Unit	32	31	31	31	29	29	29	29	30	30	30	35	35	33	32	32	37	30
7D Detectives Unit	35	36	37	36	35	35	35	34	34	33	31	36	36	36	35	35	36	33
Narcotics and Special Investigations Division	164	166	166	161	159	159	159	153	159	155	149	145	149	148	146	143	141	140
School Safety Division	109	114	113	114	111	110	107	103	106	104	99	100	99	97	96	93	89	88
Youth and Family Services Division	101	107	107	101	103	103	105	105	104	103	102	103	102	100	99	100	99	100
ISB Subtotal	**731**	**749**	**748**	**734**	**728**	**725**	**724**	**709**	**720**	**711**	**694**	**712**	**709**	**700**	**693**	**681**	**690**	**688**
Total (Not Including Recruits)	**3559**	**3628**	**3641**	**3650**	**3621**	**3605**	**3599**	**3636**	**3615**	**3655**	**3648**	**3654**	**3637**	**3624**	**3624**	**3609**	**3585**	**3568**
PSA	**1711**	**1756**	**1761**	**1798**	**1779**	**1771**	**1764**	**1804**	**1791**	**1821**	**1825**	**1863**	**1861**	**1820**	**1817**	**1833**	**1852**	**1786**
DISTRICTS	**2301**	**2336**	**2327**	**2381**	**2355**	**2338**	**2334**	**2379**	**2359**	**2405**	**2409**	**2393**	**2390**	**2367**	**2368**	**2372**	**2334**	**2323**
Grand Total (Including Recruits)	**3720**	**3809**	**3806**	**3806**	**3797**	**3802**	**3800**	**3784**	**3763**	**3776**	**3789**	**3798**	**3799**	**3767**	**3743**	**3701**	**3676**	**3657**

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Metropolitan Police Department
Spring 2021 Performance Hearing Letter Attachments

03/11/21

Policing in the 21st Century – Community Policing & Crime Reduction

Community policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.[1] Three key components make up community policing including: Community partnerships, organizational transformation, and problem solving. Today, we will place our focus on the community partnerships aspect of community policing.

The Federal Bureau of Investigations reports that over the past few decades, rates of violent crime and property crime have dropped dramatically across the United States. The impact of this decrease, however, has not necessarily been equally distributed throughout all communities. Police interventions must be implemented with strong policies and training in place, rooted in an understanding of procedural justice. Without an understanding of procedural justice, police interventions can easily devolve into racial profiling, excessive use of force, and other practices that disregard civil rights, causing negative reactions from people living in already challenged communities.[2]

Community policing revolves around the axis of trust and cooperation between police and the community members. Community policing combines a focus on intervention and prevention through problem solving with building collaborative partnerships between law enforcement agencies and schools, social services, and other stakeholders. Through community policing, the social connectivity and economic strength of a community are improved resulting in stronger public safety as well as improved job satisfaction of line officers.[3]

Community policing starts with the day-to-day interactions between police officers and the members of the community. These interactions need not be related to enforcement and arguably, many of these interactions should not be enforcement related, but rather community building oriented. By strengthen the thread between local residents and law enforcement members, officers can enforce the law with the people and not simply against the people. As an example, in interactions that involved police intervention, consider how you as an officer can improve the situation for the community, even if punitive measures must be taken.

One demographic that is sometimes overlooked when building relationships within the community and police is the adolescent community. The past decade has seen an explosion of knowledge about adolescent development and the neurological underpinnings of adolescent behavior. Much has also been learned about the pathways by which adolescents become delinquent, the effectiveness of prevention and treatment programs, and the long-term effects of transferring youths to the adult system and confining them in harsh conditions. These findings have raised doubts about a series of policies and practices of “zero tolerance” that have contributed to increasing the school-to-prison pipeline by criminalizing the behaviors of children as young as kindergarten age. Noncriminal offenses can escalate to criminal charges when officers are not trained in child and adolescent development and are unable to recognize and manage a child’s emotional, intellectual, and physical development issues.

Looking to learn more about community policing and interacting with juveniles? PDT 2020 will cover community policing topics as well as topics such as Policing for Resilience, Officer Wellness, Interviewing Juveniles, and Active Bystandership. Speak with your Training Coordinator to schedule your Professional Development Training.

[1] *Community Policing Defined* (Washington, DC: Office of Community Oriented Policing Services, 2014), http://ric-zai-inc.com/Publications/cops-p157-pub.pdf.
[2] https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf
[3] https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

Homelessness

The total number of persons experiencing homelessness in the District has decreased five and a half percent from 2018, but homelessness is still common in our city.[1] Members are reminded that they are to understand and be sensitive to the needs and the rights of homeless persons in DC. Homelessness is not a crime and all persons who are experiencing homelessness have a right to be peacefully in any public space in the District. It is the policy of the MPD to treat homeless person in a manner that protects their needs, rights, and dignity. In law enforcement situations, it is preferable to make referrals to social service organizations and to refrain from initiating contacts that interrupt innocent activity.

Procedures:

- **Contacts:**
  - Officers may approach homeless persons to offer advice or assistance, which the homeless person is free to accept or not.
    - ***Advice or assistance regarding hypothermia***
      - *Hypothermia alerts are activated when the National Weather Service forecasts temperatures to be 32 degrees Fahrenheit or below or when the temperature is forecast to be 40 degrees Fahrenheit or below and the forecast chance of precipitation is fifty percent or greater.*
  - Officers shall not question, detain, or arrest anyone based solely on their status of being or appearing to be homeless.
- **Move-On Orders**
  - MPD Officers shall not order any person to move to another location when that person has a legal right to be present where he/she is.
  - Officers shall not communicate in a way to person who appear to be homeless that they are not allowed to be in a particular public space because of their homeless status.
- **Requests for ID**
  - Requests for ID from a person who appears to be homeless are subject to the same legitimate law enforcement requirements that apply to another other person.
  - At no time shall members request or demand identification in order to harass, intimidate, threaten, or make any other show of authority towards a person who appears to be homeless.
- **Personal Property:**
  - Officers must treat personal property of homeless individuals with the same respect given to the property of any other person and shall not damage, hide, or destroy such property.
  - Officers shall refrain from any search, frisk, or other investigation where the elements of reasonable suspicion or probable cause are not met.
  - A person status of being or appearing to be homeless, without more, does not constitute reasonable suspicion for such a search.

[1] https://dhs.dc.gov/page/2019-point-time-count-people-experiencing-homelessness-district-columbia

Members can access information regarding homelessness and resources available for people experiencing homelessness by accessing The Washington Legal Clinic of Homelessness website at http://www.legalclinic.org or calling at 202-328-5500.

Important information regarding homelessness resources to have when working are as follows:

- D.C. Shelter Hotline at 202-399-7093 or call 311; http://owpi.dc.gov/service/24-hourshelterhotline Referrals and transport for emergency shelter, blankets, & clothing. Staffed 24/7.
- Food Resources for People Experiencing Homelessness at www.dcfoodfinder.org or Hunger Lifeline: 202-644-9807
- Homeless Survival Guide available by following this link
    - https://www.legalclinic.org/wp-content/uploads/2019/03/Homeless-survival-guide-2019-Updated.pdf

Community-Based Crime Prevention

Community-based crime prevention occurs when neighbors look out for each other's safety, property, and homes in a systematic and sustained way. It is based on the idea that residents, business owners, clergy, police, and their partners look out for the safety of the neighborhood, establish and maintain open lines of communication, and collaborate to resolve problems of crime and disorder. Together they create safer, friendlier, and healthier neighborhoods.

Community-based crime prevention not only serves as a means for community members to actively engage in crime prevention, it also serves as a communication link via phone trees and listservs. Residents can alert police and each other of crimes in progress, suspicious activity, and neighborhood concerns. It also serves as a communication link for disaster preparedness and terrorism alerts.

MPD members play a vital role in the success of community-based crime prevention in our city and have the unique ability to speak directly with residents to understand their concerns. In turn, members can make changes that help make communities safer. In addition to your day-to-day duties, the following information can help you help neighborhoods in your PSA.

- Report burned-out street lights to 311. If you do not have time immediately, take a picture or note of the light pole number to report when you have a moment.
- Patrol alley ways in a safe manner – by using spotlights to explore alley ways and using dome lights while parked and preparing reports.
- Get to know the leaders in the community where you are assigned.
- Meet members of the neighborhood you serve. Build relationships with those community members.
- Encourage the establishment of a community-based crime prevention program in your area if one does not already exist. Seek out individuals who have shown their concern with the safety issues in their neighborhood to become block captains.
- Attend and speak at community meetings. Provide crime reduction tips to community members:
    - Put a hold on mail and newspapers when you are out of town.
    - Refrain from leaving valuables in your vehicle.
    - Avoid leaving a purse on the back of a chair or in a shopping cart when out.
- Encourage neighbors to display their house number in easy-to-read signage to help Fire and EMS, and MPD locate their home in the event of an emergency.
- Encourage community members to report any crimes that they see in progress by calling 911 and to take and utilize notes from the incident when calling 911.
- Encourage community members to become members of the Private Security Camera Rebate Program by providing them with the following link: https://ovsjg.dc.gov/page/private-security-camera-rebate-program
    - Community members over the age of 60 may be eligible for two free cameras under the Safe at Home Program. For more information, provide community members with this link https://dcoa.dc.gov/safe-home and/or this phone number to learn more: 202-724-5626.

METROPOLITAN POLICE ACADEMY

4665 Blue Plains Dr. SW, Washington D.C. 20032 - (202) 645-6669

Course Title:	*NMAAHC Phase Two*
Lesson Plan Title:	*N/A*
Lesson Plan Number:	*1 of 1*
Written By:	*Bernard Demczuk, PhD & Sharita Thompson, PhD*
Date Approved:	
Audience:	*PDT*
Number:	*~140 participants*
Space:	*Auditorium*

PERFORMANCE OBJECTIVES:

1. Understand how the history of policing in underserved communities impacts the contemporary relationship between these communities and police
2. Determine how various forms of media shape the image of police officers and policing in America
3. Identify methods DCMPD can employ or can continue to employ to overcome public perceptions of police
4. To help officers increase their self-awareness and self- actualization

COURSE DESCRIPTION

During 2018-2019, all sworn and civilian members completed our NMAAHC lecture and tour program. There was overwhelming feedback from members that they wished to learn more and continue the discussion. The proposed Phase Two will serve as an opportunity to continue the training and dialogue, diving deeper into the study of Black history and culture and its current relationship to policing in African American communities. Phase Two will seek to provide relevant applications of this new knowledge on improving police-community relations today, particularly in terms of how we appropriately engage individuals of all backgrounds who may have a negative perception of the police.

Using the documentary *13th* as a framing device, as well as a "voices from the community" piece, professors will continue the discussion regarding an understanding of the history of law enforcement and relationships with Black, Brown, and underserved communities.

ASSESSMENT TECHNIQUES:

1. Background Knowledge Probing –This assessment technique consists of open-ended questions that allow the facilitators to determine which key concepts (regarding the topic) the participants understood. This method serves as both a review of previous information and a preview of new information. Through a facilitated discussion, participants' levels of comprehension will be defined by oral feedback.

2. Misconception/Preconception Check- This assessment technique allows facilitators to probe and ascertain if participants have attitudes, and incorrect or incomplete knowledge that may serve as impediments to learning new knowledge. Through a facilitated discussion, participants' levels of comprehension will be defined by oral feedback.

3. Concept Mapping-This assessment technique is a visual representation that allows facilitators and participants to understand the relationship between concepts and ideas. A key concept from the previous course is highlighted and participants draw connections to new ideas. This assessment technique allows for the integration of new knowledge to existing knowledge. Participants' levels of comprehension will be defined by written feedback.

4. Active Student Participation/Small Group Dialogue-This assessment technique uses participants as a resource in the peer-to-peer learning process. Participants explore issues in-depth and from a diversity of viewpoints. Through a facilitated discussion, participants' levels of comprehension will be defined by oral feedback.

INSTRUCTOR MATERIALS

PowerPoint

EQUIPMENT/SUPPLIES NEEDED:

Computer, PowerPoint Software, Projector, Screen, Audio Speakers

TRAINING PARTICIPANT HANDOUTS:

Number required: 1 for each participant

METHODS/TECHNIQUES:

This course will consist of a PowerPoint presentation that will include video clips. Those video clips will anchor a series of classroom conversations.

TIMELINE:

6:00-6:15AM-Introduction of Phase Two (Why a phase Two?), Review of course description and objectives

6:15-6:30AM-A reexamination of Phase One (What did you learn? How are you applying it?)

6:30-7:00AM-View a sequence of film clips from movies spanning the 1980s, 1990s and 2000s

7:00-7:20AM-Facilitated dialogue that considers the clips

7:20-7:50AM- View a sequence of documentaries spanning the 1980s, 1990s and 2000s

7:50-8:10AM- Facilitated dialogue that considers the clips

8:10-8:40AM- View a sequence of social media spanning the 2000s

8:40-9:00AM- Facilitated dialogue that considers the clips

9:00-10:00AM-Small group activities (brainstorming ways to build bridges with underserved communities) and wrap up

VERSION HISTORY:

Version History	Date Approved	Action
Version 1	03/31/2016	Initial Version

Concepts - Terms - Building Community Partnerships (These are themes introduced in Phase One)

The below terms and concepts intersect and impact us as we try building community partnerships. Understanding the definition of each term and concept will provide us with a foundation in which we can communicate and create partnerships with those in the community in which we work with and serve.

Culture

Culture is defined as "a group or community who shares common experiences that shape the way its members understand the world. It includes groups that we are born into, such as race, national origin, gender, class, or religion. It can also include a group we join or become part of. For example, it is possible to acquire a new culture by moving to a new country or region, by a change in our economic status, or by becoming disabled. When we think of culture this broadly we realize we all belong to many cultures at once" (Community Tool Box. Retrieved from https://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/culture-and-diversity/main).

In order to build communities that are successful at improving conditions and resolving problems, we need to understand and appreciate many cultures, establish relationships with people from cultures other than our own, and build strong alliances with different cultural groups.

Understanding cultures will help us overcome and prevent racial and ethnic divisions. Racial and ethnic divisions result in misunderstandings, loss of opportunities, and sometimes violence. Racial and ethnic conflicts drain communities of financial and human resources; they distract cultural groups from resolving the key issues they have in common.

People from different cultures have to be included in decision-making processes in order for programs or policies to be effective. The people affected by a decision have to be involved in formulating solutions--it's a basic democratic principle.

Without the input and support of *all* the groups involved, decision-making, implementation, and follow through are much less likely to occur.

An appreciation of cultural diversity goes hand-in-hand with a just and equitable society.

If we do not learn about the influences that cultural groups have had on our mainstream history and culture, we are all missing out on an accurate view of our society and our communities

Race

According to the EEOC - "*Self-identification is the preferred method of identifying the race and ethnic information."* Race and ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins.

Here are some of the EEO's definitions of the race and ethnicity categories;

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

What is the difference between race and ethnicity?

This information comes from a PBS article titled; *Race the Power of an Illusion*

While race and ethnicity share an ideology of common ancestry, they differ in several ways. First of all, race is primarily unitary. You can only have one race, while you can claim multiple ethnic affiliations. You can identify ethnically as Irish and Polish, but you have to be essentially either black or white. The fundamental difference is that race is socially imposed and hierarchical. There is an inequality built into the system. Furthermore, you have no control over your race; it's how others perceive you. For example, I have a friend who was born in Korea to Korean parents, but as an infant, an Italian family in Italy adopted her. Ethnically, she feels Italian: she eats Italian food, she speaks Italian, and she knows Italian history and culture. She knows nothing about Korean history and culture. But when she comes to the United States, she's treated racially as Asian. **Dr. Dalton Conley the Henry Putnam University Professor of Sociology at Princeton University**

I think most people associate race with biology and ethnicity with culture. It's important to stress the culture and language part of it. Ethnicity isn't just a question of affiliation; it's also a question of choice. It's also a question of group membership. And it's usually associated with a geographic region. It's also often confused or conflated with nationality, but that's not the same thing. Today people identify with ethnicity positively because they see themselves as being part of that group. People can't just simply say, "Well, I want to become a member of that race." You either are or are not a member of that race. Whereas, if you wanted to look at ethnicity based on culture, you could learn a language, you can learn customs - there are things that you can learn so that you could belong to that group.

I think the most powerful argument about the differentiation between race and ethnicity is that race becomes institutionalized in a way that has profound social consequences on the members of different groups. **Dr.** John **Cheng Associate Professor of Asian and Asian American Studies Binghamton University**

Authority

What is authority? Black's Law Dictionary defines authority as; "*the lawful delegation of power by one person to another. In the English law relating to public administration, an authority is a body having jurisdiction in certain matters of a public nature. In governmental law; Legal power; a right to command or to act; the right and power of public officers to require obedience to their orders lawfully issued in the scope of their public duties.*"

Why is it important to understand the concept of authority and how does it impact us as public servants?

Max Weber is considered one of the founders of sociology. He has been described as a prolific social theorist who focused on economics, culture, religion, politics, and the interplay among them.

Weber theorized that there are three forms of authority that allow people and institutions to attain legitimate rule over society: 1. Traditional, or that rooted in the traditions and values of the past that follows the logic of "this is the way things have always been"; 2. Charismatic, or that premised on individual positive and admirable characteristics like heroism, being relatable, and showing visionary leadership; and 3. Legal-rational, or that which is rooted in the laws of the state and represented by those entrusted to protect them.

The importance to us, as public servants, is we are usually the first "governmental contact" individuals have when requesting a service or assistance. Our citizens may require help with some sort of issue they need guidance or approval for, or they may be a victim of a crime or they may be facilitating the reporting of a crime. We are most often their initial contact when they are the most violent or vulnerable.

How we treat them or how they perceive we treat them can make a lasting impression on future interactions and how they share those interactions with their family and friends. We always must be cognizant that respect, trust, empathy, compassion and professionalism are the cornerstones to building relationships and partnerships with the community we serve.

Implicit Bias

Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

A Few Key Characteristics of Implicit Biases:

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.

- We generally tend to hold implicit biases that **favor our own in-group**, though research has shown that we can still hold implicit biases against our in-group.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

The Kirwan Institute for the Study of Race and Ethnicity The Ohio State University

The study of implicit bias has important implications for police leaders. Police officers are human and, as the theory contends, may be affected by implicit biases just as any other individual. In other words, well-intentioned officers who err may do so not as a result of intentional discrimination, but because they have what has been proffered as widespread human biases.

Social psychologists do not contend that implicit bias should be a scapegoat for unethical police behavior; however, an understanding that biased police behavior could be manifested by even well-intentioned officers who have human biases can reduce police defensiveness around this issue and motivate change.

Communication

Here is a basic overview. Communication is a transaction between two or more people, with all participants having an active role in the process. A speaker transmits a message and must ensure that the message is delivered clearly. A listener takes delivery of the message and must be an active listener. Effective communication takes place only when the listener clearly understands the message that the speaker intended to send.

The most important skills for becoming an effective communicator are:

- The ability to understand the situation, the message, the listener, and the quality of the communication.
- The ability to frame a message clearly, concisely, and directly.
- The ability to ask or tell someone to do something without evoking negative emotions on either side.
- The capacity to listen actively.
- The ability to be attentive and observant.
- The confidence to be sure of the message and convincing in relaying it.

Use nonverbal communication

- The speaker sending the message can pick up visual clues (nonverbal feedback) about how the message is being received and then modify or rephrase the message to make it more understandable or acceptable.

The use of effective communication and empathetic language in law enforcement is in some ways an art form and it can be developed through practice. Developing these skills will make you a more effective police officer and public servant.

As communication relates to our training we must be aware of communication differences between cultures.

We need to build a bridge or network with the community because we can acquire valuable knowledge of the cultural, linguistic, racial, and ethnic groups that we serve. We must continually do strategic outreach and membership development. We must engage in activities that are culturally sensitive or that directly fight bias and domination in order to build last partnerships with the community.

Please remember that it can take time and effort for groups with historically negative relationships to trust each other and begin to work together effectively. A common problem is cultural dominance and insensitivity. Frequently, people of color may feel or perceive they are in the minority in the community.

We must continually be a culturally competent organization that does not practice or tolerate members who may exhibit stereotypical attitudes or generalize about an entire people based on an experience of one event or some learned behavior. We must serve all members of the community in a transparent, respectful and professional manner.

Legitimacy and Procedural Justice:

"the effectiveness of police operations often depends at least in part on the public's willingness to provide information to and otherwise help the police, police leaders increasingly are seeing legitimacy and procedural justice as necessary conditions of success, and as worthy goals in themselves... the goals of building community cohesion and trust in the police clearly depend on the extent to which the public believes that police actions are legitimate and procedurally just" PERF 2014

Legitimacy reflects the belief that the police ought to be allowed to exercise their authority to maintain social order, manage conflicts and solve problems in their communities. Legitimacy is reflected in three judgments. The first is public trust and confidence in the police. Such confidence involves the belief that the police are honest, that they try to do their jobs well, and that they are trying to protect the community against crime and violence. Second, legitimacy reflects the willingness of residents to defer to the law and to police authority, i.e. their sense of obligation and responsibility to accept police authority. Finally, legitimacy involves the belief that police actions are morally justified and appropriate to the circumstances.

Procedural justice can be viewed as a means to attaining legitimacy and can be defined in terms of four issues. First, people want to have an opportunity to explain their situation or tell their side of the story to a police officer. This opportunity to make arguments and present evidence should occur before the police make decisions about what to do. People are interested in having an opportunity to tell their story or state their case; that is, they want to have a voice. This is true both when policies are being developed and when officers implement them on the street.

Second, people react to evidence that the authorities with whom they are dealing are neutral. This involves officers making decisions based upon consistently applied legal principles and the facts of an incident, not an officer's personal opinions and biases. Transparency and openness about what

the rules and procedures are and how decisions are being made facilitates the belief that decision-making procedures are neutral. This helps the police to be seen to be acting neutrally.

Third, people are sensitive to whether they are treated with dignity and politeness, and to whether their rights are respected. The issue of interpersonal treatment consistently emerges as a key factor in reactions to dealings with legal authorities. People believe that they are entitled to treatment with respect and react very negatively to dismissive or demeaning interpersonal treatment.

Finally, people focus on cues that communicate information about the intentions and character of the legal authorities with whom they are dealing (their "trustworthiness"). People react favorably when they believe that the authorities with whom they are interacting are benevolent and caring, and are sincerely trying to do what is best for the people with whom they are dealing. Authorities communicate this type of concern when they listen to people's accounts and explain or justify their actions in ways that show an awareness of and sensitivity to people's needs and concerns.

What is Transparency in a police department?

Transparency: Members of the public cannot make informed judgments about their local police unless the police provide information about what they are doing.

What does Accountability look like in a police department?

Accountability: Residents of a community will not trust their police if the police seem distant, uncaring, uninformed, or otherwise removed from the daily concerns of the residents.

What does it mean to have a commitment to achieving public confidence?

Commitment to achieving public confidence: As he took office in New Orleans, Superintendent Serpas said in a newspaper interview that he has always aimed to be a "data-driven" police chief, basing police initiatives on hard facts, and that "the most important data point that there is" is whether residents have confidence in their police. That statement reflects a belief that legitimacy is crucial to the success of a police department by any measure, including traditional measures such as crime rates.

What does Honesty and Integrity look like in a police department?

"Internal" legitimacy: Police chiefs who strive to provide "internal" legitimacy within their departments – by treating officers fairly, rewarding hard work and initiative, and giving officers opportunities to advance in their careers – promote external legitimacy as well, because officers who believe they are treated fairly can be expected to do a better job for the public.

What do you believe "Internal" legitimacy stands for?

"Internal" legitimacy and procedural justice also are important: Just as it is important for a police department to treat community members with respect and dignity in order to ensure that the public will trust and have confidence in the police, it is important for police leaders to instill a sense of legitimacy and procedural justice *within* their departments. Police officers, like community members, respond well to being treated fairly and with respect.

What is new about Legitimacy and Procedural Justice in policing?

As noted above, many of the issues that are connected to legitimacy and procedural justice are not new. However, what is new is the commitment by a growing number of police executives to focus explicitly on legitimacy and procedural justice.

That requires meaningful efforts to assess public perceptions about the police.

Public opinion surveys are one important tool for generating hard data on whether a police department is achieving legitimacy. Questions can be specifically tailored to measure whether residents who have had recent contacts with the police came away from those encounters feeling that they were treated fairly and respectfully. The views of people who have not had recent encounters with the police are also important, because these residents may develop opinions of the police based on news media articles, discussions with friends and relatives, or other data. If surveys are conducted periodically and questions are generally kept consistent, police leaders can chart progress or setbacks in their perceived levels of legitimacy and procedural justice over time.

"Callbacks": Personal visits by police officers to persons who recently called for police assistance are another way of measuring legitimacy. The NOPD has made extensive use of this technique. Residents are asked to assess the responding officer's behavior, professionalism, compliance with policy, and other indicators. Callbacks not only serve to measure legitimacy; they also help to achieve legitimacy and procedural justice by giving residents an opportunity to tell their story, voice any complaints, and see that the police care about their problems.

GENERAL COMMENTS:

This lesson plan is designed to continue a dialogue that considers the history of policing in Black communities and extend that dialogue to encompass other underserved communities. Through the use of films, documentaries, and social media participants will determine how media shapes public perception and therefore impacts the community's relationship with police. The effectiveness of this training will be determined by formal and/or informal surveys.

ANTICIPATORY SET:

Sworn law enforcement will continue to build upon their understanding of the intersectionality of culture, race, authority, implicit bias, communication and the concepts of legitimacy and procedural justice as it relates to the history of policing in America, specifically in the District of Columbia.

All members will benefit from this training, as it will enhance their overall knowledge, provide opportunities that lead to a greater self-awareness and the ability to demonstrate those empathy and compassion skills, which will help continue to build community partnerships.

Slide 2 – Introduction

WHY A PHASE TWO OF THIS TRAINING?
This slide will emphasize that Phase Two comes from an overwhelming request by sworn members to have more time to engage in dialogue that continues to explore these issues.

Slide 3—Course Description

This course will serve as an opportunity to continue the training and dialogue, diving deeper into the study of Black history and culture and its current relationship to policing in African American communities. It will seek to provide relevant applications of this new knowledge on improving police-community relations today, particularly in terms of how we appropriately engage individuals of all backgrounds who may have a negative perception of the police.

Slide 4-Objectives

At the end of this lesson, you should be able to:

- Increase self-awareness regarding the ways in which various communities perceive police.
- Have insight as to how citizens shape their perception of police.
- Analyze and identifying the intersectionality of culture, race, authority, implicit bias, and communication as well as the concepts of procedural justice and legitimacy
- Illustrate how history informs our contemporary understanding of the profession and determine how we can use history to inform, influence, and reshape the relationship between police and underserved communities.

INSTRUCTIONAL INPUT:

1. Understanding the History of Policing in Underserved Communities

Slide 5

Reflecting on previous training
Prompt Question(s):

1. What was the purpose of our 10-hour class/training that took place in Phase One?

2. Was the training valuable for you, why or why not?
3. What did you learn during that training that informs your work?
4. How can you/do you apply your new knowledge base of Black history and culture to your profession and everyday life?

Slide 6

Here is a simple Google search "policing in black communities"

1. What do these images suggest about policing in black communities in this country?
2. Are any of these images problematic? Why or why not?

Slide 7

Here is a simple Google search "DCMPD and the black community"

1. What is the difference between the images displayed under this search opposed to the previous search?
2. What do these images say about the relationship between police and the Black community in Washington, DC?

2. Critically Analyzing Films, Documentaries, and Social Media Clips

Slide 8

Show sequence of film clips from movies spanning the 1980s, 1990s, the 2000s such as *Straight Outta of Compton and Boys in the Hood*

1. Provide handout with blank spaces so officers can identify each film that they recognize.
2. Poll officers to see who was familiar with each film.
3. Question(s)-Can you identify what was happening in this country during this time that may have influenced the making of each of these films? (This will allow them to situate films in a historical context, e.g., which one of these films reflect the community response to events like Rodney King?)

Slide 9

Show sequence of film clips from documentaries spanning the 1990s and the 2000s, such as *Stonewall Uprising, Charm City, Baltimore Rising, The 13th*

1. Provide handout with blank spaces so officers can identify each film that they recognize.
2. Poll officers to see who was familiar with each documentary.
3. If you are familiar with the documentaries, do you agree or disagree with their essential arguments? (For those unfamiliar with these documentaries facilitators will summarize the central themes of each documentary.)
4. In what ways do you believe that these documentaries inform citizens and shape their perception on policing in America?
5. What do you think these documentaries get wrong about policing in America, particularly Washington, DC?

Slide 10

Show sequence of clips from social media to include primarily white citizens policing black bodies and enlisting the police in these efforts, e.g., BBQ Becky.

1. Provide handout with blank spaces so officers can identify these incidents.

2. Poll officers to see who was familiar or not familiar with each incident.
3. Determine what their perspective is regarding these incidents. What happened? Where did it happen? Can you determine what was fact or fiction regarding these incidents?
4. How did the citizens of Washington, DC, react to claims of police brutality when incidents occur both inside and outside of the city?
5. What do you think about the videos that show white citizens calling the police on black people because they have determined that they do not belong in those particular spaces?

3. Identify Methods to Overcome Public Perception

Slide 10

Identifying Ways to Overcome Public Perception
Prompt Question(s):

1. What steps have you taken, as an individual, to change the perception of policing in underserved communities?
2. Were those efforts successful or unsuccessful?
3. If unsuccessful, what could you have done differently to get your desired or intended outcome?

Slide 11

Identifying Ways to Build Bridges
Prompt Question(s):

1. What is the department doing to build bridges with underserved communities?
2. What are the most successful programs that were implemented to assist in this effort?
3. What do you deem was least successful in helping build bridges?
4. Based on your experiences, what ideas do you have to further address any issues the department may confront in serving underserved communities?

Slide 11

This slide will consider takeaways from the training.

1. A number of citizens (specifically those who have not had any engagement with police) formulate their understanding of the ways in which police interact with citizens in underserved communities based on what they see in films, documentaries, and social media.
2. Officers should possess a certain degree of empathy for citizens who represent underserved communities and have historically been victims of police actions.

Slide 12

Recommended Sources
These titles will be shown at the end of the presentation.

Films:

- *The 13th*
- *Straight Outta of Compton*
- *Boys in the Hood*
- *Baltimore Rising*
- *1967 Detroit*
- *Stonewall Uprising*

- *Charm City*
- Compilation of Clips (Policing Black Bodies)
- Compilation of Clips (Various Police Interactions with Citizens)

Books:

- Asch, C. & Musgrove, G. (2017). *Chocolate City: A History of Race and Democracy in the Nation's Capital.* Chapel Hill: University of North Carolina Press.
- Rothstein, R. (2017). *The Color of Law: A Forgotten History of How Government Segregated America.* NY: Liveright Publishing Corporation.
- Robertson, R., Chaney, C., and Smith, E. (2019). *Police Use of Excessive Force against African Americans: Historical Antecedents and Community Perceptions.* Lanham: Lexington Books.
- Forman, J. (2018). *Locking up Our Own.* NY: Farrar, Straus, and Giroux.
- Pitman, G. (2019). *Stonewall Riots: Coming Out in the Streets.* NY: Harry N. Abrams.
- Fortner, M. (2015). *Black Silent Majority: The Rockefeller Drug Laws and the Politics of Punishment.* Cambridge: Harvard University Press.

Other Resources:

- Work Group for Community Health and Development. (2013). Understanding Culture and Diversity in Building Communities. University of Kansas Community Tool Box. Retrieved from: https://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/culture-and-diversity/main
- Resource Guide for Enhancing Community Relationships. November 2014. Retrieved from: https://www.bja.gov/Publications/CommRelGuide.pdf
- 21st Century Policing Interim-TF-DOJ Report. March 2015
- Fridell , L. Implicit Bias and Police Policy Practice
- Fridell, L. (2013). This is not your grandparents prejudice. Retrieved from: https://cmgpbpopinionzone.files.wordpress.com/2015/06/47534-not-your-granparents-prejudice.pdf

Custody Disputes, Enforcement of Court Orders, and Parental Kidnapping

Orders pertaining to custody of children are still being issued and are still in effect during the pandemic. An order for custody must be issued by a Family Court judge or a judge in the appropriate court of another jurisdiction. Custody orders used by another state may still be enforced in the District of Columbia. Informal custody agreements, such as verbal agreements between divorced or separated parents, are not legally enforceable.

Court-ordered Custody is a *civil order* and is not enforceable by arrest. Members encountering individuals who are reporting custody disputes should direct the individuals to the Family Court Section of DC Superior Court. DC Code 16-914 refers to Custody of Children and states in part, "The Court shall make a determination as to the legal custody and the physical custody of a child. A custody order may include: sole legal custody, sole physical custody, joint legal custody, or any other custody arrangement the court determines is in the best interest of the child

Family Court is operating virtually, but is fully functioning and serving the citizens of the District. Individuals can access Family Court services online at:

https://www.dccourts.gov/superior-court/family-court-operations

MPD is often called to assist in enforcing custody or mediating custody disputes. Occasionally, these disputes are reported as parental kidnappings. DC Code 16-1022 (Parental Kidnapping) states in part that:

No relative, or any person acting pursuant to directions from the relative, who knows that another person is the lawful custodian of a child may:

- Having obtained actual physical control of a child for a limited period of time in the exercise of the right to visit with or to be visited by the child or the right of limited custody of the child, pursuant to an order, judgment, or decree of any court, which grants custody of the child to another or jointly with the relative, with intent to harbor, secrete, detain, or conceal the child or to deprive a lawful custodian of the physical custody of the child, keep the child for more than 48 hours after a lawful custodian demands that the child be returned or makes all reasonable efforts to communicate a demand for the child's return;
- Having custody of a child pursuant to an order, judgment, or decree of any court, which grants another person limited rights to custody of the child or the right to visit with or to be visited by the child, conceal, harbor, secrete, or detain the child with intent to deprive the other person of the right of limited custody or visitation

DC Code 16-1023 states, in part:

- A law enforcement officer may take a child into protective custody if it reasonably appears to the officer that any person is in violation of this subchapter and unlawfully will flee the District with the child.
- A child who has been detained or concealed shall be returned by a law enforcement officer to the lawful custodian or placed in the custody of another entity authorized by law.

Members are most commonly called when a parent fails to return a child after a period of lawful visitation. As noted above, the parent must make demands that the child be returned, or make all reasonable efforts to communicate such demands, and the child must not have been returned for a period of more than 48 hours after such demands are made. These laws also only apply to children under the age of sixteen.

Members responding to scenes involving custody disputes should ensure a preliminary investigation is completed and attempt to obtain a physical copy of the custody order. Once the information is gathered, notify Youth and Family Services Division and be guided by their direction.

When members believe the elements of a parental kidnapping have been met, they shall contact the YFSD Watch Commander for further guidance and assistance. The Missing Persons Unit (MPU) handles Parental Kidnapping cases, and prior to taking any enforcement action, contact should be made with YFSD MPU. Members responding to calls for service involving child custody should not remove the child from the residence unless exigent circumstances present themselves. Custody transfer should be made in consultation with CFSA, 202-671-SAFE. Additionally any allegations made by one party or the other, or by the child themselves of any sort of abuse or neglect- members should notify CFSA and YFSD.

References:

DC Code 16-914, 16-1021 and 16-1022

Domestic Violence Roll Call Training

Day 5: Resources Available to Domestic Violence Survivors

This training was created in partnership with Legal Aid and MPD's Domestic Violence Unit.

1. You, the **officer**, are the very first resource available to the survivor. You have the ability to encourage or discourage the survivor in seeking help. You should provide the person you have determined to be the survivor of abuse with the D.C. SAFE **Response Line number, 1-800-407-5048**. You may also know this response line as "OCAP."

   Best practice tip: *Call the Response Line with the survivor to ensure she is connected to an advocate before you leave the scene.*

2. **D.C. SAFE** is a 24/7 crisis intervention agency that provides emergency services and court advocacy. The advocates are usually the second person the survivor speaks to after an incident. When they receive a referral or a call to their hotline, they can immediately connect the survivor with emergency housing, safe transportation to that shelter, safety planning, access to and assistance with the emergency temporary protection order process, lock changes, referrals for forensic exams, among other services.

   ******NOTE: During the coronavirus pandemic, the only way for a survivor to get a protection order is to call the Response Line and go through 7D to obtain an emergency protection order.******

3. The **Domestic Violence Intake Centers (DVICs)**, located at the Moultrie Courthouse and United Medical Center in SE, are currently closed to the public. However, normally, these Centers operate as "one-stop shops" for the survivor. A survivor can be connected with DC SAFE advocates, counselors from the Wendt Center, MPD officers and detectives, and attorneys at these Centers. The survivor can get safe housing, file for a protection order or contempt of an order, meet with a counselor, and receive free legal assistance. You should advise the survivor that if she wants to file for a protection order, she should plan to be at the DVIC for a while. The process can take a minimum of two hours.

4. The survivor can also file for a **Civil Protection Order (CPO)** at the Domestic Violence Clerk's Office at the Moultrie Courthouse. If the survivor files before 4:00 p.m. and requests a **Temporary Protection Order (TPO)**, the Court will hold a TPO hearing that same day.

5. **House of Ruth** (202-667-7001) and **My Sister's Place** (202-667-7001) have 24-hour hotlines, and **Sasha Bruce** (202- 547-7777)

6. **Crime Victims Compensation** provides financial compensation for survivors. Call them directly at 202-879-4216 for further information and services.

7. The **Wendt Center** for Loss and Healing (20-624-0010) provides counseling for trauma survivors. **Safe Shores** (202-645-3200) provides counseling and other services for children affected by trauma and/or violence. **La Clinica del Pueblo** provides counseling and support groups for immigrant and Hispanic survivors.

Additional resources may be found here: https://mpdc.dc.gov/page/domestic-violence-resources.

Intimate-Partner Violence in LGBTQ+ Relationships

Domestic violence, more specifically intimate-partner violence, is defined as a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship.[1] Intimate-partner violence, is not exclusive to heterosexual partnerships. Anyone can experience, or be a perpetrator of, intimate-partner violence regardless of race, sexual orientation, religion or gender. Abusive partners use the same tactics to gain and maintain power and control in LGBTQIA relationships as they do in heterosexual relationships but may reinforce their tactics in ways that are unique to victims in the LGBTQIA community. The effects of abuse in LGBTQIA relationships may be compounded by societal factors and the increase the complexity of intimate-partner violence tactics in these relationships. As a result, victims may be less likely to leave or get help.

Some tactics of power and control used by perpetrators towards victims in intimate-partner violence instances that are specific to the LGBTQIA community are:

- 'Outing' a partner's sexual orientation or gender identity. Abusive partners in LGBTQ relationships may threaten to 'out' victims to family members, employers, community members and others.
- Saying that no one will help the victim because they identify as lesbian, gay, bisexual or transgender individuals, or that for this reason, the partner deserves the abuse.
- Justifying the abuse with the notion that a partner is not 'really' a lesbian, gay, bisexual or transgender individual (i.e. the victim may once have had/may still have relationships, or express a gender identity, inconsistent with the abuser's definitions of these terms). This can be used both as a tool in verbal and emotional abuse as well as to further the isolation of a victim from the community.
- Monopolizing support resources through an abusive partner's manipulation of friends and family support and generating sympathy and trust in order to cut off these resources to the victim. This is a particular issue to members of the LGBTQ community where they may be fewer specific resources, neighborhoods, or social outlets.
- Portraying the violence as mutual and even consensual, or as an expression of masculinity or some other "desirable" trait.

It is imperative that members are aware of the unique issues facing LGBTQIA community members regarding intimate-partner violence. The National Coalition Against Domestic Violence sites a report that notes that 45% of victims do not file police reports due to the belief that the police will not help them due to their sexual orientation or gender identity.[2]

In an effort to provide meaningful and reliable police services to members of the LGBTQIA community, the MPD reminds members that the Special Liaison Branch's Gay, Lesbian, Bisexual, Transgender Liaison Unit, is available twenty-four hours a day to assist members. Anytime a member comes in contact with members of the LGBTQ+ community and has reason to believe there is actual or potential violence in their relationship, it is recommended you contact the LGBT Liaison Unit, as they can respond, follow-up, and offer resources to assist the involved citizens. The LGBT Liaison Unit has an on-call phone and can be reached on 202-506-0714.

[1] https://www.thehotline.org/is-this-abuse/abuse-defined/

[2] https://ncadv.org/blog/posts/domestic-violence-and-the-lgbtq-community

Interacting with Juveniles - GO-OPS-305.01

Updates to GO-OPS-305.01 - Interacting with Juveniles

Assessment

Lesson 1 of 2

Updates to GO-OPS-305.01 - Interacting with Juveniles

01:19

It is the policy of the Metropolitan Police Department (MPD) to protect and serve the residents of the District of Columbia. This includes juveniles, regardless of whether they are crime suspects, victims, or witnesses. MPD members shall make every effort to protect and secure the health and welfare of juveniles by investigating truancy, neglect or abuse, delinquency and absconding from homes and institutions, and any other incident that may properly come within the scope of police authority. MPD officers shall engage in developmentally appropriate communication when interacting with juveniles, deescalate situations whenever possible, and avoid making arrests based primarily upon the juvenile's response to the stop itself. Whenever possible, members shall consider alternatives to formal arrest while considering the safety of the community, MPD members, and the juvenile involved in the incident. In all instances, members shall protect the constitutional rights of juveniles. The purpose of this order is to provide procedures specific to handling matters involving juveniles as a supplement to the investigative and reporting requirements already imposed by law and written directives. To the extent that provisions in this general order conflict with existing directives, the provisions set forth in this general order shall prevail.

Complete the content above before moving on.

New Youth Policy

The updates to GO-OPS-305.01 are written to recognize that juveniles are different than adults both physically and psychologically, and that interactions with police can have a significant impact on youth. MPD has been working collaboratively with the OAG to improve policies governing interactions with juveniles.

MPD wants to ensure that all interactions with juveniles are respectful and that our officers factor in the developmental difference of juveniles when engaging youth in our city.

Key Changes to GO-OPS-305.01

Through research and collaboration with OAG, MPD has identified practices best suited for the District and is implementing a number of new guidelines in our policy. These updates are outlined in the following slides.

Update 1

Arrests

Custodial arrests of juveniles should be limited whenever possible. Officers are encouraged to apply for custody orders when there are no immediate public safety concerns.

This policy has already been in place since August 2019 for all school related incidents but is now expanded to all juvenile interactions.

Update 2

Arrests

Eligibility has been expanded for juvenile diversion in lieu of arrest by removing criteria that disqualified certain Metro and school-related incidents.

Update 3

Handcuffing

Members are now prohibited from handcuffing juveniles aged 12 and below unless the juvenile presents a danger to themselves or others.

Update 4

Handcuffing

MPD encourages officer discretion in handcuffing juveniles aged 13 to 17 based on the severity of the offense and circumstances of the interaction.

Update 5

Notifications

When practical, members shall contact the juvenile's parent or guardian to inform them of the juvenile's status and offer them the opportunity to respond to the juvenile's location.

Update 6

Impairment

Officers are required to request immediate medical attention when a person under the age of 18 appears to be impaired by alcohol, marijuana, or any other controlled substance. Additionally, members must ensure the person is transported to the nearest hospital and that contact with the juvenile's parent or guardian is made.

Update 7

Guidance for Officers & Detectives

The OAG has established a 24/7 hotline available for officers or detectives to contact for guidance on juvenile custody orders, warrants, or arrests.

The **OAG Juvenile Hotline** can be reached at **(202) 788-2084** to receive guidance on the subjects of:

- Juvenile custody orders or warrants
- Arrest of the sufficiency of evidence pertaining to any charge against a juvenile (including school-related incidents)
- Length of detention when delays before papering or presentment occur

Summary

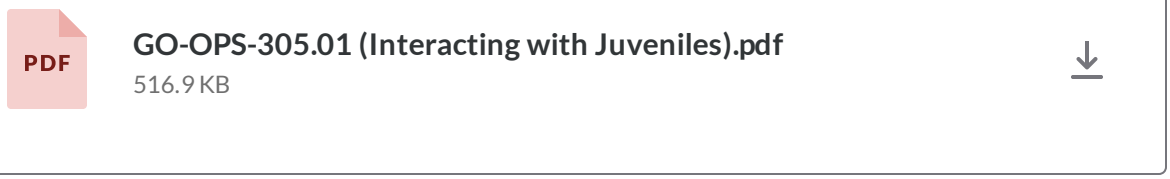
These updates have been made after extensive research and thoughtful discussions between MPD and OAG regarding the interactions between police and juveniles of the District of Columbia.

Complete the content above before moving on.

Further Training

These updates to this policy will be reinforced for all officers during classroom training during Professional Development Training 2020 (PDT 2020). Topics discussed will focus on de-escalation, adolescent brain development, and trauma-informed policing.

Members are reminded to review GO-OPS-305.01 in its entirety. A link to the updated policy is provided below.



You have completed this segment in the *Interacting with Juveniles - Updates to GO-OPS-305.01* training.

You must continue to the assessment segment of this training by clicking the assessment tab at the bottom of this page.

You must score at least an 80% (4/5) to successfully complete and pass this training. You may re-take the assessment as needed to receive a passing score.

Lesson 2 of 2

Assessment

Question

01/05

You and your partner are in the 7-11 on your beat. You notice a young man walking in the next aisle. He takes a number of items from the shelf and sticks them in his pockets. Before you can stop him, he exits the store without paying. After stopping him, he provides a DC ID card which shows that he is 16 years old. The owner of the store tells you that the young man has stolen from his store multiple times and that he has video from each event. The owner shows you the videos and demands that something be done.

According to GO-OPS-305.01 "Interacting with Juveniles," which of the following would be an appropriate course of action:

- ○ Contact the YFSD watch commander and be guided by his or her decision.
- ○ Place the juvenile under arrest and transport him to the nearest patrol district for processing.
- ○ Contact YFSD and request that a detective apply for a custody order.
- ○ Document the young man's information and collect the videos so that you may apply for a custody order.

Question

02/05

You are patrolling your beat and turn into the alley next to the public library. You see a young lady with a spray can in her hand and graffiti marks on the wall a few feet in front of her. After you stop her, she tells you that she was painting the wall because the library clerk made her and her friends leave earlier that day. When you ask for identifying information, she complies and also provides you with contact information for her mother. The mother responds to the scene and tells you her daughter is 12 years old and confirms her identifying information.

According to GO-OPS-305.01 "Interacting with Juveniles," which of the following would be an appropriate course of action:

- ○ Contact the YFSD watch commander for guidance prior to making an arrest.
- ○ Seek a custody order for the young lady's arrest.
- ○ Make an arrest but do not handcuff her because she is 12.
- ○ Make an arrest but handcuff her because she is 12.

Question

03/05

You are patrolling your beat after curfew is in effect when you notice a young man who appears to be 14 or 15 years old walking down the street. You stop the young man to investigate. He refuses to provide you any identifying information or an address but says he can't go home because no one is there. No matter how hard you try to comfort the young man, he will not tell you his identity.

According to GO-OPS-305.01 "Interacting with Juveniles," which of the following would be an appropriate course of action:

- ◯ Contact CFSA and YFSD and transport the juvenile to the District station.
- ◯ Contact CFSA and YFSD and transport the juvenile to YFSD.
- ◯ Contact CFSA and YFSD and transport the juvenile to CFSA.
- ◯ Contact a supervisor to determine if you need to contact CFSA and YFSD.

Question

04/05

You are required to summon an ambulance for a person under the age of 18 who appears to be impaired by alcohol, marijuana, or another controlled substance. You are also required to _____.

- Have the juvenile transported to the hospital and if you are unable to notify a parent, contact CFSA and have them respond to the hospital.
- Have the juvenile transported to the hospital and if you are unable to notify a parent, contact YFSD and have them respond to the hospital.
- Notify the parent to determine if the juvenile needs to be transported to the hospital.
- Contact the YFSD watch commander to determine if the juvenile needs to be transported to the hospital.

Question

05/05

You receive a radio run for a juvenile with a custody order. You arrive on scene and discover the mother called because she was notified her son had a custody order and she is physically unable to take him to JPC to turn him in. The son is 15 years old. When you encounter her son he is crying, extremely apologetic, and cooperative. You conduct a WALES check with the dispatcher, and it is confirmed that there is an active custody order for shoplifting. You arrest him, conduct a thorough field search, and transport the young man to JPC for processing.

According to GO-OPS-305.01 "Interacting with Juveniles," which of the following would be an appropriate course of action:

- ◯ Consider his age, the lack of severity in shoplifting, and his cooperation. Then transport him in a transport vehicle without handcuffs.
- ◯ Consider the lack severity in shoplifting, his cooperation, and place him in handcuffs but use a non-transport vehicle to transport him to JPC.
- ◯ Consider his age, the lack of severity in shoplifting, and the fact that he is cooperative, and transport him in a patrol wagon without handcuffs.

- Place him in handcuffs without consideration of the severity of the offense or the circumstances of the arrest.

Video Daily Roll Call: The Importance of Self Control

Our training today focuses on the importance of self-control in law enforcement. Self-control is defined as the ability to control one's emotions and desires, or the expression of them, in one's behavior, especially in difficult situations.[1] Law enforcement officers are faced with challenging and difficult situations on a regular basis. You should know yourself and recognize when someone is pushing you towards losing your sense of self-control. What are the implications for yourself and the impacts on fellow members if one officer loses their ability to maintain self-control?

Video link: https://www.lexipol.com/resources/todays-tips/the-importance-of-self-control-for-public-safety-personnel/

Discussion:

Think back to a recent time in which it was particularly difficult to control your emotions. What helped you exercise self-control in that situation? What can a fellow member do to help you or another member maintain their sense of self-control?

References:

Lexipol: The Importance of Self Control for Public Safety Personnel - https://www.lexipol.com/resources/todays-tips/the-importance-of-self-control-for-public-safety-personnel/

[1] https://www.lexico.com/en/definition/self-control

Vehicular Pursuits

Members are authorized to conduct a vehicular pursuit only when all other options to apprehend the suspect have been exhausted and when the subject of the pursuit is a fleeing felon who poses a danger or threat of serious injury or death to members of the Department or to members of the community. When affecting an authorized pursuit, members shall have their lights and sirens on, among other requirements, to ensure member and community member safety. Safety is the core pillar of why pursuits are limited. For example, when a pursuit could lead to unnecessary property damage, injury to citizen, or members, it must be ended. A pursuit must also be ended when a pursuit is near schools, hospitals, or other locations or at times of day with high pedestrian or vehicular traffic.

Members are prohibited from pursuing a vehicle for the purpose of affecting a stop of a traffic violation. When a fleeing subject has committed an offense for which a vehicular pursuit is not authorized, members shall:

- Provide a description of the vehicle and attempt to obtain the tag number;
- Attempt to obtain the description of the operator;
- Contact the dispatcher and request that he/she broadcast a lookout surrounding jurisdictions which the fleeing offender may be prosecuted; and
- Conduct an investigation of the incident and obtain a warrant so that the offender can be apprehended and prosecuted.[1]

Pursuits are only authorized under limited circumstances as authorized in policy. A member who does not use lights or sirens while following a vehicle or exceeding the speed limit is in fact engaged in a pursuit. "Following" or pursuing a vehicle without authorization and without proper lights and siren usage is inherently more dangerous and firmly against policy. Not only is engaging in an unauthorized vehicular pursuit prohibited, it is reckless and dangerous to members of both the Department and of the community. These types of driving habits increase the likelihood of accidents and death to anyone involved.

Members are required to obey speed limits, traffic signals, and traffic signs at all times under normal operating conditions.

[1] GO-OPS-301.03 *Vehicular Pursuits*

Video Daily Roll Call: Excessive Force? Law Enforcement Officers and Corrections Officers Must Intercede and Report

Today's training is on a form of active bystandership and the duty to report excessive force. Additionally, members are reminded to review GO-RAR-901.07 Use of Force which requires all members to intervene in and subsequently report any use of force incident in which they observe another member utilizing excessive force or engaging in any type of misconduct.

Video Link: "Excessive Force? Law Enforcement Officers and Corrections Officers Must Intercede and Report" https://www.lexipol.com/resources/todays-tips/excessive-force-law-enforcement-officers-and-corrections-officers-must-intercede-and-report/

References:

Lexipol: "Excessive Force? Law Enforcement Officers and Corrections Officers Must Intercede and Report" https://www.lexipol.com/resources/todays-tips/excessive-force-law-enforcement-officers-and-corrections-officers-must-intercede-and-report/

40mm Extended Impact Weapon for Patrol Use

40mm Extended Impact Weapon Overview

The 40mm Extended Impact Weapon was introduced to CDU in the early 2000s. It is designed to deploy an impact projectile at distances up to 25 yards. When deployed to areas of the body where the officers are trained, the projectile can cause the threat to become temporarily disabled and allow the officer to take the individual into custody. Recently, the use of an Extended Impact Weapon (EIW) was approved as a less-lethal force option for handling armed subjects during patrol operations.

EIWs are a less-lethal use of force option for patrol members who are designated and trained. In alignment with Departmental policy, members should always use the minimum amount of force objectively reasonable to effectively bring an incident or subject under control.

EIWs shall only be issued to members in a full-duty status and who have been trained and certified in the use of 40mm impact weapons. Members to whom an EIW has been assigned shall ensure they indicate that they are equipped with the device when coming into service and logging into the Mobile Data Computer.

Extended Impact Weapon Deployment

Extended impact weapons should only be deployed against subjects who are armed with a weapon and engaged in dangerous or assaultive behavior towards themselves, the member, or others. If the subject is holding a firearm and the member lacks tactical safety, such as adequate cover and at least one other member on scene, the member should refrain from utilizing the EIW.

Prior to the deployment of the weapon, the member shall identify himself or herself and issue the verbal warning (e.g. “Less-lethal, less-lethal”). Members are required to request medical assistance following any deployment of the extended impact weapon.

Reminders

Members shall ensure they carry the EIW in the issued carrying case with seven rounds. When preparing to deploy the EIW, members shall carry multiple rounds on their person. The rounds can be carried in the utility pouch or in the cut-in side pocket of their uniform pants.

References:

GO-RAR-901.12 – “Extended Impact Weapons” – effective July 29, 2016

EO-20-008 – “40mm Extended Impact Weapon” – effective February 16, 2020

ACTIVE BYSTANDERSHIP
LOOKING OUT FOR ONE ANOTHER

Metropolitan Police Department
District of Columbia

1

A Brief History of Active Bystandership

- Created by Ervin Staub, PhD
  - EPIC model (Ethical Policing is Courageous)
- First used by New Orleans Police Department
  - Now in 28 police agencies (NYC, Seattle, Memphis, etc.)
- Teaches intervention by fellow officers to avoid:

  assaulting a citizen, lying on a report, planting evidence, proceeding without backup, cutting corners, suicide
- Designed to save officers' careers and lives
- Now part of TTC scenario training

What is Active Bystandership?

- An active bystander intervenes and can make a difference by taking the following steps.
  - Assessing a situation to determine what kind of help, if any, might be appropriate.
  - Evaluating options and choosing a strategy for responding.

Active bystandership is important because it involves doing what's right

Active vs. Passive Bystandership

Passive Bystandership	Active Bystandership
Most humans are passive bystanders	Requires stepping outside of one's comfort zone
Assumes someone else will act	Actor steps forward, speaks up, and takes action
The more bystanders, the more likely we will wait for someone else to act	Does not wait for others to act first
Contagious—no one acts	Contagious—once one person acts, others are likely to follow suit

When Do We Intervene?

- We see an officer violating a policy or law or about to violate it
- We see unsafe behavior and/or bad tactics by an officer (e.g., not waiting for backup, not doing proper search, etc.)
- We see signs/symptoms of job stress or stress at home, depression, or drug/alcohol abuse in a coworker
- We see an encounter between an officer and citizen that is likely to end badly

How Do We Intervene?

We intervene by

- Acting rather than watching
  - Do not wait for misconduct to occur or get worse
  - Be vigilant and proactive in our coworkers' lives and behavior
- Recognizing the need for an intervention and assessing the urgency
  - Can an intervention wait or is it an emergency?
  - Minor issues and personal problems can wait. They are best handled between partners or close coworkers. Approach coworkers respectfully but directly.

How Do We Intervene?

By being DISCREET when appropriate (non emergency)

- Personal/emotional problems, drugs and alcohol are problems that likely should be addressed behind closed doors
- Minor courtesy issues, impatience, and rudeness with the public are problems that can be addressed before or after shifts

Does the member have a close personal friend who would be in a better position to speak about personal problems?

How Do We Intervene?

By being DIRECT when appropriate (emergency)

- Excessive use of force, blatant unprofessionalism, gross misconduct
- If serious misconduct or recurring problems continues after attempts to intervene failed, this may constitute an emergency. Escalating interventions may then be necessary.

Waiting to address these issues can be dangerous

Escalating an Intervention:
Bringing others into the loop

Coworkers have the option of accepting an intervention and correcting the problem. If they refuse your help, you may have to involve a sergeant, lieutenant, etc.

- Gives the coworker a chance to correct the problem at the unit level.
- Enlist the help of allies. These are other members who can help ensure the intervention becomes successful.

Common Triggers in the Field

What might cause an officer to engage in excessive force, self-destructive behavior, or other types of troubling behavior?

- Foot pursuits and vehicle pursuits
- A member of the community challenging police authority
- Heightened periods of job or personal stress
- Past trauma
- Hostile groups and/or crowds

Milwaukee Deputy Sheriff, Scott Krause

- What triggered this officer?
- How could you stop his behavior before it happened?

What are your triggers?

Sources

- Massachusetts Institute of Technology. Active bystanders: Looking out for one another. Retrieved from http://web.mit.edu/bystanders/index.html

- New Orleans Police. EPIC: Ethical Policing is Courageous. Retrieved from https://epic.nola.gov/epic/media/Assets/Full-EPIC-Presentation-2017.pdf

METROPOLITAN POLICE ACADEMY

4665 Blue Plains Dr. SW, Washington D.C. 20032 - (202) 645-6669

Course Title:	*Defensive Techniques*
Lesson Plan Title:	
Lesson Plan Number:	*1 of 1*
Written By:	*Sgt. Haskis, Ofc. Bogner, Ofc. T. Barnes and Ofc. M. Givens*
Date Approved:	
Audience:	*PDT*
Number:	*30-40 participants*
Space:	*Classroom*

PERFORMANCE OBJECTIVES:

- Identify where the authority to use force comes from. (C-3)

  Enabling Objectives:
  A. DC Code
  B. DC Municipal Regulations
  C. MPD Policy

- Describe the terminology for use of force. (C-3)

  Enabling Objectives:
  A. Non deadly force
  B. Serious physical injury
  C. Serious use of force
  D. Deadly force

- Identify less lethal use of force options. (C-3)

  Enabling Objectives:
  A. OC Spray
  B. ASP Batons
  C. Extended Impact Weapons
  D. Electronic Control Devices

- Understand the Department's policy on use of force. (C-3)

Enabling objectives:
A. When deadly force is authorized.
B. Situations when members may not discharge their firearm.
C. Deadly force used against a fleeing felon.

- Apply the concept in use of force related Supreme Court Cases. (C-3)

  Enabling Objective:
  A. Graham v. Connor
  B. Tennessee v. Garner

- Understand the use of force framework. (C-3)

  Enabling Objectives:
  A. Cooperative controls (Blue)
  B. Contact controls (Green)
  C. Compliance techniques (Yellow)
  D. Defensive tactics (Orange)
  E. Deadly force (Red)
  F. Control superiority principle
  G. Officer assessment selection arrows
  H. Survival shadow

- Understand the elements of action and assessment. (C-3)

  Enabling Objectives:
  A. Tools
  B. Tactics
  C. Timing
  D. Threat assessment observations

- Identify significance of officer/ subject factors. (C-3)

  Enabling Objectives:
  A. Size
  B. Strength
  C. Skill level
  D. Injury/Exhaustion
  E. Number of officers/suspects

- Apply the concept of bystander liability. (C-3)

  Enabling Objectives:
  A. Byrd v. Brishke
  B. US v. Reese
  C. US v. Koon

- Explain the Department's use of force reporting requirements. (e.g. FIR) (C-3)

ASSESSMENT TECHNIQUES:

Through a facilitated discussion:

- define participant's level of comprehension of where the authority to use force comes from through feedback and group activity
- define participant's level of comprehension of the terminology for use of force will be defined through feedback and group activity
- define participant's level of comprehension of less lethal use of force options through feedback and group activity
- define participant's level of comprehension of Department's policy on use of force through feedback and group activity
- define participant's level of comprehension of use of force related Supreme Court Cases through feedback and group activity
- define participant's level of comprehension of the use of force framework through feedback and group activity
- define participant's level of comprehension of the elements of action and assessment through feedback and group activity
- define participant's level of comprehension of significance of officer/ subject factors through feedback and group activity
- define participant's level of comprehension of concept of bystander liability through feedback and group activity
- define participant's level of comprehension of the concept of bystander liability through feedback and group activity

INSTRUCTOR MATERIALS:

PowerPoint

EQUIPMENT/SUPPLIES NEEDED:

PowerPoint projector

TRAINING PARTICIPANT HANDOUTS:

Number required: *(Equal to class)* Title: *"Application of the Use of Force Framework "*

METHODS/TECHNIQUES:

This lesson will be instructed by lecture with questions and practical exercise.

VERSION HISTORY:

Version History	Date Approved	Action
Version 1	08/24/2015	Initial Version
Version 2	06/26/2019	Re-vetted Version (no changes)
Version 3	8/9/2019	Added Duty to Intervene Language
Version 4		Re-vetted version with neck restraint language added

REFERENCES:

Departmental Orders and Directives

EO-20-001	Neck Restraints	January 3, 2020
EO-19-009	Force Incident Report	December 31, 2019
GO 901.07	Use of Force	November 3, 2017
EO-17-002	BWCs: Serious Uses of Force, Serious Misconduct, and Critical High Profile Incidents	January 27, 2017
GO 901.08	Use of Force Investigations	September 13, 2017
GO 901.13	Electronic Control Devices	October 6, 2017

GENERAL COMMENTS:

In preparing to teach this material, the instructor should familiarize his or herself with the material and review the listed references.

ANTICIPATORY SET:

Slide 1: Title

Slide 2

Performance Objectives

We will be discussing the following performance objectives during this lesson:

- Identify where the authority to use force originates.
- Describe the terminology for use of force.
- Identify less lethal use of force options.
- Identify use of force options for civil disturbance situations.
- Understand the Department's use of force policy.
- Apply use of force concepts through a review of Supreme Court cases.
- Understand the use of force framework.

- Understand the elements of action and assessment.
- Identify significance of officer/subject factors.
- Apply the concept of bystander liability.

Explain the Department's use of force reporting requirements (e.g., Force Incident Report (FIR))

Describe the terminology for use of force.

Slides 3- 11

Use of Force Terminology

There are specific definitions used to categorize the types of force used:

Assaultive – the subject has gone beyond the level of simple non-cooperativeness, and is actively and aggressively resisting the officer's attempt to arrest. The subject has demonstrated a lack of concern for the member's safety; however, the subject does not pose an immediate threat of death or serious bodily injury to the member or others.

Active resistance – physically evasive movements to defeat or deflect the member's attempts to control a subject, including but not limited to, bracing, tensing, pushing, or verbally signaling an intention not to be taken into or retained in custody, provided that the intent to resist has been clearly manifested.

Less lethal weapon – any object or device deployed with the intent or purpose of nullifying a threat without causing death (e.g., rubber bullets, oleoresin capsicum spray, and tactical batons).

Non-deadly force – any use of force that, when employed in accordance with Department training, is neither likely nor intended to cause death or serious physical injury.

Objective reasonableness – the standard requiring the reasonableness of a particular use of force must be judged from the perspective of a reasonable member on the scene in light of the facts and circumstances confronting the member.

Resisted Handcuffing- occurs when a person actively resists being placed in handcuffs, and the member must forcibly move the person's body so that the handcuffs can be applied. The "resistance" may range from an active struggle to a person simply "locking" his or her arms to prevent them being moved to the handcuff position.

Service weapon – any instrument issued or authorized by the Department that is used to control or overcome a subject, carried or kept readily available by MPD members.

Take down- maneuver in which a subject is forcibly brought to the ground

Neck Restraints—Use of the hand, arm, or other object to attempt to control or disable a subject by applying pressure against the frontal or side areas of the neck with the purpose, intent, or effect of controlling or restricting a subject's movement or restricting their blood flow or breathing.

Vehicle Ramming Attack- form of attack in which a perpetrator deliberately rams, or attempts to ram, a motor vehicle at a crowd of people with the intent to inflict fatal injuries

Use of force – the amount of effort required by police to compel compliance by an unwilling subject

Deadly Force - any use of force likely to cause death or serious physical injury. The primary purpose of deadly force is to neutralize a subject who poses an immediate threat of death or serious injury to the member or others; however, this does not include a subject who poses a threat solely to himself or herself. Examples include, but are not limited to, the use of a firearm or a strike to the head with a hard object.

Serious physical injury- any injury or illness that results in admission to the hospital or that creates a substantial risk of death, serious disfigurement, loss of consciousness, disability, a broken bone, or protracted loss or impairment of the functioning of any body part or organ.

Mechanical Force- broken down into two levels:

Level 1- The use of tools or weapons, to include the riot baton, ASP, and riot shield
Level 2- The use of less-lethal projectiles (e.g., sting ball munitions, extended impact weapons)

Chemical Force- Includes the use of tools or weapons that disperse chemical irritants that are approved by the Department for crowd control purposes

Serious use of force – actions by members including:

- All firearm discharges by a member with the exception of range and training incidents, and discharges at animals;
- All uses of force by a member resulting in a serious physical injury;
- All head strikes with an impact weapon;
- All uses of force by a member resulting in a loss of consciousness, or that create a substantial risk of death, serious disfigurement, disability or impairment of the functioning of any body part or organ;
- All incidents where a person receives a bite from an MPD canine;
- All uses of force by an MPD member involving the use of neck restraints or techniques intended to restrict a subject's ability to breathe; and
- All other uses of force by a member resulting in a death.

Check for Understanding: Engage the members in a discussion and ask them to give you examples of each category.

Ensure members understand that the term "handcuffed" as used in this lesson includes the use of alternate restraints such as flex-cuffs and any similar devices.

Understand the Department's policy on use of force and objective reasonableness standard

Slides 12 - 18

Objective Reasonableness

Objective reasonableness standard - the standard requiring the reasonableness of a particular use of force must be judged from the perspective of a reasonable member on the scene in light of the facts and circumstances confronting the member.

Apply the concept of use of force related to Supreme Court Cases

The concept of objective reasonableness was introduced in the section above; however, to provide further guidance we will examine the concept in greater detail.

Standards on Governing the Use of Force—Supreme Court Decision

The Reasonableness Test: *Graham v. Connor,* 490 U.S. 386, 109 S. Ct. 1865, 104 L.ED. 2d 443 (1989)

Facts of the case
Graham was a diabetic who asked his friend to drive him to a local store to purchase some orange juice to counteract the onset of an insulin reaction. Upon entering the store and seeing a number of people ahead of him, Graham hurried out and asked his friend to drive him to another friend's house. Officer Connor, a local police officer, became suspicious after seeing Graham hastily enter and leave the store. The officer followed the car and made an investigative stop, ordering the pair to wait until he found out what happened in the store.

Graham got out of the car, ran around it twice and finally sat down on the curb where he passed out briefly. Graham's friend told the officer that Graham was simply suffering from a "sugar reaction." Back up officers arrived on the scene, and one of the officers rolled Graham over on the sidewalk and handcuffed his hands tightly behind his back, ignoring the friend's pleas to get him some sugar. Another officer on the scene stated, "I've seen a lot of people with sugar diabetes, but they never acted like this. Ain't nothing wrong with but he's drunk. Lock him up."

Several officers then lifted Graham up from behind carrying him over to the friend's car and placed him face down on the hood. Regaining consciousness, Graham asked the officers to check his wallet for a diabetic decal that he carried. The officers however told him to "shut up" and shoved his face down against the hood of the car. Four officers then grabbed Graham and threw him head first into the police car. A friend of Graham's brought some orange juice to the car, but the officers refused to let him have it. Finally, Officer Connor received a report that Graham had done nothing wrong at the store; the officers then drove him home and released him.

Injuries sustained by Graham during the encounter included a broken foot, cuts on the wrists, a bruised forehead, and an injured shoulder. Graham also claimed to have developed a loud ringing in his right ear. He filed a federal civil rights action pursuant to 42 U.S.C. 1983, alleging the use of excessive force during the investigatory stop, in violation of the 4th Amendment.

During the course of the federal trial, the defendants moved for a directed verdict (an order from the presiding judge to the jury to return a particular verdict) at the close of the plaintiff's case in chief. In ruling on the motion,

the District Court determined that the amount of force used by the officers was appropriate under the circumstances and granted the defendant's motion for a directed verdict. The Fourth Circuit affirmed the judgment, ruling that the District Court had applied the correct legal standard in assessing the excessive force claim. The Supreme Court, however, ultimately vacated this order and remanded the case for trial upon concluding the incorrect legal standard was applied by the lower court.

The Supreme Court's Ruling

The Court specifically rejected the notion that all excessive force claims under Section 1983 are governed by one standard, stating:

- Identify the constitutional right allegedly infringed by application of force: Fourth Amendment prohibition against unreasonable search and seizure or Eighth Amendment ban on cruel and unusual punishment.

NTI: Remember the Fourth Amendment prohibits unreasonable searches and seizures, and the Eighth Amendment prohibits cruel and unusual punishment.

- Assess the validity of the claim by reference to the specific constitutional standard governing the right, rather than to some generalized "excessive force" standard.

- Following *Graham*, all claims of excessive force in the course of an arrest, investigatory stop or other seizure of a free citizen should be analyzed under the Fourth Amendment "reasonableness standard".

- "Seizure" triggering Fourth Amendment protection occurs when peace officers have "by means of physical force or show of authority in some way restrained the liberty of a citizen."

Assessing "Reasonableness" of force used under the Fourth Amendment:

- Must balance the nature and quality of the intrusion on Fourth Amendment rights against governmental interests at stake;

- Right to make an arrest or conduct an investigatory stop necessarily carries with it the right to use some force.

The Objective Reasonableness Test

According to the Court

"The reasonableness of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight. The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments—in circumstances that are tense, uncertain and rapidly evolving—about the amount of force that is necessary in a particular situation. The test of reasonableness is not capable of precise definition or mechanical application." Graham v. Connor, 490 U.S. 386, 396 (1989)

NTI: Ensure the members understand the question of whether the officer's actions are "objectively reasonable"

Check for Understanding: Ensure the members understand how the force they use will be judged.

Factors Determining Objective Reasonableness

- Careful attention to the facts and circumstances of a particular case;
- Severity of the crime at issue;
- Whether the suspect poses an immediate threat to the safety of the officers or others; and
- Whether the suspect is actively resisting arrest or attempting to evade arrest by flight.
- Objective reasonableness includes an allowance for time available to make decisions in as much as officers are often forced to make split-second judgments in circumstances that are tense, uncertain, and rapidly evolving.
- Reasonableness is judged from the perspective of a reasonable officer on the scene without the 20/20 vision of hindsight. (Look in the past to see what you've done wrong).
- Not every push or shove, even if it may later seem unnecessary in the peace of a judge's chambers violates the Fourth Amendment.
- Evil intentions will not make a Fourth Amendment violation out of an objectively reasonable use of force; nor will an officer's good intentions make an objectively unreasonable use of force constitutional

Understand the Use of Force Framework as it pertains to Members' Perceptions of Threat/Force Response

Slides 19 - 29

Members' Perceptions of Threat/Force Response

The Decision Making Model

The goal of every encounter is Voluntary Compliance!

Officers must continually:

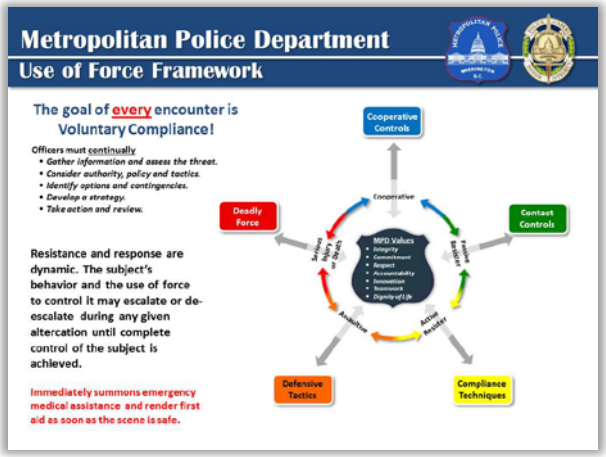
- Gather information and assess the threat.
- Consider authority, policy and tactics.
- Identify options and contingencies.
- Develop a strategy.
- Take action and review.

Threat Assessment Observation should include the subject's:

- Emotional state.
- Resistive Tension.
- Early warning signs.
- Pre-attack postures or Gestures.
- Access to a Weapon.
- Apparent willingness to sustain injury.

The Use of Force Framework

The use of force framework is an adaptation of the decision making model. It is specifically applicable to situations potentially resulting in the use of force. The use of force framework contains five categories of perceived threats and responses, all of which are fluid, dynamic, and non-sequential. The use of force framework allows officers to determine which action or actions are objectively reasonable and proportional, given the perceived threat.



The use of force framework is a training model that supports a reasonable escalation and de-escalation of applied force. It is a guideline for proportional responses to the action and level of resistance demonstrated by a subject.

The level of response is based upon the situation and the actions of the subject in response to the member. Such a response may progress from the member's actual physical presence at the scene to the application of deadly force.

Each time an officer encounters a situation where the possibility of violence or resistance to lawful arrest is present, that officer must, if possible, attempt to defuse the situation. This is done through advice, warning, verbal persuasion, tactical communication, or other de-escalation techniques. Members must attempt to defuse use of force situations with de-escalation techniques whenever feasible. The application of force encompasses three main elements of action and assessment.

Factors considered by the court in determining reasonableness:

- Careful attention to the facts and circumstances of a particular case;
- Severity of the crime at issue;
- Whether the suspect poses an immediate threat to the safety of the officers or others; and
- Whether the suspect is actively resisting arrest or attempting to evade arrest by flight.
- Objective reasonableness includes an allowance for time available to make decisions in as much as officers are often forced to make split-second judgments in circumstances that are tense, uncertain, and rapidly evolving.
- Reasonableness is judged from the perspective of a reasonable officer on the scene without the 20/20 vision of hindsight. (Look in the past to see what you've done wrong).
- Not every push or shove, even if it may later seem unnecessary in the peace of a judge's chambers violates the Fourth Amendment.
- Evil intentions will not make a Fourth Amendment violation out of an objectively reasonable use of force; nor will an officer's good intentions make an objectively unreasonable use of force constitutional

Understand the elements of action and assessment

Action and Assessment

1. **Tools**
   Tools include procedures, behavioral perspectives and defensive equipment such as OC spray, baton, and firearm. The officer may rely upon a variety of tools in response to his/her perception of the risk.

2. **Tactics**
   Tactics incorporate these tools into strategies to accomplish an arrest such as keeping the subject's hands visible at all times, maintaining cover or concealment during the initial approach, utilizing OC Spray to control active resistance, etc. De-escalation though communication as well as distance are tactics that should be considered.

3. **Timing**
   Timing is the correlation of tools and tactics to produce the effective application of the appropriate level of force required to establish and maintain lawful control. Effective use of timing is seen when an officer applies handcuffs during an arrest in order to minimize the potential for an assault, or the quickness with which an officer uses his/her baton to defend against an assault, etc.

Totality of Circumstances

Resistance and response are dynamic. The suspect's behavior and the use of force to control it may escalate or de-escalate during any given altercation. It is important to understand that the suspect's behavior may not incrementally escalate or de-escalate in a linear sequence. An officer's use of force may need to start at any option depending on what is objectively reasonable and in accordance with MPD policy. An officer must use only the minimum amount of force necessary. The officer's actions, in the midst of violent turmoil, are often judged long afterward in a calm and distant environment.

Threat Assessment Observations

What factors help the officer perceive danger? The evaluation of the situation should include the subject's emotional state, resistive tension, early warning signs, pre-attack postures or gestures, access to weapons, apparent willingness to sustain injury, and non-compliance with a lawful order or request.

Identify the Significance of officer/subject factors

Officer / Subject Factors

Officers should evaluate the significance of various factors that both the officer and the subject bring to the encounter and how those factors might influence the outcome.

This evaluation should include factors such as:

1. Size – The size of the officer as it relates to the size of the subject.
2. Strength – The strength of the officer as it relates to the strength of the subject.
3. Skill level – The skill of the officer as it relates to each of these factors.
4. Injury/Exhaustion – If the officer or subject have sustained injury or have reached exhaustion and how that may affect the confrontation.
5. Number of officers/suspects – the number of officers verses the number of subjects.

A law enforcement officer must understand that there is no set order or sequence that applies to the force options available. The force option may escalate from the uniform presence of the officer to deadly force in a matter of seconds. An officer does not have to attempt every force option before resorting to the use of deadly force. However, the officer must demonstrate that he/she acted in accordance with MPD policy which states, "In response to a perceived threat, members shall apply the proportionate and objectively reasonable force response, as outlined in the use of force framework."

REMEMBER: *An officer's application of force must be reasonable at the time it is applied, which means, as a suspect escalates or deescalates their resistance or assault the officer's force options must escalate or de-escalate appropriately.*

Officers must be aware of and use effective positioning and cover when approaching or encountering suspects. He/she must maintain a tactical advantage with respect to their location. The officer in each and every police situation or call for service must recognize the immediate identification of those areas which would provide cover from a hostile attack.

Officer Safety and Control

The focus of an officer's encounter should be primarily on the perceived actions of the suspect. Can the officer articulate suspicious or possibly confrontational behavior by the suspect? The officer's response to the suspect's perceived behavior must be guided by the principles of officer safety and control.

Note: Verbal threats of violence alone do not justify the use of physical force; however, combined with physical actions such as a fighting stance, clenching of fists, stepping towards or pulling away, it may.

The goal of law enforcement is to generate voluntary compliance.

An officer should clearly and effectively communicate to a suspect regarding what they want the suspect to do. Just as verbal communication sends a message to the suspect, so does the use of physical force. When applying force, a suspect may go into a survival mode and not accurately understand what to do. Simple, clear commands, repeated in a clear authoritative voice throughout the entire application of force will help the suspect understand what the officer wants him/her to do.

The Use of Force

The use of physical force by members of the Metropolitan Police Department is limited to:

1. Protecting life or property.
2. Making a lawful arrest.
3. Preventing the escape of a person in custody.
4. Controlling a situation and/or subduing and restraining a resisting individual.
5. To effect a lawful stop of a fleeing individual.

Levels of the Use of Force Framework
The use of force framework contains five categories of perceived threats and responses, all of which are fluid, dynamic, and non-sequential. The Use of Force Framework represents MPD's map for the use of force and is an illustration to gauge the appropriateness of the application of force. Officers' actions, in the midst of violent turmoil, are often judged long afterwards in calm and distant environments.

It is important to understand that this framework is a starting point for discussing a very complex issue - the justification for the use of force. Members must understand that there is no set order or sequence that applies to the Use of Force Framework.

The force option may range from a uniform presence all the way to lethal force in a matter of seconds. **An officer does not have to attempt every force option prior to resorting to the highest level**. However, the officer must demonstrate that he/she acted in accordance with MPD policy which states "MPD members shall use the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of the member or others. When using force, members shall continuously reassess the perceived threat in order to select the reasonable use of force response, or one that is proportional to the threat faced by him, her, or others."

Color Code
The use of different colors to depict each category of the framework represents the potential levels of threat perception that can be present at any stage of an encounter. The five base colors of blue, green, yellow, orange, and red were selected. Each color correlates with the levels of action below:

Blue (Cooperative)
This color is the lowest level of activity of the framework. This level of perception includes the day-to-day, non-threatening types of activities of policing. Most of these encounters involve communications skills with compliant subjects.

The majority of encounters between the police and members of the public involve cooperative compliance to lawful police requests or directions. The individual responds in a positive way to an officer's presence and is easily directed with verbal requests and commands. The subject who requires control or searching offers no resistance. Cooperation is often achieved by non-verbal acts such as gestures, stance and facial expressions.

Appropriate responses within this level:

A. Cooperative controls, searching, handcuffing
B. Professional presence
C. Verbal communications and commands
D. Non-verbal communications

Green (Passive Resister)
At this level of the framework, there is usually additional behavior, which categorizes the suspect as a passive resister who may require a slight increase of communication or physical response by the officer.

This level denotes a situation wherein a subject displays a low level of noncompliant resistance. The noncompliance is passive, and is offering no physical or mechanical energy. The subject does not respond to an officer's request or commands and may be argumentative.

The officer perceives an increase in risks and must think and act tactically. He/she deploys certain tactics within this level until control is achieved. When confronted with this subject, the officer uses low-level physical tactics to gain control and cooperation. These contact controls can be psychologically manipulative as well as physical, and include additional verbal persuasion skills or waiting for backup to demonstrate strength in numbers.

Appropriate responses within this level:

A. Strong verbal persuasion
B. Soft empty hand control
C. Firm grip and escorting

Yellow (Active Resister)

This level signals the need for increased officer alertness due to a recognized danger because of a subject demonstrating active resistance.

At this level, the subject is uncooperative and will not comply with the member's requests or commands. The subject exhibits physical and mechanical defiance, including evasive movements intended to defeat the member's attempt at control. This includes actions like bracing, tensing, pushing, or verbally signaling an intention not to be taken into or retained in custody.

The officer perceives the situation as escalating and the level of noncompliance has increased and becomes volatile. The officer would use compliance techniques and physical control tactics to gain control. The actions of the officer may cause the subject pain, but will not generally cause an injury.

Appropriate responses within this level include:

A. Control holds
B. Joint locks
C. OC Spray
D. Solo and team takedowns

Orange (Assaultive)

At this level of the framework, there is an assessment of imminent bodily harm to the officer or others. There is an actual or attempted assault on the officer at this level. The officer may direct energy and tactics towards self-defense.

The perception of danger has accelerated for the officer and there is a more directed focus on officer safety and defense. The subject has gone beyond the level of uncooperative and is actively and aggressively resisting the officer's attempt to arrest.

At this level, the officer uses defensive tactics to gain control and cease the subject's non-lethal assault on the officer or others while assuring continued compliance. The action of the officer may result in non-lethal injuries to the subject.

Appropriate responses within this level include:

A. Chemical agents
B. Baton / Extended Impact weapon strikes
C. Striking and blocking techniques

D. Mountain bike slide/takedown
E. MPD Canine
F. Electronic Control Devices

Red (Serious Injury or Death)
The color red alerts the officer to the highest level of a threat. This color represents a threat of imminent serious bodily injury or death to the officer or others. The officer must maintain the highest level of risk assessment and be prepared to use survival skills and lethal force.

The potentially lethal degree of risk is the most infrequent, and yet most critical for officer safety and survival. A subject's action is life threatening when it reasonably appears necessary for the officer to protect him or herself or others from an immediate threat of death or serious bodily injury, or apprehend a fleeing felon as outlined under Tennessee v. Garner.

When the officer perceives that the subject of such force poses an imminent danger of death or serious physical injury to the officer or another person, immediate counter measures must be used to stop the threat.

NOTE:
When any force response is employed, members shall:
1. Conduct a visual and verbal check of the subject to ascertain whether the subject is in need of medical care.

2. Summon medical assistance immediately if a person is injured, complains of pain, or demonstrates life-threatening symptoms as established in GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners).

3. Render first aid as soon as the scene is safe.

Check for Understanding: Engage the class in a discussion of different types of suspect behavior using the entire Use of Force Framework. Be sure to ask the class for examples of the officer's appropriate response.

Explain the Use of Neck Restraints

Slides 30 - 32

Neck Restraints

Neck Restraint-Use of the hand, arm, or other object to attempt to control or disable a subject by applying pressure against the frontal or side areas of the neck with the purpose, intent, or effect of controlling or restricting a subject's movement or restricting their blood flow or breathing.

Note: Incidental contact with the neck that results in no injury to the neck or neck areas shall not be considered a neck restraint. Hand controls to the back of the neck that do not restrict flood flow or breathing shall not be considered neck restraints. You should use great caution to avoid applying pressure to the head and neck areas as they are the most

fragile areas of the body, and only do so when appropriate and commensurate with your MPD defensive tactics training, while complying with DC Code and policy.

In the event that a member employs a neck restraint of any kind, he or she shall immediately request emergency medical services and notify their official.

NTI: Remind members that the term 'incidental use' is not an excuse to touch a subject's neck. BWC footage will be reviewed each time, and IAD will investigate. Be safe and keep your subjects safe. Discuss EO-20-001 vs. DC Code 5-125.02. Use of force will be discussed further and practiced with your DT instructor.

The use of trachea holds and carotid artery holds are **not an authorized use of force** and are **prohibited by law**. Below are their definitions.

Carotid artery hold ("sleeper hold" or "v hold") – any technique which is applied in an effort to control or disable a person by applying pressure or force to the carotid artery or the jugular vein or the sides of the neck with the intent or purpose of controlling a person's movement or rendering a person unconscious by constricting the flow of blood to and from the brain (D.C. Official Code, § 5-125).

Trachea hold ("arm bar hold" or "bar-arm hold") – any technique using the member's arm, a long or short police baton, or a flashlight or other firm object that attempts to control or disable a person by applying force or pressure against the trachea, windpipe, or the frontal area of the neck with the purpose or intent of controlling a person's movement or rendering a person unconscious by blocking the passage of air through the windpipe. (D.C. Official Code, § 5-125.02)

Learn the types of takedowns

Slides 48 - 54

Learn the techniques of handcuffing

Slides 38 - 41

Members are prohibited from employing any use of force technique or defensive weapon against a subject in handcuffs **unless** the subject is engaged in assaultive behavior as described in this order or the subject is attempting to escape police custody or resisting members' efforts to maintain custody of the individual (e.g., the subject will not get out of the transport vehicle). In these cases, members shall limit their force responses to the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control.

Understand the use of Ballistic and Patrol Shields

Slides 42 - 44

Ballistic Shields

- Ballistic shield – The Protech Tactical Intruder Shield which is composed of a material (Dyneema) that provides threat level IIIA ballistic protection.
- It offers protection from a 9mm fully jacketed 124 grain round, and a 240 grain 44 Magnum round, and most handgun ammunition, providing an additional defensive surface between the member and perceived threat.
- The Ballistic Shield does NOT protect against Rifle Rounds

Note: MPD is currently in the process of replacing the Ballistic shields.

Patrol Shields

- Patrol shield – instrument composed of transparent polycarbonate material that offers limited resistance to blunt objects or projectiles, providing an additional defensive surface between the member and perceived threat.
- Patrol shield-equipped vehicles – designated Department vehicles containing patrol shields.
- Patrol shields are not ballistic shields and will **not** provide adequate protection to members from firearms or edged weapons.
- Patrol shields shall primarily be used as protective, defensive instruments, allowing members to create adequate distance and cover prior to utilizing other use of force tactics, techniques, and defensive weapons to bring an incident or person under control.

Explain the Department's use of force reporting requirements.

Slides 45 - 47

Reporting Requirements

A Force Incident Report (FIR) shall be filled out for all reportable uses of force and reportable force incidents. The FIR is a single document that replaces what was formerly known as a Use of Force Incident Report (UFIR) and a Reportable Incident Form (RIF). Charging information will be automatically uploaded in the FIR provided the RMS arrest report is complete. Once completed, the watch commander will review the FIR.

All uses of force require a FIR, except for the following:

- Contact controls not resulting in the complaint of pain or injury
- Handcuffing not resulting in the complaint of pain or injury

A member shall complete a FIR when:

- A member points a firearm at or in the direction of another person
- The member performs any solo or team takedown that does not result in a complaint of pain or injury

NTI: Provide each student with a copy of the FIR and allow the students a chance to ask questions.

Learn the correlates of Assault on a Police Officer

Slides 48 - 54

In order to charge APO,

- The victim must have been a law enforcement officer of any police force operating and authorized to act in DC.
- The accused, without justifiable and excusable cause assaulted the complainant on account of, or while that law enforcement officer is engaged in the performance of his/her duties
- During, or an account of the performance of the victim's officials duties, whether on or off duty.
- With the general criminal intent to commit the act.

A) For the purposes of this law, a law enforcement officer includes:

- Any reserve officer or designated civilian employee of the Metropolitan Police Department
- Any licensed special police officer (SPO)
- Any officer or member of any fire department operating in the District of Columbia
- Any officer or employee of the government of the District of Columbia charged with the supervision of juveniles being confined pursuant to law in any facility is located within the District
- Any investigator or code inspector employed by the District of Columbia
- Any officer or employee of the Department of Youth Rehabilitation Services, CSOSA, Social Services Division of the Superior Court, or Pretrial Services Agency

B) Whoever without justifiable and excusable cause assaults a law enforcement officer on account of, or while that law enforcement officer is engaged in the performance of his or her official duties shall be guilty of a misdemeanor and, upon conviction, shall be imprisoned not more than 6 months or fined not more than the amount set forth in § 22-3571.01 [$1000], or both.

C) A person who violates subsection (b) of this section and causes significant bodily injury to the law enforcement officer, or commits a violent act that creates a grave risk of causing significant bodily injury to the officer, shall be guilty of a felony and, upon conviction, shall be imprisoned not more than 10 years or fined not more than the amount set forth in § 22-3571.01 [$25,000], or both.

D) It is neither justifiable nor excusable cause for a person to use force to resist an arrest when such an arrest is made by an individual he or she has reason to believe is a law enforcement officer, whether or not such arrest is lawful.

Understand the Law Pertaining to Resisting Arrest

Slides 55 - 59

Understand the Applicability of Failure to Comply/Failure to Obey

Slides 60 - 62

THOUGHTS TO TAKE AWAY and SUMMARY

Slides 63 - 65

The use of force framework is a tool designed to give members a logical path to follow through a proportional application of force appropriate to the subject's actions. With a complete understanding of the use of force framework components in combination with the circumstances of an arrest, members can apply the principles associated with the application of force. Members have the option of escalating, de-escalating, disengaging, or maintaining a level of appropriate force until complete control of the subject is gained when dealing with the use of force. Members must consider what an objectively reasonable police officer would do under similar circumstances.

METROPOLITAN POLICE ACADEMY

4665 Blue Plains Dr. SW, Washington D.C. 20032 - (202) 645-6669

Course Title: *Professional Development Training 2020*

Lesson Plan Title: *Tactical Emergency Casualty Care (TECC) Recertification*

Lesson Plan Number:

Prepared By: *Michael Mocca*

Date Prepared: *October 2019*

Audience: *PDT*

Number: *30-40 participants*

Space: *Classroom*

PERFORMANCE OBJECTIVES:

1.	Discuss the goals of Tactical Emergency Casualty Care	C-2
2.	Identify and treat the three types of bleeding	C-2
3.	Explain the three phases of care for TECC	C-2
4.	Explain the Direct Threat Care phase Enabling Objectives: A. Apply tourniquets	C-2
5.	Explain the Indirect Threat Care phase Enabling Objectives: A. Discuss the Importance of SCAB-E exam and treatment B. Explain the SCAB-E exam and treatment	C-2
6.	Discuss the Combat Application Tourniquet (CAT) Enabling Objectives: A. Demonstrate how to apply the CAT tourniquet to the upper and lower extremities	C-2
7.	Discuss the Military Emergency Tourniquet (MET) Enabling Objectives: A. Demonstrate how to apply the MET tourniquet to the upper and lower extremities	C-2
8.	Demonstrate how to apply occlusive dressings Enabling Objectives: A. Demonstrate how to place an occlusive dressing with the use of a manikin	C-3
9.	Demonstrate wound packing and pressure dressing Enabling Objectives:	C-3

A. Demonstrate wound packing with the use of a hemorrhage control manikin
B. Demonstrate how to apply a pressure dressing

ASSESSMENT TECHNIQUES:

1. Through a facilitated discussion, participant's level of comprehension of the Goals of Tactical Emergency Casualty Care will be defined through feedback and group activity.
2. Through a facilitated discussion, participant's level of comprehension of the Three Types of Bleeding will be defined through feedback and group activity.
3. Through a facilitated discussion, participant's level of comprehension of the Three Phases of Care for TECC will be defined through feedback and group activity.
4. Through a facilitated discussion, participant's level of comprehension of the Direct Threat Care Phase will be defined through feedback and group activity.
5. Through a facilitated discussion, participant's level of comprehension of the Indirect Threat Care Phase will be defined through feedback and group activity.
6. Through a facilitated discussion, participant's level of comprehension of the Combat Application Tourniquet (C-A-T) will be defined through feedback and group activity.
7. Through a facilitated discussion, participant's level of comprehension of the Military Emergency Tourniquet (MET) will be defined through feedback and group activity.
8. Through a facilitated discussion, participant's level of comprehension of an Occlusive Dressing will be defined through feedback and group activity.
9. Through a demonstrated ability, participant's level of comprehension of Wound Packing and Pressure Dressing will be defined through feedback and group activity.

INSTRUCTOR MATERIALS:

PowerPoint

EQUIPMENT/SUPPLIES NEEDED

Video Projector W/ Audio, manikins, TECC kits

TRAINING PARTICIPANT HANDOUTS:

Number required: *One per student*

METHODS/TECHNIQUES:

This lesson will be instructed by lecture with questions and practical exercise.

REFERENCES:

General Orders

•	GO-RAR0310.04	Mutual Aid Agreement	August 30, 2002
•	GO-RAR-901.07	Use of Force	October 7, 2002
•	OG-HSC-802.01	Disasters, Attacks and Elevated Threat Warnings	May 2, 2011
•	PER 201-26	Duties, Responsibilities and Conduct of Members of the Department	April 5, 2011
•	TT-08-025-15	TECC Kit Replacement (SO-14-13, Part IV D.2)	August 7, 2015

Outside Sources

- FBI. (2018). Law Enforcement Officers Killed and Assaulted (LEOKA). Retrieved from https://www.fbi.gov/services/cjis/ucr/publications

- Smith, E. & Shapiro, G. (2016). Changing the paradigm: Tactical Emergency Casualty Care guidelines for high-risk scenarios. Retrieved from: http://www.vdh.virginia.gov/content/uploads/sites/23/2016/05/OPE-4022.pdf

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GENERAL COMMENTS:
This lesson plan was developed to introduce and train department members in the concept of Tactical Emergency Casualty Care [TECC]. Prior to taking this class, students must have completed the training videos and passed the written exam. This lesson plan is intended for the presentation by experienced instructors, who have a strong working knowledge of departmental policies and procedures concerning TECC and First Aid training. You must be a TECC certified instructor to teach this class.

LESSON PLAN PRESENTATION GUIDE/TRAINER NOTES:
Instructor will hand out reference materials and go over classroom rules.

ANTICIPATORY SET:

Slide 1 – Title

Law enforcement officers are called to intervene in the problems of other people on a daily basis. Many of the situations that law enforcement officers confront can be resolved through training.

Dr. E. Reed Smith gave this program to MPD. Smith is the Operation Medical Director for the Arlington County Fire Department and oversees all medical operations. Smith is a Board Certified Emergency Physician, a fellow of the American College of Emergency Physicians, and is currently practicing at the Virginia Hospital Center in Arlington, VA.

TECC is designed for the officer down scenario, such as active shooter and patrol situations where officers are injured in the line of duty. Members of the MPD may use these techniques on civilian casualties as well. The MPD responds to hundreds of thousands of calls for service every year. Some of these calls for service are for members and citizens who have life threatening wounds. This course will teach first responders the fundamentals of how to save a life using the concept of Tactical Combat Casualty Care.

INSTRUCTIONAL INPUT

The policy of the MPD is to value and preserve human life but also ensure that its members preserve the peace, protect life and property, prevent crime, apprehend offenders, recover property, and enforce all laws and ordinances of the District of Columbia and the United States of America.

Furthermore, it is the policy of the MPD to immediately respond to all occurrences of natural and man-made disasters and unusual occurrences, such as “elevated threat warnings” issued by the U.S. Department of Homeland Security, to minimize adverse impacts to the citizens of the District of Columbia.

A first responder needs to practice the principles we outline in this lesson plan as it pertains to wound care in atypical, high threat emergency responses. The enclosed TECC guidelines are based upon the principles of Tactical Combat Casualty Care and are specifically designed to address this operational need.

The statistics show line of duty deaths every year are caused by several factors, many of which are beyond the control of the officer. According to the 2018 FBI report, *Law Enforcement Officers Killed & Assaulted* (LEOKA), 55 officers were feloniously killed, and 51 were killed accidently. Of those feloniously killed, 51 were killed with firearms with wounds to the upper torso/chest, the head, neck/throat, and torso/abdomen. The majority (34) of those killed accidently died from a motor vehicle accident.

Your backup is usually the first person to get to you, particularly in active shooter situations where DC Fire/EMS will not enter into a hot zone. As a result, there are delayed Medic responses and stabilizing treatments.

Slide 2 - TECC Goals

1. Discuss the Goals of Tactical Emergency Casualty Care and Objectives of the Course

Overall goals

- The goal of TECC is to provide you the officer with evidence-based basic medical and first aid skills in cases of officer injury in the line of duty.
- By using simple stop-gap measures* while accounting for on-going tactical situations, TECC is intended to stabilize and prevent early deaths

NTI: **The stop-gap measures are found in the TECC Blow Out Kit, including tourniquets (MET/CAT), pressure dressings, hemostatic agents (Celox/Quickclot), and nasopharyngeal airways. At this time, pass out sample blow out kits and tourniquets for students to see.*

Course Objectives

- Discuss the goals of Tactical Emergency Casualty Care
- Identify and treat the three types of bleeding
- Explain the three phases of care for TECC
- Explain the Direct Threat Care phase
- Explain the Indirect Threat Care phase
- Discuss the Combat Application Tourniquet (CAT)
- Discuss the Military Emergency Tourniquet (MET)
- Demonstrate how to apply occlusive dressings
- Demonstrate wound packing and pressure dressing

Slide 3 – Three Types of Bleeding

2. Explain the Three Types of Bleeding

There are three types of bleeding (AVC):

A=Arterial
V=Venous
C=Capillary

Slide 4 – Three Phases of Care

3. Explain the Three Phases of Care for TECC

The specifics of care for the downed officer and the application of TECC are that it is situation driven and applied in phases that are dictated by the tactical situation.

TECC has 3 phases of care depending on the external threat:*

Direct Threat Care:
Immediate on-going life threat due to active problem
(Hot Zone)

Indirect Threat Care:
Area of high risk, potential for on-going threat but not immediate
(Warm Zone)

Evacuation Care:
No threat
(Cold Zone)

***For the patrol officer:** This course concentrates only on the Direct Threat and the early parts of the Indirect threat phases of care, which is essentially the first 5-10 minutes of any incident.

Slides 5 – 12 Direct Threat Care

4. Explain the Direct Threat Care Phase

Direct Threat Care Phase has five action items:

1. Address the immediate tactical threat
2. Self-care / self-evacuation
3. Rapid remote assessment prior to rescue
4. Address only life threatening bleeds
5. Rapid evacuation to cover

1. **Address the immediate tactical threat:**

The first action item is to address the immediate tactical life threat to gain and maintain tactical dominance. The immediate response may be to shoot back.

2. Self-care / self-evacuation:

The second action item is self-care/self-evacuation. If able, the injured should self-evacuate to better cover or conceal. The officer should then begin self-treatment of any wounds by applying a tourniquet or direct pressure.

3. Rapid remote assessment prior to rescue:

The third action item is a rapid remote assessment. There will be times where officers are injured in open spaces or where rescuing the officer will expose other officers to fire. It is at these times that rescuing officers should utilize a rapid remote casualty assessment. Rescuing officers should look for consciousness, breathing, type of blood flow from wound, wound severity and overall viability and chances of survivability when performing a rapid remote assessment.

Give a quick visual inspection of the injured from an area of cover to identify wounds and viability of life prior to effecting rescue. The goal is to maximize patient benefit while minimizing provider risk. The members should not sacrifice personnel when likely benefits are minimal. In other words, there is no need to expose other rescuers to danger if a patient is dead or has a non-life threatening injury and can self-evacuate. All rapid remote assessments should be assessed from a safe location. Only expose providers if medically indicated.

4. Address only life threatening bleeds:

The fourth action item is to address only life threatening bleeds. Officers must take care of any massive bleeding, such as spurting or massive free flowing blood from a wound, or treat any partial or full amputations of an extremity.

Officers must be sure to put direct pressure on pressure points or over any wounds. Remember every second and every drop of blood matters.

If a tourniquet is needed, place the tourniquet and tighten it until bleeding stops or there is no distal pulse. This is the end point for tightening a tourniquet. All tourniquets must be placed high and over the clothes to ensure that the tourniquet is placed above all entrance and exit wounds. Ignore non-life-threatening bleeding until Indirect Threat Care phase.

5. Rapid evacuation to cover:

The last action item is to rapidly evacuate the casualty to cover. The goal is to move the officer to a safer location so that the rescuer is not exposed to direct fire while providing care to the patient.

Slides 13 – 17 Tourniquet

Explain How to Use Tourniquets

There are various types of tourniquets. The three most common are the Military Emergency Tourniquet, Combat Application Tourniquet, and Special Operations Forces Tourniquet – Tactical.

Tourniquet use has been shown in multiple studies to be safe, even if in place for up to 2 hours. However, a police officer should never loosen a tourniquet once it has been applied.

It is imperative that officers correctly place tourniquets on patients. Tourniquets will usually be applied in the hot zone (Direct Threat Care). Officers should minimize their time in the hot zone whenever possible. For this reason, officers should not cut clothing to place tourniquets on bare skin, which takes more time to apply. The tourniquet must be placed high and above the patient's wound.

This will ensure that the tourniquet has occluded all blood flow to both entrance and exit wounds. Tighten the windlass until bleeding stops, and use a second tourniquet if needed. The second tourniquet will be placed below the first one. Officers should reassess tourniquets after moving patients to ensure the tourniquets did not become loose.

Common tourniquet mistakes for officers to avoid are:

- not placing the tourniquet as high as possible on the extremity
- not tightening or removing it because of pain
- not using one when it is needed
- failing to reassess the tourniquet after moving a patient

Slides 18 – 21 Indirect Threat Care

5. Explain the Indirect Threat Care Phase

Indirect Threat Care begins once the rescuing officer has moved a wounded officer to cover. Officers need to realize that they are still at risk and they need to maintain awareness of tactical threats. Just because the officers are behind cover does not mean that they are safe. Usually where there is one threat, there is a possibility of two. Officers must work quickly but smoothly. They must remember, "slow is smooth and smooth is fast."

Indirect Threat Care Phase has five actions Items:

- Activate medical resources
- SCAB-E exam and treatment
- Check for additional wounds
- Monitor mental status
- Treat for shock and hypothermia

Slides 22 – 23 SCAB-E Exam & Treatment

Discuss the Importance of SCAB-E Exam and Treatment

Officers need to ensure that they treat the right injuries at the appropriate time. The acronym SCAB-E will help officers remember the correct order of treatment. Certain injuries can kill a victim faster than others, so it is important that officers treat wounded the officer's injuries in the proper order.

Why do we use the Acronym: SCAB-E?

- Death from hemorrhage; 1-3 minutes
- Death from Airway compromise; 4-5 minutes
- Death via Tension Pneumothorax; 10+ minutes
- "Golden Hour" for Shock 60 minutes

Do not treat a casualty for developing shock while he/she is dying by strangulation from a compromised airway or from uncontrolled bleeding.

Slides 24 – 25 SCAB-E: Situation

Explain the SCAB-E Exam and Treatment

SCAB-E: Situation (S)

It is critical that officers maintain situational and tactical awareness. Officers must listen to the radio for changes in the tactical situation. Additional threats may arise or active shooters may be neutralized, allowing for evacuation of casualties. Remember a tactical situation always remains fluid. If an officer comes upon a wounded member, they must treat them from the supplies found in the member's blowout kit. If an officer uses their own blowout kit to treat another officer, they will no longer be able to provide self-care.

Whenever a member suffers a traumatic injury, it may affect their ability to think properly. This creates a very dangerous scenario with armed members. For this reason law enforcement casualties should have their weapons made safe once the threat is neutralized or if their mental status is altered.

Anytime an officer suffers a traumatic brain injury, shock from bleeding, lack of oxygen, or inadequate breathing they may be unable to think clearly, which could lead to a friendly fire incident. For this reason, whenever a member's mental status has been altered due to injury, it is imperative that their weapon be secured.

Slides 26 – 28 SCAB-E: Circulation

SCAB-E: Circulation (C)

The C in SCAB-E stands for circulation. After the situation is assessed, members shall continue to focus on stopping massive bleeding. Check for bleeding overlooked or not addressed in Direct Threat Care. Members shall also recheck tourniquets after any movement. If the tourniquets are ineffective in controlling bleeding or if there is a palpable pulse below the tourniquet, consider additional tightening of the tourniquet. Expose the wound fully, identify a location 2-3 inches above the injury, and apply a new tourniquet directly to the skin Apply a second tourniquet side-by-side to the first and fully tighten.

Slides 29 – 30 Pressure Bandages

SCAB-E: Circulation (Pressure Bandages)

Pressure bandages are another option for massive bleeding in Indirect Threat Care. Pressure bandages take longer to apply, so they are not an option in Direct Threat Care. This type of bandage is very effective on limbs.

A pressure bandage uses a mechanical advantage to apply direct pressure over a wound, using a large absorbent dressing, elastic bandage, and metal, ceramic, or plastic device. Pressure dressings should always be applied with wound packing if the wound is deep.

Slides 31 – 37 SCAB-E: Circulation / Hemostatic Agents

SCAB-E: Circulation (Hemostatic Agents)

Some wounds are not amenable to tourniquets or pressure dressings. In these situations, officers can use a hemostatic agent to assist in the rapid control of bleeding. This is especially true treating wounds to the femoral and anterior triangle areas.

Celox/Quickclot is a hemostatic agent. A chemically impregnated gauze incorporates chemicals designed to initiate and accelerate the fibrin clotting process. Hemostatic agents seal damaged areas of arteries and veins. Hemostatic agents must be applied properly and used in conjunction with direct pressure. The officer may use plain gauze as a second line. Hemostatic agents can be used on critical vascular areas and on any extremity wound. To use a Celox/Quickclot gauze, place it into the wound and hold direct pressure for 2-3 minutes minimum (sometimes longer) prior to placing a pressure bandage. All hemostatic agents are potentially less

effective if a patient is hypothermic. However, they still be used in these instances. When this happens, the responding officer should hold pressure on the wound for a longer period. Hemostatic agents, such as Celox/Quickclot, should not be used on wounds on the chest, abdomen, or back. The evidence shows that hemostatic agents are effective even on patients who are using prescription blood thinners.

Slides 38 – 40 SCAB-E: Airway

SCAB-E: Airway (A)

The preferred airway adjunct of TECC is the Nasopharyngeal Airway. The Nasopharyngeal Airway will be placed in any patient with any level of altered mental status. It is designed to be lubricated and then gently passed up the nostril and down the pharynx (throat). While applying a Nasopharyngeal Airway, if an obstruction is met in one nostril, withdraw it and place up the other nostril. If the wounded officer is gagging, partially withdraw the Airway.

Slides 41 – 46 SCAB-E: Breathing

SCAB-E: Breathing (B)

The Metropolitan Police Department currently uses P.M.I Halo Chest Seals as its preferred occlusive dressing. The focus here is on care for penetrating chest wounds by application of occlusive dressing to restore the integrity of the chest wall and improve respiratory mechanics. Officers should utilize an occlusive dressing for all wounds from the top of the shoulders to the belly button. A penetrating chest wound may create an opening in the chest wall that leads to a collapsed lung.

A penetrating chest wound may be hard to find, so officers should check for weak points in armor. This wound can cause air to move freely in and out of the chest space rather than into the lung and through the trachea, causing the lung to collapse.

When treating patients with potential wounds to the torso the officer must locate the entrance wound, along with the exit wound.

MPD policy allows officers to use hasty occlusive dressings when one is not readily available. Officers may use clean plastic items, such as sandwich baggies or trash bags as alternatives. Remember to never pack wounds to the torso with gauze. Officers should constantly reassess breathing rate and effort for any developing tension pneumothorax.

Tension Pneumothorax

Symptoms:

- Increasing difficulty breathing or gasping
- Increasing respiratory rate
- Increasing anxiety and relentless
- Turning blue around the lips

Any patient with a thorax wound and worsening breathing needs **IMMEDIATE** evacuation to medics for care.

Slide 47 Evacuation Care

SCAB-E: Evacuation Care (E)

In this stage the patient will be evacuated to an area where there is no threat and continue Everything Else care.

Slides 48 – 50 Everything Else Care

Check for additional wounds

At this time, officers will check for additional wounds with a brief head to toe, front to back assessment looking for missed wounds or bleeding.

Control any additional non-life threatening bleeding with wound packing, gauze, or an ace wrap.

Slides 51 – 52 Monitor Mental Status & Treat for Shock & Hypothermia

Monitor mental status

Officers will then monitor the wounded officer's mental status. Continue to track AVPU.

Treat for shock and hypothermia

Caregivers should keep the patient calm, covered, and keep them warm, if possible. Officers should position the wounded flat on their backs if awake and in the recovery position if they are unconscious. Officers should allow the patient to assume any position, including sitting up, that he or she wants. Typically, they will assume best physiologic position for improved breathing.

Officers should avoid placing the patient directly on the ground. Instead, they should place the patient on a blanket or other insulated surface. Then they should cover the patient with anything that will retain heat. Even small decreases in body temperature can interfere with clotting and increase the victim's risk of death. This is because casualties in shock cannot generate body heat effectively. Hypothermia is easier to prevent than to treat.

6. Discuss the Combat Application Tourniquet (C-A-T)

C-A-T (Combat Application Tourniquet)

The patented C-A-T® is a true one-handed tourniquet shown to be 100% effective by the U.S. Army's Institute of Surgical Research. Tests proved that the C-A-T® completely occluded blood flow of an extremity in the event of a traumatic wound with significant hemorrhage.

The C-A-T® utilizes a durable windlass system with a patented free-moving internal band providing true circumferential pressure to the extremity. Once adequately tightened, bleeding will cease and the windlass is locked into place. A hook and loop windlass retention strap is then applied, securing the windlass to maintain pressure during casualty evacuation. The C-A-T®'s unique dual securing system avoids the use of screws and clips, which can become difficult to operate under survival stress or where fine motor skills are compromised.

Exercise: Demonstrate how to apply the CAT Tourniquet to the upper and lower extremities

MPD members will participate in the following classroom exercises.

Exercise # 1: Students will place tourniquet on partner's upper and lower limbs.

Exercise # 2: Students will self-apply tourniquet on weapon side arm (one hand application).

Exercise # 3: Students will place pressure dressings on upper and lower limbs.

7. Discuss the Military Emergency Tourniquet (MET)

MET Gen III (Military Emergency Tourniquet)

The MET tourniquet has many advantages such as being lightweight. An open loop system does not need to be fully cinched prior to using a windlass. The MET tourniquet has an aluminum non-breakable windlass that has a simple operation that can be applied in seconds.

The MET tourniquet applies compressive pressure to limbs to occlude all distal arterial and venous flow. The MET tourniquet has a 2-inch strap to reduce potential neurovascular damage. It is designed to be applied one-handed for self-application. The MET tourniquet uses a mechanical mechanism to apply occlusive forces.

Exercise: Demonstrate how to apply the MET Gen III Tourniquet to the upper and lower extremities

MPD members will participate in the following classroom exercises.

Exercise # 1: Students will place tourniquet on partner's upper and lower limbs.

Exercise # 2: Students will self-apply tourniquet on weapon side arm (one hand application).

Exercise # 3: Students will place pressure dressings on upper and lower limbs.

8. Demonstrate how to apply an Occlusive Dressing

Focus care for penetrating chest wounds by application of occlusive dressing to restore the integrity of the chest wall and improve respiratory mechanics

Exercise: MPD members will participate in a classroom exercise.

Exercise # 1: Students will demonstrate how to place an occlusive dressing to a manikin.

9. Demonstrate Wound Packing and Pressure Dressing

When a wound is deep, packing the wound can help stop bleeding. Pressure Bandages are another option for massive bleeding.

Uses mechanical advantage to apply direct pressure over a wound combining:

- Large absorbent dressing, elastic bandage and metal, ceramic, or plastic devise

Should always be applied with wound packing if deep wounds.

NTI: *Hemostatic agents are used for packing wounds; however, they should never be used on the chest, abdomen and back area. Reminder: Hemostatic agents will require direct pressure and may take a short period time for the clotting process to occur.*

Exercise: MPD members will participate in the following classroom exercises.

Exercise # 1: Students will simulate wound packing utilizing wound packing manikin.

Exercise # 2: Students will place pressure dressings on upper and lower limbs.

Guided Practice:

MPD members will be guided and tasked with hands-on scenarios throughout this course:

CAT: Exercises # 1-3
MET Exercises # 1-3
Occlusive Dressing Exercise # 1
Wound Packing/Pressure Dressing Exercises # 1-2

Slide 53 – Questions?

Summary:

We as the members of the Metropolitan Police Department should review new material on TECC as it becomes available. Be vigilant of your surroundings at all times, and run scenarios through your mind on what you would do if this unthinkable thing happens to you or your partner.

We all wish injuries and serious physical trauma would never occur, but as law enforcement officers, we know it will. It is only a matter of time. We have given you some more tools to survive when disaster happens.

Performance Checklist

Student's Name _____ District/Element _____

Date of Attempt _____ Performance Attempt 1 2 3 4 5

Evaluator's Name _____

PERFORMANCE OBJECTIVE:

GIVEN: All necessary supplies and Tactical Emergency Casualty Care Equipment
YOU WILL: Demonstrate how to apply Tactical Emergency Casualty Care Equipment in a crisis setting

DIRECTIONS TO THE STUDENT:

Before attempting this task for mastery, carefully review this checklist. You will be evaluated based on this checklist. Let your instructor know if you have any questions beforehand. You must complete your performance within 10 minutes and must score 18 out of 18, 100% on the checklist for mastery. All items are critical.

DIRECTIONS TO THE EVALUATOR:

The student will let you know beforehand if they have any questions. They must complete the exercise with a score of at least 100%.

Name _____

CRITICAL ITEMS	ITEMS TO BE OBSERVED OR CHECKED	Rating Pass	Fail
	1. Identified phase of care 2. Demonstrated standard precautions 3. Applied direct pressure to the wound or pressure point on appropriate limb or junction 4. Placed tourniquet high as possible on extremity 5. Tightened tourniquet until bleeding stops & no distal pulse remains 6. Secured tourniquet 7. Applied upward pressure on tip of nose 8. Applied nasopharyngeal airway in right and left nostril 9. Checked patient for gagging 10. Opened and unrolls gauze 11. Packed gauze into wound where the bleeding is heaviest 12. Held firm pressure on wound for 2-3 minutes 13. Opened H bandage and positioned bandage over wound 14. Secured bandage with a wide base of pressure with a wrap above and below the ceramic H device 15. Engaged the ceramic H device and pulls tension on both sides of the H device 16. Wrapped the rest of the ace wrap over bandage without roping 17. Secured the H bandage with a half-hitch 18. Member identified how to stabilize and prevent the early causes of death utilizing simple stopgap measures while accounting for an ongoing tactical situation		
	Points Needed for Mastery = 18 Total Points Possible = 18		

Instructor_____ Date_____

METROPOLITAN POLICE ACADEMY

4665 Blue Plains Dr. SW, Washington D.C. 20032 - (202) 645-6669

Course Title: *Professional Development Training 2020*

Lesson Plan Title: *Armament System Procedure (ASP) Tactical Baton Recertification*

Lesson Plan Number: *N/A*

Written By: *Officer Frank Magda*

Date Approved:

Audience: *Members*

Number: *30-40 Members*

Space: *Classroom and Gymnasium*

PERFORMANCE OBJECTIVES:

1. Discuss the level of force in which the ASP Tactical Baton complies according to the authorized Metropolitan Police Department Use of Force Framework
2. Discuss the reporting requirements for use of force within the Use of Force Framework where it pertains to the use of the ASP Tactical Baton
3. Demonstrate the interview and combat stance
4. Demonstrate the Weapon, Clearance, and Straight strike in the open and closed mode
5. Demonstrate the use of the ASP Baton as an extraction and pain compliance tool for a subject that is actively resisting arrest to prevent being handcuffed

ASSESSMENT TECHNIQUES:

1. Through a facilitated discussion assess participants' levels of comprehension of the Metropolitan Police Department's Use of Force Framework as it relates to the ASP Tactical Baton with emphasis on the policy, procedures and reporting requirements in G.O. 901.07 Use of Force
2. Students will demonstrate ASP Tactical Baton techniques during guided practice
3. Students will complete the Dynamic Proficiency drills under the guidance of the Armament System Procedure instructors
4. Participants will demonstrate the Weapon, Clearance, and Straight strike in the open and closed mode

5. Instructors will demonstrate the secondary function of the ASP Tactical Baton for use as an arm extraction and pain compliance tool for a subject that is actively resisting arrest.

INSTRUCTOR MATERIALS

PowerPoint, References

EQUIPMENT/SUPPLIES NEEDED:

Computer, PowerPoint Software, Projector, Screen, Gym Mats, Sam Browne Duty Belt with ASP Baton

TRAINING PARTICIPANT HANDOUTS:

Number required: N/A

METHODS/TECHNIQUES:

Classroom lecture with PowerPoint presentation, questions, demonstration, and practical exercise

VERSION HISTORY:

Version History	Date Approved	Action
Version 1	January 11, 2018	Lesson Plan Created
Version 2		Lesson Plan Approved

REFERENCES:

The following books and other materials are used as a basis for this lesson plan. The instructor should be familiar with the material in these reference documents to effectively teach this module.

- Armament Systems Procedures, Instructor Certification and Course Syllabus Manual, Second Edition May 1997. Editor: Kevin Parsons, PhD
- Metropolitan Police Department, 16 hr. Armament Procedures lesson plan for recruit and lateral training programs. Prepared March 1999, Reviewed October 2000, Revised November 2011
- Metropolitan Police Department, 5.2 Use of Force Overview as prepared by Sgt. D. Haskis, Ofc. W. Bogner, Ofc. M. Givens, Sgt. B.T. Hollan December 2017.
- GO-PER 201.26; Duties, Responsibilities and Conduct of Members of the Department, April 5, 2011.
- GO-OPS 304.10; Field Contacts, Stops, and Pat Downs, July 9, 2019.
- GO-RAR 901.07; Use of Force, November 3, 2017

- GO-RAR–901.01 Handling of Service Weapons, August 5, 2010

GENERAL COMMENTS:

In preparing to teach this material, the instructor should take into consideration that all the students must be currently certified as an ASP Tactical Baton "basic" user as a prerequisite for participation in this course.

ANTICIPATORY SET:

The ASP Tactical Baton re-certification program revisits the tactical baton techniques and fundamentals previously learned during the basic certification program. This program provides some use of force training, portation (carrying), presentation (drawing), as well as striking techniques for use on individuals who are actively resisting.

The ASP Tactical Baton is a defensive, police impact weapon designed to be inconspicuous, yet highly effective. The ASP Baton provides the uniform officer with quick access to an impact weapon, since it is easily carried.

This ASP Re-certification program is a 1-hour, hands on class, which trains participants in the operational use of the ASP Tactical Baton, as well as reinforces the Metropolitan Police Department's use of force policies and procedures. It provides defensive impact weapon tactics for law enforcement personnel. The techniques were designed to work effectively for all law enforcement officers, male and female, large and small, fit as well as officers in less than peak physical condition.

LESSON PLAN AND TRAINER NOTES:

Use of Force:

The policy of the Metropolitan Police Department is to value and preserve the sanctity of human life at all times, especially when lawfully exercising the use of force. Therefore, MPD members shall use the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of the member or others. When using force, members shall continuously reassess the perceived threat in order to select the reasonable use of force response, or one that is proportional to the threat faced by him, her, or others.

NTI: Emphasize the word "minimum" when discussing the use of force. Reiterate that the ASP is a defensive impact weapon. Example: If a subject is running away from you, you can no longer use the ASP to stop the subject.

Assaultive – Defensive Tactics

At this level of the framework, there is an assessment of imminent bodily harm to the officer or others. There is an actual or attempted assault on the officer at this level. The officer may direct energy and tactics towards self-defense.

The perception of danger has accelerated for the officer and there is a more directed focus on officer safety and defense. The subject has gone beyond the level of uncooperative and is actively and aggressively resisting the officer's attempt to arrest.

At this level, the officer uses defensive tactics to gain control and cease the subject's non-lethal assault on the officer or others while assuring continued compliance. The action of the officer may result in non-lethal injuries to the subject.

Appropriate responses within this level include:

a. Chemical agents
b. Baton / Impact weapon strikes
c. Striking, blocking and kicking techniques
d. Takedowns
e. MPD Canine

NTI: The subject's energy must be coming toward the officer or another in an aggressive and assaultive manner. Explain to the class that baton strikes are not authorized simply because a subject is trying to liberate him or herself from the officer's immediate control, e.g., flailing of the arms or merely pulling away.

Consider the following example: A suspect, who is under arrest, is pulling away from the officer in an attempt to escape.

NTI: Express again that the member cannot use the ASP to strike in the above example.

Use of Force – Reporting

Force – *any* physical coercion used to effect, influence, or persuade an individual to comply with an order from an officer. (This definition also applies to the term "Use of Force.")

This is a very broad definition and encompasses a wide range of physical contact. For example, an officer is on a call for service and needs to tell a subject to back up because they are too close to the officer. If that subject doesn't initially back up and the officer places their hand up to prevent them from making contact with the officer, then that is a use of force. Therefore, if that officer was asked if they used force, they should answer "yes."

Force is separated into reportable force and non-reportable force. Many minor applications of force, such as the example we just gave, need no additional reporting or investigation and are considered non-reportable.

Other uses of force must be explicitly reported to the chain of command. They are referred to as reportable force. Reportable force requires additional reports and investigations into the circumstances of the use of force in order to ensure compliance with policy, accountability to the public, and a complete picture of the facts and circumstances surrounding the force.

The following types of force are considered "reportable uses of force," which require a Use of Force Investigation Report (UFIR – PD 901e) to be completed by the officer who used the force.

1. Deadly Force
2. Serious Use of Force
3. Use of a less-than-lethal weapon
4. Any use of force indicating potential criminal conduct by a member
5. Any use of force of force resulting in injury or a complaint of pain where the injury or pain is directly associated with a member's use of force

As long as they do not result in injury or complaint of pain, the following actions are designated "reportable force incidents" and require a Reportable Incident Form (RIF - PD 901g) to be completed by the officer who used the force.

1. All solo or team takedowns, where there is no injury or complaint of pain or injury
2. The drawing and pointing of a firearm at, or in the direction of, another person, when no other force was used

Minor injury or discomfort resulting from the application and general wearing of handcuffs is not, in and of itself, considered a reportable use of force or a reportable force incident.

Deadly Force – any use of force likely to cause death or serious physical injury, including but not limited to the use of a firearm or a strike to the head with a hard object.

Non-Deadly Force – any use of force that, when employed in accordance with Department training, is neither likely nor intended to cause death or serious physical injury.

Serious Use of Force – actions by members including:

1. All firearms discharged by a member, with the exception of range and training incidents, and discharges at animals
2. All uses of force by a member resulting in a serious physical injury
    a. **Serious Physical Injury** – any injury or illness that results in admission to the hospital or that creates a substantial risk of death, serious disfigurement, loss of consciousness, disability, a broken bone, or protracted loss or impairment of the functioning of any body part or organ
        i. Note that admission to the hospital must be directly associated with the use of force. This would not include treatment for injuries or conditions that pre-existed force being used against the subject, like intoxication by alcohol or drugs or conditions like high blood pressure
3. All head strikes with an impact weapon
4. All uses of force by a member resulting a loss of consciousness, or that creates a serious risk of death, serious disfigurement, disability or impairment of the functioning of any body part or organ
5. All incidents where a person receives a bite from an MPD canine
6. All uses of force by an MPD member involving the use of neck restraints or techniques intended to restrict a subject's ability to breathe
7. All other uses of force by a member resulting in a death

Less Lethal Weapon – any object or device deployed with the intent or purpose of nullifying a threat without causing death (like oleoresin capsicum spray, tactical batons, etc.). Although the intent of using a less lethal weapon is to avoid causing death, circumstance or improper use of such weapons can result in death.

Use of Force Indicating Potential Criminal Conduct by a Member – includes, but is not limited to, all strikes, blows, kicks or other similar uses of force against a handcuffed subject and all accusations or complaints of

excessive force made against the member. This includes any use of force that clearly goes beyond that which an objectively reasonable officer would use in light of the circumstances under which the force was used, or any use of force which may rise to the level of a criminal act.

Because this conduct indicates that the use of force may be improper, it is important that a full investigation into the facts and circumstances be performed. This protects the public by ensuring that officers are not free to use excessive force without consequence. But this also protects the officer – there are times force which might sound potentially unjustified when first reported may be justified and reasonable when all of the facts are gathered.

For example, in many (if not most circumstances) it would be unreasonable and potentially criminal behavior to use force against a suspect who has been secured in handcuffs. However, if the suspect was a trained martial artist who was trying to roundhouse kick the officer in the head, using force could be justified. While this would be an unusual circumstance, it is not impossible. Performing a full investigation ensures that the officer receives a neutral hearing and allows the Department to maintain public confidence by relaying complete and detailed information about potentially controversial incidents.

The Decision-Making Model:

A decision making model is an organized, step-by-step process to guide analysis of a problem and lead to a rational decision. MPD has designed its own decision making model, which can be applied to every encounter or assignment.

The goal of every encounter is Voluntary Compliance!

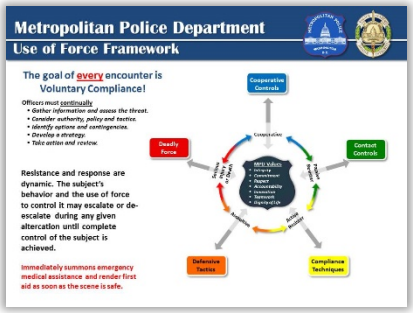
Officers must continually:

- Gather information and assess the threat
- Consider authority, policy and tactics
- Identify options and contingencies
- Develop a strategy
- Take action and review

Threat Assessment Observation should include the subject's:

- Emotional state.
- Resistive Tension.
- Early warning signs.
- Pre-attack postures or Gestures.
- Access to a Weapon.
- Apparent willingness to sustain injury.

The Use of Force Framework:



The use of force framework is an adaptation of the decision making model. It is specifically applicable to situations potentially resulting in the use of force. The use of force framework contains five categories of perceived threats and responses, all of which are fluid, dynamic, and non-sequential. The use of force framework allows officers to determine which action or actions are objectively reasonable and proportional, given the perceived threat.

The use of force framework is a training model that supports a reasonable escalation and de-escalation of applied force. It is a guideline for proportional responses to the action and level of resistance demonstrated by a subject.

The level of response is based upon the situation and the actions of the subject in response to the member. Such a response may progress from the member's actual physical presence at the scene to the application of deadly force.

Each time an officer encounters a situation where the possibility of violence or resistance to lawful arrest is present, that officer must, if possible, attempt to defuse the situation. This is done through advice, warning, verbal persuasion, tactical communication, or other de-escalation techniques. Members must attempt to defuse use of force situations with de-escalation techniques whenever feasible.

Safety:

The goal of all ASP instruction is "injury free training." Safety is the ultimate responsibility of the instructor. Impact weapon instruction is by definition a contact activity. For this reason, a number of safety procedures are required during ASP Training.

ASP Components:

The ASP Tactical Baton is composed of the following parts:

1. Cap
2. Retaining clip
3. Handle
4. Grip
5. Mid shaft
6. End shaft
7. Tip

Maintenance:

- The ASP Tactical Baton should be maintained in the same manner as a firearm. The baton should be kept dry.
- No lubricant should be placed on the shaft surfaces. The cap should be periodically checked to make sure it is tightly screwed onto the handle. The tip should also be checked.
- The baton should be periodically checked for hairline fractures or excessive wear between the sections.

Body Mechanics: Combat Stance:

Body mechanics, found in a proper interview stance or combat stance, are the principles of human movement that form the foundation of all ASP Techniques. The ability to use the basic principles of Body Mechanics dramatically increases an officer's potential to control a confrontation, while decreasing the chances of injury.

The foundation of Body Mechanics is the Pyramid Concept of defensive measures:

- Wide Base
- Deep Base
- Low Center
- Head Over Center

While maintaining the Pyramid Concept of Body Mechanics, the officer needs to remain relaxed in order to put the four principles into action.

NTI: *Remind the students that tense muscles cannot engage in dynamic movement, which is vital in using an impact weapon. Tense muscles expend greater energy and can tire an officer prematurely.*

Only when the strike is delivered is tension a component of an ASP strike. This tension after dynamic movement will create trauma and generate fluid shock waves to control the assailant.

Control Components:

1. Center: The officer uses the pyramid concept in order to maintain balance during the execution of ASP strikes. Center is achieved by building the four components of the pyramid.

2. Decentralization: Using proper distancing techniques, the assailant is kept off balance and, therefore, in a weaker tactical position. Decentralization is achieved by removing the components of the pyramid.

3. Position: During a confrontation, maintain a strong pyramid position. This provides safe separation while keeping the officer within striking distance of the subject. Assaults by the assailant are checked or redirected.

4. Power Generation: Maximum striking potential is achieved through use of the seven components of power. These elements for increasing an officer's control potential were outlined in 1980 by Dr. Kevin Parsons. They are balance, endurance, flexibility, focus, speed, strength, and simplicity.

GUIDED PRACTICE:

NTI: *The Guided Practice portion should not take longer than 1 hour 30 minutes.*

NTI: *Take students to gymnasium and allow the students to properly warm-up and stretch prior to starting the floor drills.*

Activity 1: Students in one large group with one or two instructors. Instructors will demonstrate these basic techniques then begin guided practice as follows:

Basic Baton Strikes:

The ASP Tactical Baton is carried in the closed mode with the tip pointed downward, on the reaction side. All basic strikes are delivered with the baton in the weapon hand.

All Basic ASP Baton strikes are delivered from the shoulder at a downward 45-degree angle while voicing the loud verbal commands of “back down.” Strikes must stop as soon as control is established.

Baton strikes have two modes which are determined by the distance to the threat encountered by the officer. These modes are:

Closed Mode: Baton is completely housed within the handle assembly of the baton.

Closed Mode strikes are close contact techniques. They are designed to provide safe separation. These techniques are used in close contact with an aggressive subject when other procedures have failed. The primary striking surface of the ASP Baton in the closed mode is the end cap.

The closed mode weapon strike is executed with the baton held in a full handgrip with the thumb across the side of the baton tip. This prevents the baton from opening during the strike.

Closed Mode Clearance Strike:
The closed mode clearance strike is executed the same as the closed mode weapon strike, but is followed up by a reaction strike upon returning the baton back to the weapon side.

Closed Mode Straight Strike:
The closed mode straight strike is executed with the baton grasped firmly in the weapon hand in the vertical position with the tip facing up. The primary striking surface of the straight strike in the closed mode is the fist.

Open Mode: Baton is completely extended and locked into place.

Open Mode strikes are long-range techniques, which provide additional safe separation for the officer. They also increase the officer’s ability to disengage, if needed.

The ASP Tactical Baton may be opened upward, “to the sky” (provides for maximum visibility) or downward, “to the ground” (allows the officer to continue the opening swing into an immediate strike) with a full extension of the arm.

When closing the baton, the officer must drive the tip of the baton straight down into a non-giving surface.

All techniques are designed to deliver one or more strikes to the center mass of the presented threat:

- Center mass of the arm
- Center mass of the leg
- Center mass of the body

These areas are called the suspect’s delivery systems. Remember that unless lethal or deadly force is authorized, do not target strikes to the head, neck, spine, sternum or groin.

Open Mode Weapon Strike:
This is the most powerful and most often used ASP Baton strike. It gives an officer the ability to regain control when other measures are inappropriate. The weapon strike can be done from any tactical position. Use a full handgrip to maintain control and possession of the baton.

Swinging the baton at a downward 45-degree angle performs the weapon strike. Strike with the last 3” of the end shaft, not including the tip. You should allow the baton to dwell momentarily

on impact to gain the full benefit of fluid shock and then return the baton to the combat position on the officer's shoulder.

Open Mode Clearance Strike:
The open mode clearance strike is executed the same as the open mode weapon strike. It is designed to quickly return the baton to the weapon side. The second part of the clearance strike is called the reaction strike, is less powerful than a weapon strike. It should be executed rapidly as a means of returning the baton to the weapon side.

Open Mode Straight Strike:
The open mode straight strike is a short-range technique used to create distance. Employ the strike when in close contact with a subject. The baton is lowered from the combat stance. The reaction hand grasps the end shaft, palm down. The weapon hand rotates forward as the baton is thrust downward at a 45-degree angle toward the center mass of the subject's body. The striking surface is the middle shaft of the baton.

Floor Drills:

NTI: *Have the students make a Line Formation: two lines facing each other with one student serving as the attacker (holding the training bag) and the other student being the officer (brandishing ASP Baton). This formation may also be made dynamic by adding left or right movement. The Line Formation allows the instructor to look down one line as the technique is performed and see each student's movement.*

Instructors must clearly identify the lines so that each student will know what role they are playing at all times.

NTI: *Instructors should briefly check the student's interview and combat stance. This is also the perfect opportunity to explain how reaction hand defense is the first line of defense against an actual attack, e.g., reaction hand comes up to protect the face from an attack.*

NTI: *It is important that the Instructor emphasizes and explains to the students during the floor exercises that safety should come first! Also as the students are practicing each strike that they focus on the proper techniques as they deliver each strike with the ASP Tactical Baton, accompanied by loud verbal commands.*

The engagement of the students during the floor drills will allow the instructor to observe the students. This is the most accurate test of a student's actual ability. Instructors can test skills, which may be one day used in a confrontation with an aggressive opponent who thinks and moves.

ASP Tactical Baton as an extraction/pain compliance tool.

Instructors will demonstrate to the class the proper technique of using the open mode ASP Baton as an extraction tool. The technique is designed to be used on a subject that is actively resisting arrest by positioning their arms underneath them to not allow the officer to handcuff the subject. The technique is designed to cause pain to the subject without causing injury to allow the officer to handcuff and gain control. This usage is a compliance technique (active resistance). It is not a striking technique that would fall under defensive tactics in the Use of Force Framework.

Instructors will demonstrate to the class the proper technique of using the open mode ASP Baton as a pain compliance tool. The technique is designed to be used on a subject that is actively resisting arrest by holding onto a fixed object not allowing the officer to handcuff the subject. The technique is designed to cause pain to the subject (similar to a wristlock) without causing injury to allow the officer to handcuff

and gain control. This usage is a compliance technique (active resistance). It is not a striking technique that would fall under defensive tactics in the Use of Force Framework.

Officers are required to complete a PD 901e (UFIR) when using these compliance techniques. Although the result should be only pain without injury, G.O. 901.07 states:

The following types of force are considered "reportable uses of force" which require a Use of Force Investigation Report (UFIR – PD 901e) to be completed by the officer who used the force.

- Deadly Force
- Serious Use of Force
- **Use of a less-than-lethal weapon**
- Any use of force indicating potential criminal conduct by a member
- Any use of force of force resulting in injury or a complaint of pain where the injury or pain is directly associated with a member's use of force

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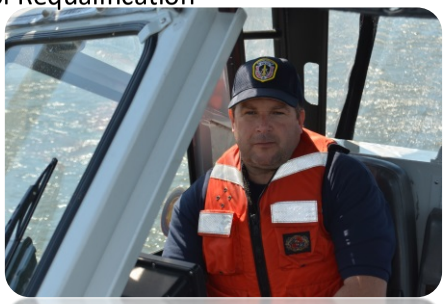
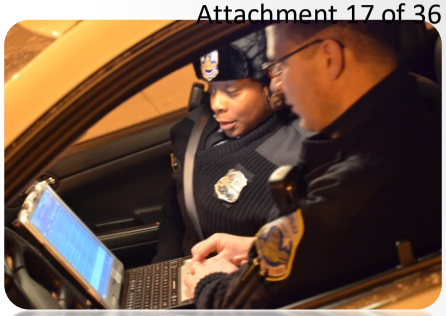
SUMMARY/EVALUATION:

ASP training provides techniques that work 90% of the time with 90% of the subjects an officer may face. However, as a realistic training program, ASP instruction recognizes that nothing works 100% of the time. For this reason, all ASP training retains the officer's ability to disengage or escalate.

M P D C

Pistol In Service Training

FIREARMS SAFETY RULES & REGULATIONS

FOUR CARDINAL RULES OF SAFETY

1. Treat all FIREARMS as if they are loaded

2. Always Point your weapon in a safe direction - The laser rule

3. Keep your finger off the trigger and outside the trigger guard, pressed against the receiver, until you're ready to fire

4. Be sure of your target area and what is beyond

SAFETY IS PARAMOUNT!

Holstering Improperly!
Finger on the trigger & hand under the muzzle!

RULES AND PROCEDURES

- **Eye protection is to be worn on the range and in the cleaning room**
- **Provided double hearing protection (Hard and Soft Ears) are to be worn on the range at all times. Soft Ears are required to be worn in the cleaning room**
- **Anyone under the influence of alcohol, drugs and/or medication will not participate in firearms training**

RULES AND PROCEDURES

- **Do not handle any weapon unless directed by a Firearms Instructor**
- **Dry firing is only allowed under the direct supervision of a Firearms Instructor**

RULES AND PROCEDURES

HOT BRASS!

- Holster if possible
- ***Stay on the line***
- Finger off trigger, muzzle pointed in a safe direction (at target)
- Instructor will assist with securing weapon while removing brass

RULES AND PROCEDURES

- **If you see a safety issue inform the staff and students immediately to ensure all personnel are safe!**

- **If you don't understand a command raise your non shooting hand for assistance**

DO NOT FIRE YOUR WEAPON!

RULES AND PROCEDURES

- **Do not bend over or step forward of the firing line until the line has been declared "SAFE" by the tower/Firearms Instructor**

- **Only shoot the prescribed number of rounds on your designated "faced" target**

RULES AND PROCEDURES

- Use of cell phones, pagers or similar devices are prohibited in the classroom, cleaning room and range

- Eating, chewing gum and the use of tobacco products are prohibited in the classroom, cleaning room and range

RULES AND PROCEDURES

- **Only factory ammunition will be utilized on the range**
- **If a weak or unusual report is felt and/or heard, immediately stop firing and raise your non-shooting hand for a Firearms Instructor's assistance (squib load)**
- **Immediately report any injury sustained during firearms training to a Firearms Instructor**

HAZMAT

- All paper or cloth material used to clean weapons or hands go in the hazmat can

- Ensure all three latches are secure when not in the cleaning room

MARKSMANSHIP

- **Stance: body weight centered, knees relaxed**
- **Shooting grip: established in holster**
- **Support grip: established once muzzle is parallel to the ground (don't muzzle support hand)**
- **Firmer grip with support hand (60%), less with shooting hand (40%)**

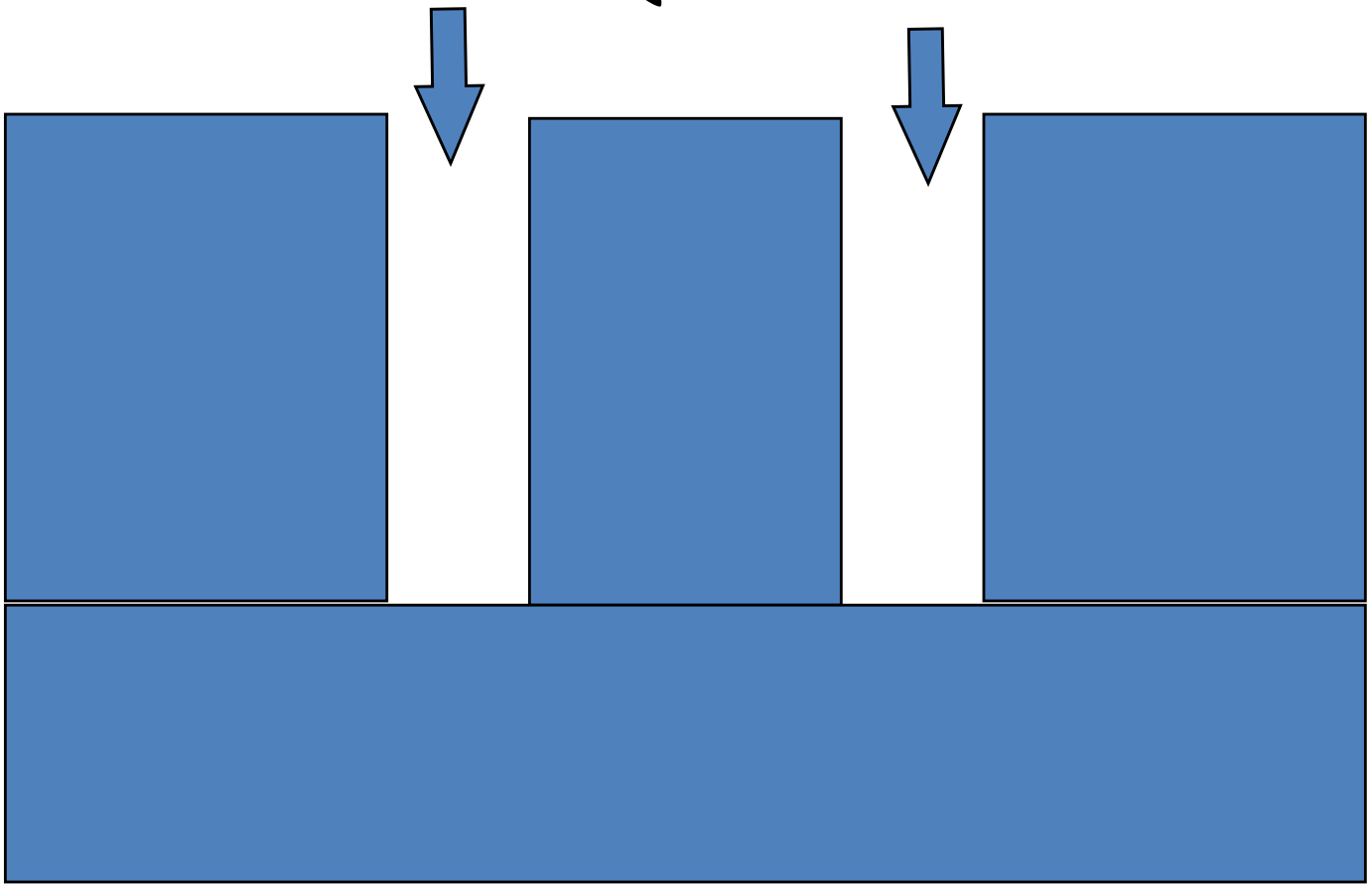
SIGHT ALIGNMENT

- **The front sight aligned in the rear sight notch so that the top of the front sight is even with the top of the rear sight and there is an equal amount of light visible on either side of the front sight**

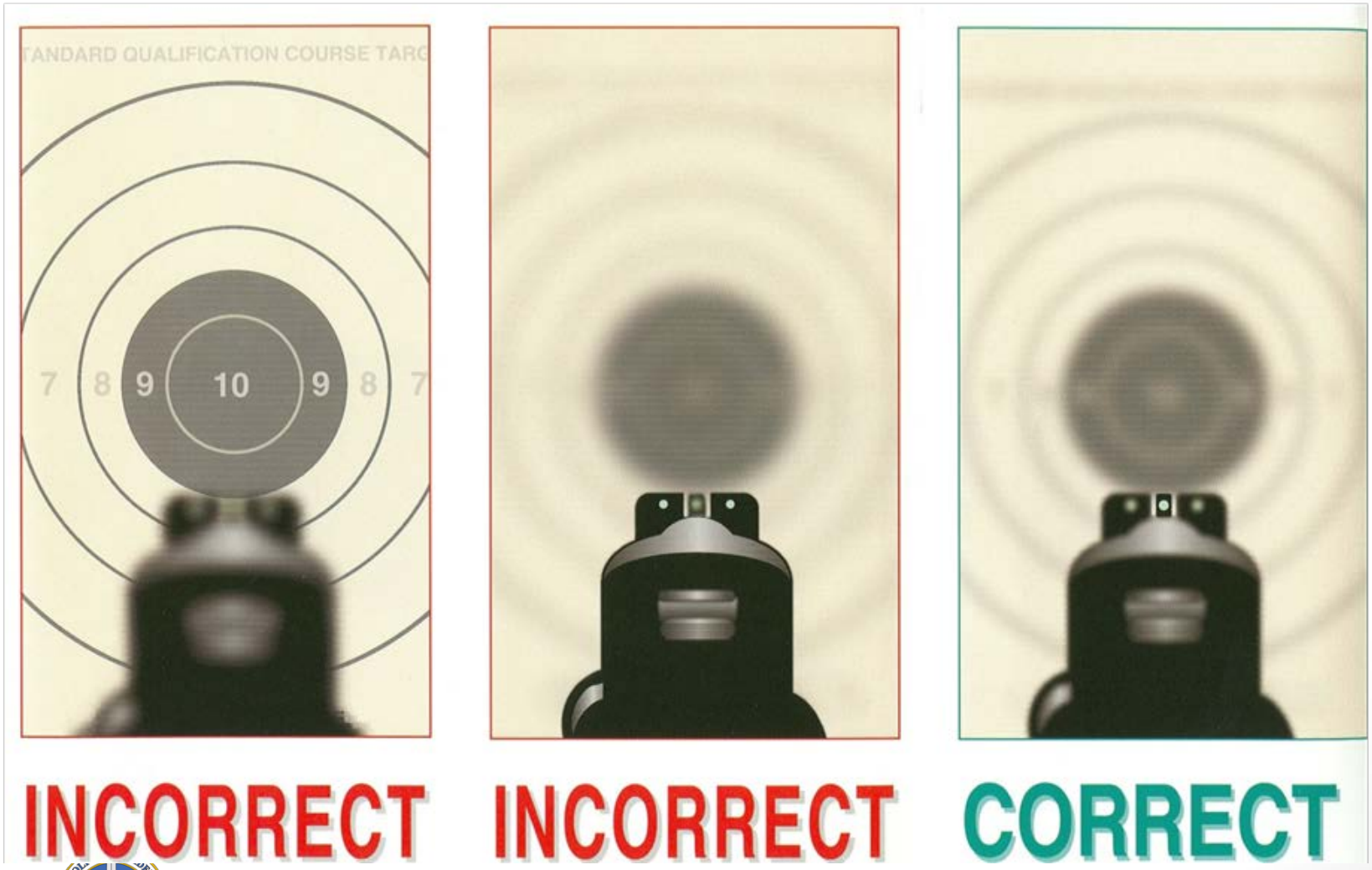
- **Focus - Physically focus your eye on the top of the front sight / mentally concentrate on the information surrounding the front sight**

PROPER SIGHT ALIGNMENT

EQUAL



SIGHT ALIGNMENT



SIGHT PICTURE

- **Sight alignment placed on your target/intended place of bullet impact**

TRIGGER CONTROL

Most important fundamental of <u>marksmanship!</u>

- Steady Increasing pressure
- Maintain contact with trigger
- Reset after recoil is overcome

POINT AND BREATHE

- **Aim center mass of target provided or available**
- **Breathing: Maintain regular breathing cycle when firing a hand gun**

JUSTIFIED USE OF FORCE

When justified in using lethal force:

You must be able to see the threat and place the sights of your weapon on that threat to engage it with your firearm

- **Sympathetic reaction, firing because others are firing their weapons at a threat or threats is <u>not justifiable</u>**

IMMEDIATE ACTION / MALFUNCTION DRILLS

Phase 1 malfunction drill:

- ***Tap*** **the floor plate,** ***rack*** **the slide, come back up to** ***ready*****.**

Phase 2 malfunction drill:

- ***Rip*** **the magazine out,** ***work*** **the slide,** ***tap*** **a new magazine into the weapon,** ***rack*** **the slide, come back up to** ***ready*****.**

ADMINISTRATIVE UNLOAD

- Face in a safe direction
- Remove the magazine from the magazine well
- Finger off the trigger & outside the trigger guard remove the weapon from the holster
- Work the slide and lock it open
- Perform a visual and physical inspection of chamber & magazine well

SIGHT FIELD STRIPPING THE GLOCK FOR CLEANING

CLEAR WEAPON FIRST!

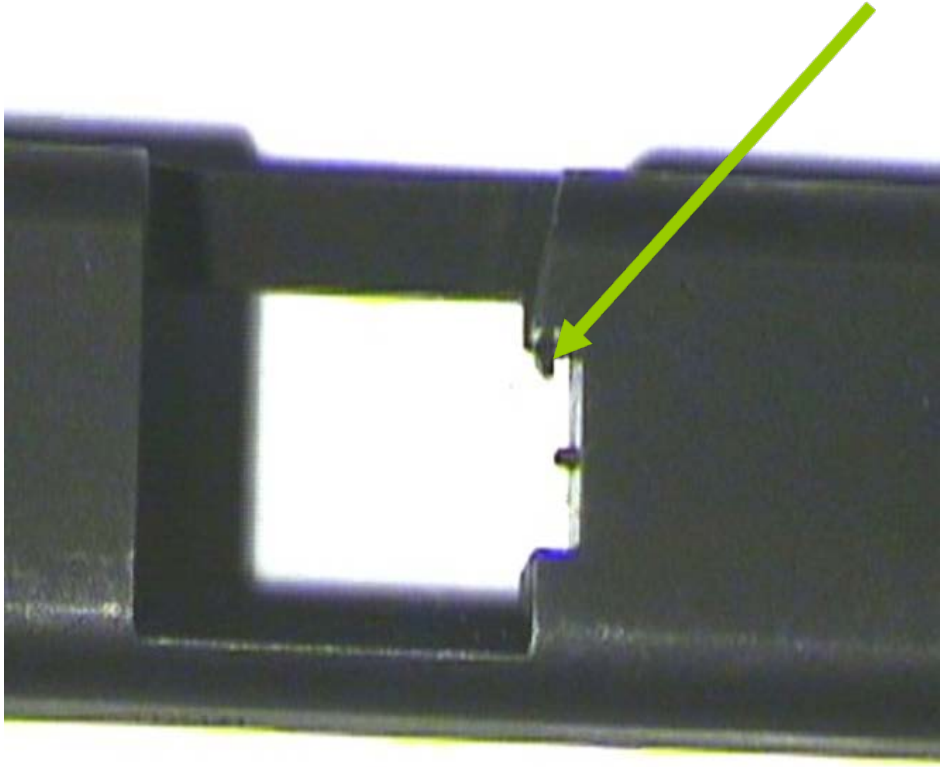
- Muzzle pointed in safe direction
- Clear weapon
- Release trigger
- Move slide one tenth of an inch rearward
- Hold slide lock down and ease slide forward

Not handling a weapon as if it was loaded

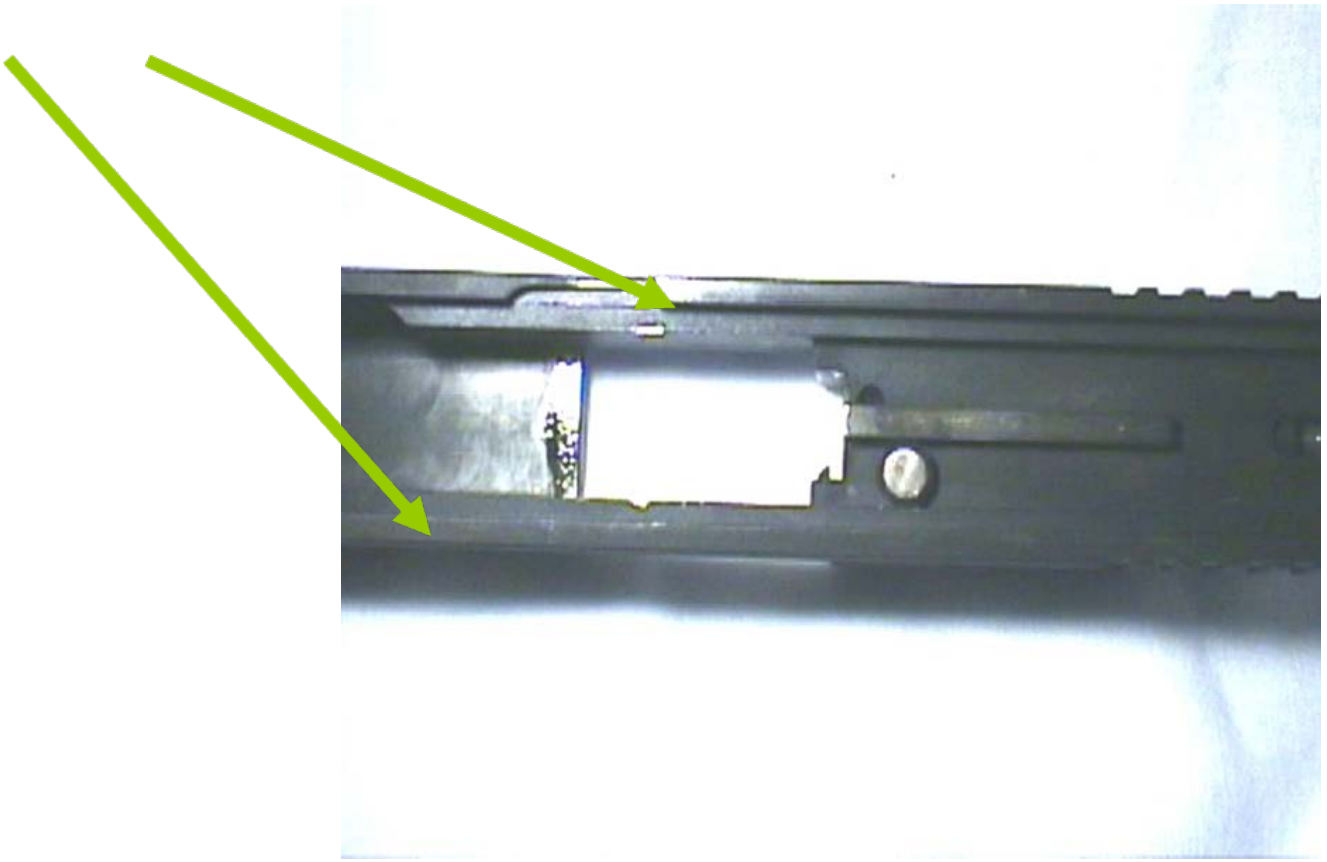
Did not properly clear weapon before releasing trigger for disassembly

SIGHT CLEANING & INSPECTING THE GLOCK

- Ensure you keep all your parts together and not mix up with other shooters parts; keep track of your serial numbers!
- Remove all carbon and dirt
- Follow path of bullet when cleaning the barrel
- ***BMW*** (Broken, Missing, or Worn) when inspecting parts



Clean under and inspect the extractor claw

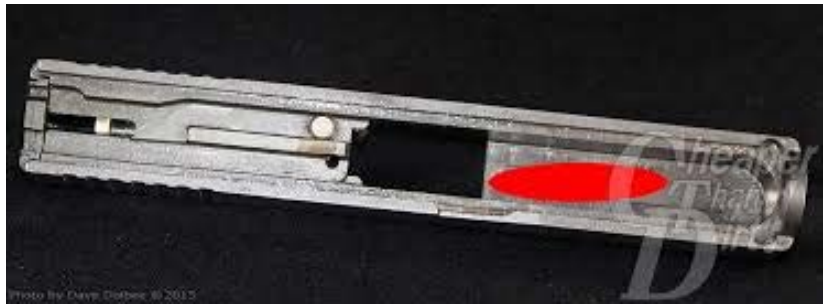


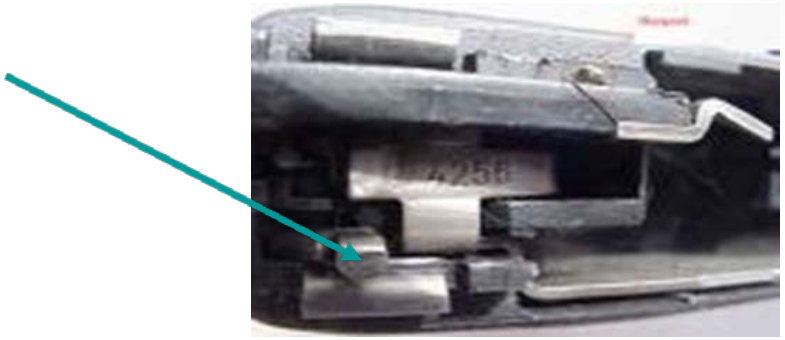
Clean all carbon and dirt from the slide rails

Inspect for broken, missing or worn parts

Clean all carbon and dirt from the receiver and inspect (BMW)

Don't over lubricate, pin head worth of oil only!





ADMINISTRATIVE LOAD

- Face in a safe direction with weapon holstered
- Insert a fully loaded magazine, tap & tug
- Keeping your finger off the trigger and outside the trigger guard, remove the weapon from the holster
- Rack the slide, to chamber a round
- Holster the weapon
- Top the magazine off, re-insert, tap & tug and snap the weapon in the holster

FIREARMS STORAGE AND HANDLING

- **Firearms must be inaccessible to anyone but you!**

- **Firearms shall be secured in accordance with G.O. RAR 901.01.**

FIREARMS STORAGE AND HANDLING

- In no case shall a firearm be stored in a vehicle
- Firearms shall not be left in the custody of any person not a member of MPD
- Members shall not play or toy with firearms

(ref. GO 901.0, Part IV, B)

PERSONAL NON-ISSUED PISTOLS AND HOLSTERS

Members shall NOT:

- **Carry weapons in a paper bag, pocketbook, purse, attaché case or similar container**

- **Store their weapons at home where they are accessible or visible to children or others**

(ref. – 901.02, Part I, D)

WHILE OFF-DUTY IN THE DISTRICT OF COLUMBIA

Members shall not carry their authorized firearm when:

- **Consuming, planning to consume, or Likely to consume Alcoholic beverages**

- **Applies to both service and off-duty firearms**

Per TT. 01-057-11(ref. S.O. 04-07, Part III, G)

OFF-DUTY CONDUCT AND SAFETY

- Officer safety is of paramount concern
- Danger remains even when off duty.
- Members may be targeted because they are LEOs
- Greater personal risk if police status is discovered
- Off-duty officers who encounter violent crime should act in a manner that is consistent with departmental policy and protects their life and the lives of others

OFF-DUTY CONDUCT AND SAFETY

- **Notify on-duty police personnel from local jurisdiction as soon as possible, when safe to do so!**
- **In non-violent property crimes (no immediate threat to safety), proceed cautiously to avoid appearance of impropriety.**
- **Before taking police action - contact on-duty police officers from local jurisdiction**
- **Important to coordinate with on-duty police personnel from local jurisdiction.**

INTENTIONALLY BLANK

Use of Force

Use of Force General Order GO-RAR-901.07 Dated August 12, 2016

MPD Use of Force Policy

- **The policy of MPD is:**
- **To value and preserve the Sanctity of Human Life**
- **Members shall use the minimum amount of force to bring an incident or person under control.**
- **Members shall continuously reassess the perceived threat in order to select the reasonable use of Force or one that is proportional to the threat.**

Definitions Pertaining to Use of Force

- **Active Resistance: physically evasive movements to defeat or deflect members attempt to control a subject**
- **Carotid artery hold (sleeper or "V" hold): a technique applied to control or disable a person by applying pressure or force to the carotid artery or jugular vein**
- **Less lethal weapon: Object or device that nullifies a threat without causing death**
- **Member: Sworn or Civilian employee of MPD or MPD Reserve corps**

Definitions Pertaining to Use of Force

- **Non-deadly force: any force that is not likely to cause death or serious physical injury**

- **Objective reasonableness: the standard requiring the reasonableness of a particular use of force must be judged from the perspective of a reasonable member on the scene in light of the facts and circumstances confronting the member**

Definitions Pertaining to Use of Force

- **Resisted hand cuffing: occurs when a person actively resists being placed in handcuffs and the member must forcibly move the persons wrist or arms so the handcuffs can be applied**

- **Serious physical injury: any injury/illness resulting in hospitalization, creates a risk if death, serious disfigurement, loss of consciousness, disability, broken bone or loss/ impairment of the functioning of a body part or organ**

- **<u>NOTE</u>: Admission to hospital must be directly associated with use of force and not injuries incurred prior to the use of force**

Definitions Pertaining to Use of Force

Serious use of force:

- **All firearms discharges by a member, excluding range training and discharges at animals**
- **All uses of force resulting in a serious physical injury**
- **All head strikes with an impact weapon**
- **All use of force resulting in a loss of consciousness, creates a substantial risk of death, serious disfigurement, disability or impairment of the functioning of any body part or organ**

Definitions Pertaining to Use of Force

Serious use of force: (continued)

- **All incidents where a person receives a bite from an MPD canine**
- **All use of force involving the use of neck restraints or techniques intended to restrict a subject's ability to breath**
- **All other uses of force resulting in death**

Definitions Pertaining to Use of Force

Service weapon: any instrument issued or authorized by MPD to control or overcome a subject

Trachea hold: (arm bar hold or bar-arm hold) any technique using the members arm, long or short police baton, flash light or other firm object to apply force or pressure against the trachea, wind pipe or frontal area of neck

Definitions Pertaining to Use of Force

Use of force: any physical coercion used to effect, influence or persuade an individual to comply with an order

Reportable uses of force

- **Deadly force**
- **Serious use of force**
- **Use of less than lethal weapons**
- **Any use of force indicating potential criminal conduct by a member**
- **Any use of force resulting in injury, complaint of injury or pain where injury or pain is directly associated with use of force.**

Definitions Pertaining to Use of Force

The following are *reportable force incidents* as long as the use of force does not result in injury or complaint of injury of pain:

- **All solo or team take downs**
- **The drawing and pointing of a firearm at or in the direction of another person; when no other force was used**

Note: minor injury or discomfort resulting from application and general wearing of handcuffs is not considered a Reportable use of force or reportable force incident

Definitions Pertaining to Use of Force

Use of force frame work:

- **adaptation of use of force decision making model**
- **Applies to situations resulting in use of force and contains five categories of perceived threats and responses**
- **Use of force frame work allows officers to determine which actions are objectively reasonable and proportional given the perceived threat**

Definitions Pertaining to Use of Force

Use of force indicating potential criminal conduct by a member includes but is not limited to:

- **All strikes, kicks or similar force against a handcuffed subject**
- **Accusations/complaints of excessive force made against a member**
- **Includes any force used by a member that *clearly* goes beyond what an objectively reasonable officer would use in light of the circumstances confronting the officer**
- **Any force which may rise to the level of a criminal act**

Regulations

All members encountering a situation where the possibility of violence or resistance to lawful arrest is present shall, if possible:

- **First attempt to defuse the situation through advice, warning, verbal persuasion or tactical communication**
- **Using the above de-escalating techniques and other de-escalating techniques members shall attempt to defuse situations whenever feasible**
- **Members must be able to articulate the facts and circumstances surrounding their tactics, decisions and force used in any given situation**

Use of Force Frame Work

- **Use of force frame work contains five categories of perceived threats and responses; all are fluid, dynamic and non-sequential**

Members perception of the threat:

- **Cooperative- subject responds in a positive way to members presence, verbal requests and commands**
- **Passive resister-subject displays a low level of noncompliant resistance, offers no physical or mechanical energy, does not respond to lawful requests/commands and may be argumentative**

Use of Force Frame Work

- **Active resister-subject is uncooperative, will not comply with requests or commands, exhibits physical defiance and evasive movements to defeat attempted control. These including but not limited to bracing, tensing and/or pushing, verbally signaling an intention not be taken into custody**

- **Assaultive-subject is actively and aggressively resisting the officers attempt to arrest. Shows lack of concern for members safety but does not pose a threat of death or serious bodily injury to member or others**

- **Serious injury or death-subject poses an immediate danger of death or serious physical injury to members or others, but not to him/her self**

Metropolitan Police Department

Use of Force Framework

The goal of every encounter is Voluntary Compliance!

Officers must continually

- *Gather information and assess the threat.*
- *Consider authority, policy and tactics.*
- *Identify options and contingencies.*
- *Develop a strategy.*
- *Take action and review.*

Resistance and response are dynamic. The subject's behavior and the use of force to control it may escalate or de-escalate during any given altercation until complete control of the subject is achieved.

Immediately summon emergency medical assistance and render first aid as soon as the scene is safe.

GO-RAR-901.07 (Use of Force)
Attachment B - Use of Force Framework
August 12, 2016

Members Force Response

- All force response must be in accordance with departmental training and standards
- Cooperative controls-include communication skills with cooperative subjects, often achieved by non verbal acts such as gestures, stance and facial expressions
- Contact controls-low level mental and physical tactics to gain control and cooperation can be psychologically manipulative, (e.g. strong verbal persuasion) as well as physical, (e.g. soft empty hand control). Also includes verbal persuasion skills and waiting for back up to show strength

Members Force Response

- **Compliance techniques-control holds, joint lock and O.C. spray, may induce pain or discomfort to actively resisting individual until control is achieved; will not generally cause injury**

- **Defensive tactics-actions to forcibly render subject into submission (ASP strikes and chemical agents) actions are not likely/designed to cause death or serious physical injury. The purpose of this level is primarily the safety of the member and others**

Members Force Response

- **Vehicle ramming attack – form of attack in which a perpetrator deliberately rams, or attempts to ram, a motor vehicle at a crowd of people with the intent to inflict fatal injuries.**

- **Deadly force-any force likely to cause death or serious physical injury (Examples include: Firearm, strike to head with hard object). Primary purpose is to neutralize a subject posing an immediate threat of death or serious bodily injury to the member or others; does not include a subject posing a threat to him/her self**

In Response to Perceived Threats

Members shall: apply the proportionate and objectively reasonable force response outlined in the use of force frame work

- **Continually asses the threat, develop strategies, consider authority of department policies, identify options, take action, review and gather information**

- **Consider the seriousness of the crime e.g. threat level, resistance by subject, imminence to danger, subjects mental capacity, subjects access to weapons and available options**

In Response to Perceived Threats

- **Initiate the proportionate and objectively reasonable force response, when feasible, to overcome resistance**
- **Modify level of force in relation to level of resistance offered by subject e.g. Resistance decreases force decreases proportionately/reasonably, resistance increases force increases proportionately/reasonably**
- **Intervene/report excessive force or misconduct by other members**

In Response to Perceived Threats

A member who perceives a threat shall not employ the following responses:

- **Tactics designed to intentionally escalate the level of force**
- **Techniques or defensive weapons, unless requisite training and technique/weapon is approved by the department**

However, members may employ force as necessary to protect the life of a civilian or member subject to the imminent threat of death or serious physical injury when no other options are feasible and the force is objectively reasonable and proportionate to the perceived threat

Metropolitan Police Department

Decision Making Model

The goal of every encounter is Voluntary Compliance!

Officers must continually

- *Gather information and assess the threat.*
- *Consider authority, policy and tactics.*
- *Identify options and contingencies.*
- *Develop a strategy.*
- *Take action and review.*

Threat Assessment Observation should include the subject's:

- *Emotional state.*
- *Resistive Tension.*
- *Early warning signs.*
- *Pre-attack postures or Gestures.*
- *Access to a Weapon.*
- *Apparent willingness to sustain injury.*

GO-RAR-901.07 (Use of Force)
Attachment A - Decision Making Model
August 12, 2016

Use of Non-Deadly Force

A members decision to use non-deadly force shall involve one or more of the following considerations:

- **To protect life or property**
- **To make a lawful arrest**
- **To prevent the escape of a person in custody**
- **To control a situation, subdue or restrain a resisting individual**
- **To effect the lawful stop of a fleeing individual**

Use of Non-Deadly Force

Members shall use the force response that is reasonably necessary to bring a situation under control

- **If de-escalation tactics are not effective an increasing level of objectively reasonable force (to the Perceived threat) may be used to bring the situation under control**

- **As soon as the incident is under control use of force shall diminish proportionately**

Deadly Force

Defense of life

Deadly force may be used by members under following circumstances:

- **When necessary and objectively reasonable *and***
- **To defend themselves or another from an actual or threatened attack that is imminent and could result in death or serious bodily injury *and***
- **When all other options have been exhausted *or* do not reasonably lend themselves to the circumstances**

Deadly Force & Fleeing Felon

To apprehend a fleeing felon only when every other reasonable means of affecting the arrest or preventing the escape have to be exhausted *and*

- **The suspect fleeing poses an immediate threat of death or serious bodily harm to member or others; *or***
- **There is probable cause to believe a crime committed or attempted was a felony that involved an actual or threatened attack that could result in death or serious bodily harm *and***
  - **There is probable cause to believe the person fleeing committed or attempted to commit the crime *and***

Deadly Force & Fleeing Felon

- **Failure to immediately apprehend the person places a member or the public in immediate danger of death or serious bodily injury *and***

- **The lives of innocent persons will not be endangered if deadly force is used (be sure of your target and what is beyond it)**

Unauthorized Use of Deadly Force

- **Members shall not use deadly force in any circumstance other than those outlined in GO-RAR-901.7, Part IV.G.1.**

- **Members shall not utilize deadly force against subjects that only present a threat of harm to themselves**

Less Lethal Weapons

- **The objective is to preserve human life and prevent further escalation of force**
- **May only be used by members with the appropriate specialized training**
- **During incidents of civil disobedience members shall follow use of force procedures outlined in Department SOP-11-01 (Handling First Amendment Assemblies and Mass Demonstrations)**

Positional Asphyxia Precautions

In order to avoid asphyxiation members shall:

- **Whenever possible avoid tactics that may impede a subjects ability to breath**
- **Position subject in a manner allowing free breathing once in restraints**
- **Seek medical attention immediately if subject appears to be having difficulty breathing or demonstrates life threatening symptoms**

Positional Asphyxia Precautions

Members are prohibited from:

- **Placing a person in a prone position for a prolonged period of time or during transport except during exigent circumstances**
- **Prisoners shall be carefully monitored while in a prone position; the prone position may be a contributing factor to cause a prisoner to suffocate**
- **Employing unauthorized use of restraints while transporting a subject in a vehicle**

Positional Asphyxia Precautions

Members are prohibited from:

- **Attaching handcuffs or flex-cuffs to leg restraints in such a fashion that forces the legs and hands to be close to one another i.e. "Hog Tying"**

Neck Restraints

Neck restraints of any kind are not an authorized use of force option and are prohibited, including but not limited to:

- **Trachea holds and carotid artery holds**
- **Members are reminded of the legal restrictions against certain types of neck restraints outlined in D.C. Official Code 5-125.01 *et seq* (Limitation on Chokeholds)**
- **If a member employs a neck restraint or chokehold of any kind he/she shall request emergency medical services immediately**

Use of Departmental-Issued Firearm

Members shall not discharge their firearm under the following circumstances:

- **As a warning**
- **Into a crowd**
- **At or from a moving vehicle unless deadly force is being used against the officer or another person.**
- **Moving vehicles are not considered deadly force except when it is reasonable to believe that the moving vehicle is being used to conduct a vehicle ramming attack**

Use of Departmental-Issued Firearm

- In a felony case involving only a threatened attack, unless the member has reasonable cause to believe the threatened attack is imminent and could result in death or serious bodily injury
- In any misdemeanor offense
- Solely to protect property interests
- To stop an individual on mere suspicion of a crime simply because the individual flees

Use of Departmental-Issued Firearm

- Members shall not draw and point a firearm at or in the direction of another person unless there is a reasonable perception of a substantial risk the situation may escalate to the point where deadly force would be permitted

- When feasible members shall identify themselves as a police officer and issue a verbal warning before discharging their firearm

- When it's determined that deadly force in no longer necessary, and as soon as practical, firearms shall be secured or holstered

Use of Departmental-Issued Firearm

- Drawing and pointing of a firearm at or in the direction of a person is a reportable incident; members shall notify an official
- No member shall, carry, use or discharge any unauthorized ammunition in their issued service weapons
- Members will obtain their service ammunition only from the MPA range or the MPD range at the Federal Law Enforcement Training Center (FLETC) at Cheltenham, MD
- Members will carry the requisite amount of duty ammunition as applicable for their respective issued/authorized service weapon that they are utilizing

Carrying Prohibited Weapons

Members shall not:

- **Carry, use or discharge any firearm or other weapon, except those issued or approved for use by MPD**
- **Carry any Department-issued weapon prior to successfully completing department approved training courses directed by the Chief of Police**
- **Carry a non-department issued weapon i.e. blackjack, nunchaku, kenpo stick, brass knuckles or weighted gloves**
- **Use department-issued equipment that was not issued as a defensive weapon**

HANDLING OF DEPT ISSUED WEAPONS

FOUR CARDINAL RULES OF SAFETY

1. Treat all FIREARMS as if they are loaded
2. Always Point your weapon in a safe direction -The laser rule
3. Keep your finger off the trigger and outside the trigger guard, pressed against the receiver, until you're ready to fire
4. Be sure of your target area and what is beyond

HANDLING OF DEPT ISSUED WEAPONS

1. This is not a certification to wear or carry any weapon discussed in the next slides
2. This is a safety overview to familiarize for dept issued weapons
3. YOU MUST COMPLETE A CERTIFICATION CLASS TO CARRY ANY DEPARTMENT ISSUED WEAPON

HANDLING OF DEPT ISSUED SHOTGUN G.O. -901.01

****REMINDER FOUR CARDINAL RULES OF SAFETY****

UNLOADING SINGLE ROUND

- Keep the weapon pointed in a safe direction. . With the left hand, hold the weapon by the pistol-grip. Rest the recoil pad of the stock on your left hip with the ejection port facing you, safety on.
- Press the action bar lock (action release lever) and start action to the rear **slowly**.
- Bring action rearward until the round in the chamber begins to protrude from the ejection port. Remove round from chamber and place in pocket.
- Do a visual and physical check for the (orange; red or black) plastic magazine follower and an empty chamber.

******CONTINUED******

HANDLING OF DEPT ISSUED SHOTGUN
G.O.- 901.01

****REMINDER FOUR CARDINAL RULES OF SAFETY****

UNLOADING MULTIPLE ROUNDS:

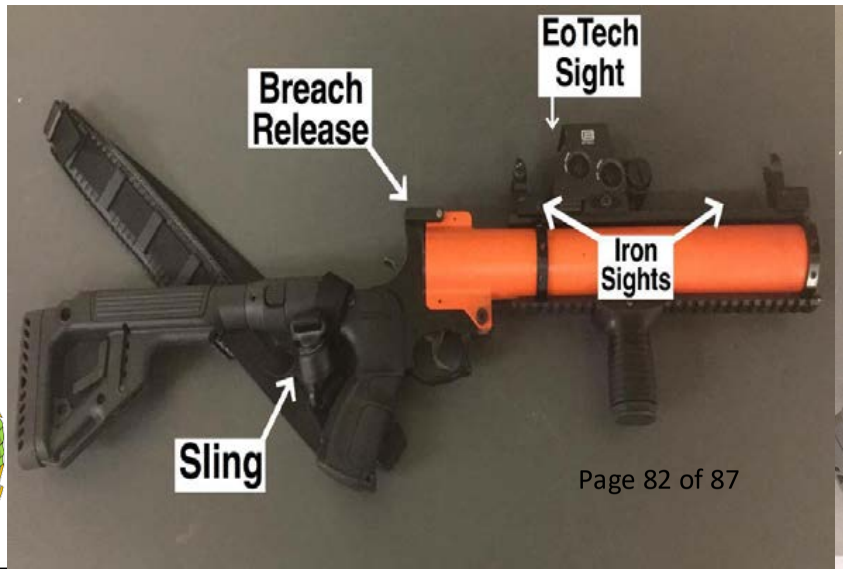
- Hold the shotgun in the same position as for loading.
- Place your right hand on the fore-stock, with the little finger under the base of the fore-stock.
- Depress the action release lever with your left index finger.
- Slowly bring the fore-stock to the rear until your little finger is wedged between the base of the fore-stock and the receiver.
- With the index finger of your right hand, reach into the ejection port and remove the live round.
- Depress the shell retainer (spoon) up, pushing it toward the top of the receiver.
- Depress the shell retainer facing away from you in the receiver, and remove the first round from the magazine tube.
- With your right hand, bring the fore-stock all the way down against the receiver.
- Depress the shell retainer facing you in the receiver, removing the remaining 3 (three) rounds from the magazine tube.
- Visually check weapon.

HANDLING OF THE 40MM EIW
G.O.-901.12

****REMINDER FOUR CARDINAL RULES OF SAFETY****

UNLOADING:

- Face a safe direction with the muzzle pointed down.
- Using your support hand, push up on the breach release and open the breach
- Turn the 40mm / EIW away from you, dumping the empty casing to the ground.
- **Breach will remain open as long as the EIW is unloaded.**



HANDLING AND USING PATROL RIFLES G.O. -901.01

****REMINDER FOUR CARDINAL RULES OF SAFETY****

UNLOADING:

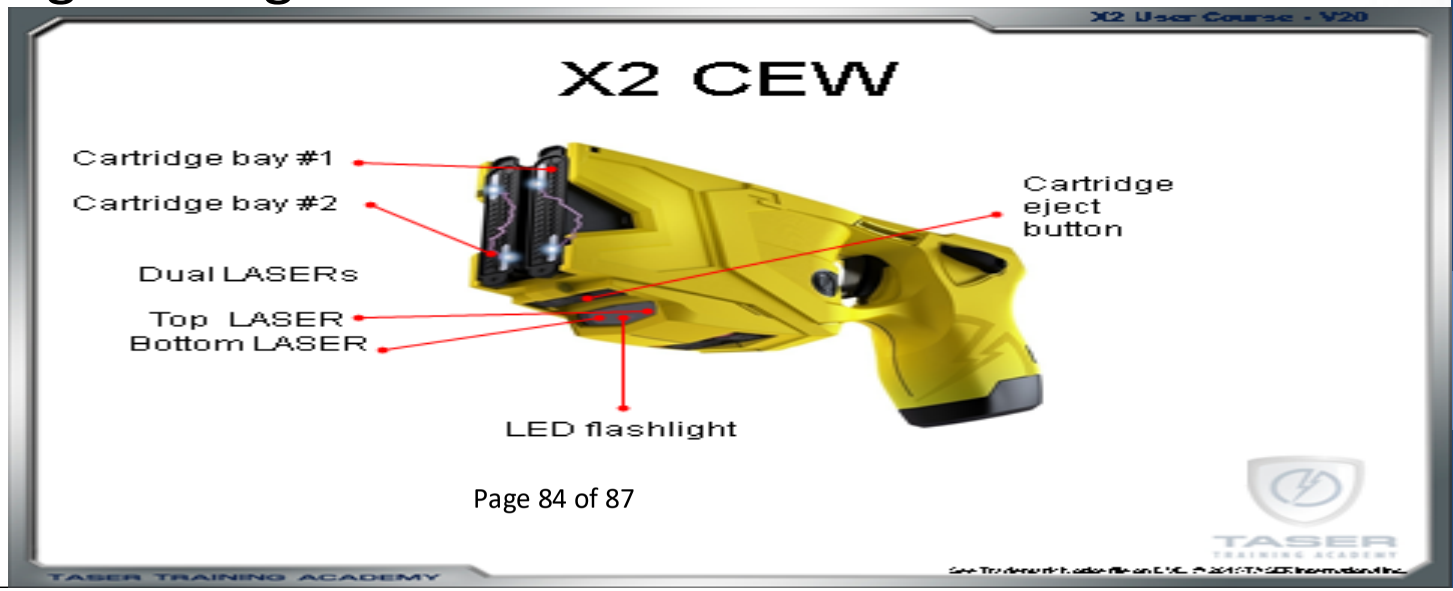
- Grip the pistol grip of the weapon and orient the muzzle in a safe direction
- Ensure the selector lever is on safe
- Remove the magazine from the magazine well and lock the bolt to the rear by pressing the lower portion of the bolt catch and simultaneously pulling the charging handle to the rear.
- With the bolt now locked to the rear, visually inspect the chamber.
- Note: if the selector lever will not go on safe it is because the hammer is dropped so proceed on to removing the magazine, locking the bolt to the rear and then immediately place the selector lever on safe and then inspect the chamber.

HANDLING OF DEPT ISSUED Electronic Control Device (ECD) G.O.- 901.13

****REMINDER FOUR CARDINAL RULES OF SAFETY****

UNLOADING:

- Face in a safe direction
- Draw and place ECD in your support hand upside down
- Press in the, cartridge ejection button with support hand thumb and remove cartridge closest to strong hand first.
- Press in the, cartridge ejection button with support hand thumb and remove remaining cartridge .



Pain or Injury Associated with Handcuffing

- **When a subject complains of pain or injury associated with the application and/or wearing of handcuffs members shall notify an official**
- ***Officials Refer to GO RAR-901.07, Section IV par. M dated August 12, 2016 for further guidance***
- **Members are prohibited from applying force against a handcuffed subject *unless* subject is assaultive or is attempting escape; in such cases members will use the minimum amount of force to bring the incident under control**

Dog Awareness

- It is always "Priority One" that you remain safe while performing your duties; It is much more difficult to be effective if you are injured
- All dogs are protective of something and/or someone
- Most dogs are not normally vicious or dangerous unless injured or frightened
- If possible try to evaluate the dogs behavior before you commit yourself to any situation or tactic
- See if the dog can simply be avoided or removed from the situation
- While officer safety is always paramount good tactics can often prevent the need to have to use your firearm.
- Using a firearm against a canine should be a last resort.

Questions?

METROPOLITAN POLICE ACADEMY

4665 Blue Plains Dr. SW, Washington D.C. 20032 - (202) 645-6669

Course Title: *Personal Use of Oleoresin Capsicum Spray*

Lesson Plan Title: *N/A*

Lesson Plan Number:

Written By: *Officer Jeff Boyd*

Date Approved:

Audience: *PDT*

Number: *30-40 participants*

Space: *Classroom*

PERFORMANCE OBJECTIVES:

1. Identify Oleoresin Capsicum (OC) Spray.
2. Discuss departmental guidelines on the use of force and how it pertains to OC Spray.
3. Identify the proper way to carry and use OC spray as a service weapon.
4. Discuss the effects of OC Spray on individuals.
5. Identify the procedures for OC Spray decontamination
6. Discuss the reporting procedures for using OC Spray
7. Demonstrate the ability to perform police functions after OC exposure

COURSE DESCRIPTION

This block of instruction will focus on the proper use of oleoresin capsicum (OC) spray. Included are discussions regarding the history of pepper spray, departmental regulations regarding how OC spray may be used when force is required, proper decontamination procedures, reporting procedures when dispenser is deployed. Students will also practice deploying OC spray and learn when it is appropriate to do so.

ASSESSMENT TECHNIQUES:

1. Through a presentation to enhance participants' level of comprehension of departmental regulations and current law governing the use of OC Spray.
2. Through a presentation to enhance participants' level of comprehension of the importance in using OC Spray correctly.
3. Through a presentation to enhance participants' level of comprehension in applying best practices of deploying and storing OC Spray.
4. Through a presentation to enhance participants' level of comprehension of using best practices to avoid issues concerning improper use of OC Spray.

INSTRUCTOR MATERIALS

PowerPoint; inert spray

EQUIPMENT/SUPPLIES NEEDED:

Computer, PowerPoint Software, Projector, Screen, Audio Speakers

TRAINING PARTICIPANT HANDOUTS:

Number required: *N/A* Title:

METHODS/TECHNIQUES:

Classroom lecture with PowerPoint presentation to include video; guided practice

VERSION HISTORY:

Version History	Date Approved	Action
Version 1	2/2012	Initial Version
Version 2	1/6/2014	Revised
Version 3		Revised

REFERENCES:

General Orders		
GO 901.04	Oleoresin Capsicum (OC) Spray Dispensers	10/7/2002
GO 901.07	Use of Force	11/3/2017
GO 901.08	Use of Force Investigations	9/13/2017
EO-19-009	Force Incident Report	12/31/2019
Outside Sources		

Cartwright, M. (July 5, 2019). Samurai. *Ancient History Encyclopedia*. Retrieved from https://www.ancient.eu/Samurai/
Dugdale-Pointon, TDP. (19 April 2004), *Metsubishi*. Retrieved from http://www.historyofwar.org/articles/weapons_metsubishi.html
Feigenbaum, A. (2017). Tear gas: From the battlefields of World War I to the streets of today. London: Verso.

GENERAL COMMENTS:

This lesson plan is intended to raise members' awareness of best practices in terms of using OC Spray.

ANTICIPATORY SET:

Slide 1 – Title Slide

This block of instruction will focus on the proper use of oleoresin capsicum (OC) spray. Included are discussions regarding the history of pepper spray, departmental regulations regarding how OC spray may be used when force is required, proper decontamination procedures, reporting procedures when dispenser is deployed. Students will also practice deploying OC spray and learn when it is appropriate to do so.

Slide 2—Objectives

At the end of this lesson members should be able to:

1. identify Oleoresin Capsicum (OC) spray
2. discuss departmental guidelines on the use of force and how it pertains to OC spray
3. identify the proper way to carry and use OC spray as a service weapon
4. discuss the effects of OC spray on individuals
5. identify the procedures for OC spray decontamination
6. discuss the reporting procedures for using OC spray
7. demonstrate the ability to perform police functions after OC exposure

INSTRUCTIONAL INPUT:

Slide 3

Brief History of Pepper as a Defense

Peppers have been used for centuries around the world to deter an attack and as a weapon of war. Red chili pepper is an example of a weapon of war in ancient Asia. Japan's samurai warriors had their own innovative method of using this pepper. In feudal Japan (around 12th century), samurai warriors carried pepper extract in a rice-paper bag and would throw the bag into their enemies' eyes which, caused temporary blindness. Pepper was accepted as a weapon of choice for self-defense because of its ability to momentarily incapacitate or temporarily blind a person. In the world of mercenaries in ancient Japan, ninjas later also reportedly used ground pepper for disabling their opponents.

Ninjas and law enforcement officers who wanted to take a prisoner alive used the metsubishi. The metsubishi was a small square or round box which was hollow and could be opened and filled with various powders, from pepper to ground glass, depending on the desired effect. The box was then fitted with a mouthpiece and a short tube to allow the

powders to be blown into the face of a victim. It was a very small and easily concealed weapon, which had little effect if the victim wasn't surprised.

In the Caribbean, Taíno Indians also used pepper as a weapon against attack by stuffing gourds with ground hot peppers. When the Taíno threw the gourds, they would explode on impact, releasing smoke that would choke and blind the invading Spaniards.

In the 1980's in the US, the US Postal Service had mail carriers use a form of pepper spray against dogs and other animals. In 1982 law enforcement agencies recognized pepper spray as a non-lethal weapon capable of incapacitating just about anyone. Today Oleoresin Capsicum (OC) is used for a variety of purposes. OC is used by forest rangers in the US and Canada as a bear repellent. A solution of OC is used by swimmers to repel sharks. Today, most law enforcement agencies use OC as an intermediate service weapon. And many jurisdictions allow civilians to carry OC as a self-defense spray.

Slide 4

OC Spray

Oleoresin Capsicum is an inflammatory agent that comprises cayenne pepper, ethanol, and propylene glycol. It is designed to cause almost immediate swelling to the eyes and breathing passages. There is also an intense burning sensation in the eyes, throat, and any area of skin where the OC spray makes actual contact. When OC is inhaled, the respiratory tract becomes inflamed and breathing is restricted. An affected person may be limited to short shallow breaths. The commercial color code for identifying pepper spray is black.

The intensity and effectiveness of OC spray varies for each individual. Some physical effects may include involuntary closing of the eyes, coughing, choking, loss of upper body strength and coordination, and nausea. Some psychological effects such as fear may also occur. When properly used, OC spray is usually quite effective on both humans and animals. It will incapacitate most subjects for a period of about 30 minutes without permanent injury.

Slide 5

MK-4 3.0 oz.

MPD members carry First Defense MK-4 OC Spray. MK-4 is water soluble and has a stream delivery system which is propelled by nitrogen. MPD issues a 3.0 oz can, which is equivalent to approximately 20-25, 1 second, bursts (sprays). The MK-4's effective range of use is 3 - 12 feet.

The MK-4 is housed in a black container with a red label for identification purposes. The spray contains cayenne pepper, ethanol, and propylene glycol. All contents fall within the Food and Drug Administration's guidelines for food grade products. This means that you could actually eat or ingest the spray without concern.

Slide 6

Effects of OC Spray

When exposed to OC, a series of reactions occur. Watering and involuntary closing of the eyes due to the dilation of the capillaries is one such reaction. Burning and swelling of throat and mucous membranes causing a heavy secretion is another.

Slide 7

Who can be Affected by OC Spray

OC spray works on humans, even if they are under the influence of alcohol or narcotics. OC spray also works on animals such as dogs. Only use on dogs if being attacked.

Slide 8

NO chemical agent is 100% effective on ALL people. There is a small percentage of people who are not affected by OC. They have very minor reactions, if at all.

Slide 9

Length of Incapacitation

A person to be incapacitated anywhere from 20 – 90 minutes, depending on the strength of the spray, and the effects happen almost immediately. Even after the OC Spray has been washed off, cleaned up, and vison has been restored, for some people, their skin may remain red for another 24 hours.

Slide 10

MPD – Decision Making Model to gain voluntary compliance

Slide 11

MPD – Use of Force Framework

The policy of the MPD is to consider the use of aerosol OC Spray dispensers by members as a use of force, which is governed by appropriate directives of the department and as constrained by District of Columbia law and the standards set forth by the United States Supreme Court.

The policy of the MPD is to value and preserve human life when using lawful authority to use force. Therefore, officers of the MPD shall use the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of the member or others.

When the use of force becomes necessary, members will comply with the options available in the Use of Force Framework, which provides for cooperative controls to lethal force. An officer's response to a subject's actions must be based on the totality of circumstances which the officer reasonably believes to exist at the time. Members in response to resistant or dangerous individuals may apply any of the options of force so long as it is the minimum amount of force that the objectively reasonable officer would use in light of the circumstances, in accordance with the Use of Force Framework. These options include:

NTI: The Use of Force Framework is displayed in this slide. Advise the students that OC is a compliance technique. Make sure to point out the yellow Volatile Level. This is where OC can be used.

- **Cooperative Controls**, such as verbal persuasion
- **Contact Controls,** such as hand control procedures, firm grip, escort and control holds
- **Compliance Techniques,** such as OC Spray (non-deadly) (active resistance)
- **Defensive Tactics**, such as less-than-lethal weapons, including impact weapons, such as a baton, or ASP, and including less-than lethal projectiles (e.g., 37mm gas guns and rubber bullets) used by the Emergency Response Team and during times of civil disobedience and canines.
- **Deadly Force,** defined as any use of force likely to cause death or serious physical injury, including but not limited to the use of a firearm or a strike to the head with a hard object (including potentially lethal applications of less-than-lethal weapons).

- In determining what level of force to use, it is important to consider the seriousness of the crime, the level of threat or resistance presented by the suspect, the imminence of danger, and the suspect's mental state. Members shall use only the minimum level of force needed to obtain control that an objectively reasonable officer would use in light of the circumstances.

- Members who encounter a situation where the possibility of violence or resistance to a lawful arrest is present should, if possible, defuse the situation through warning and verbal persuasion.

- Members shall not use tactics designed to intentionally escalate the level of force (e.g., taunting, verbal abuse, or ignoring a reasonable citizen request for information)

- If there is a supervisor on the scene where there is a violent or resisting subject, he or she shall direct and control all activity by subordinates.

Slide 12

Carrying OC Spray

- The department-issued aerosol OC spray dispenser for uniform personnel shall be carried by all members while on patrol duty.

- The aerosol OC spray dispenser for uniform personnel shall be carried in the specially designed holster provided by the department, which shall be worn on the Sam Browne belt on the opposite side from the service pistol.

- Members of the plainclothes force shall carry the department-issued miniature aerosol OC spray dispenser when such action would not interfere with practical police functions. The miniature aerosol OC spray dispenser for plainclothes personnel shall be carried with its protective cap in place and clipped to the shirt, blouse, or coat pocket. It shall not be carried in any other place since the unit may be accidentally discharged.

Maintaining OC Spray Dispensers

- Each member who is issued an aerosol OC Spray dispenser shall be held accountable for the equipment.

- Members of the force shall periodically check the fluid levels of their aerosol OC spray dispensers. This can be accomplished by shaking the dispenser.

- If as a result of this check or for any other reason, a member suspects that the dispenser is not working properly, he or she shall ask their supervisor to test the dispenser.

- Supervisors are authorized to test the dispenser by firing a short one-second burst in an appropriate area outside of the station house.

- Defective or expended OC Spray dispensers shall be submitted to the range for replacement.

Slide 13

Deploying OC Spray

When spraying a subject, aim for the face and spray at a distance of 3 – 12 feet. You will spray 2 one second bursts.

- Issue a warning that OC spray is going to be used against the subject, unless resistance ends and provided that a warning would not endanger the officer or others.

- Ensure that, prior to discharging the OC spray, the member permits a reasonable period of time to allow compliance with the warning, when feasible.

- Use the aerosol OC spray dispenser only as prescribed by department training. The dosage when utilizing the spray is 2 one second bursts.

- Not use the dispenser at any distance less than 3 feet from the subject unless absolutely necessary. (e.g., struggling with a suspect). Effective range is approximately 12 feet.

- Aim for the individual's face. OC Spray is most effective when it comes in contact with the skin of the face and eyes. Upon facial contact, the spray will cause an intense burning sensation to the subject's face and eyes, resulting in profuse tearing and temporary loss of vision.

- Use extreme caution when approaching or handling a subject who has been sprayed with the OC spray dispenser and is obviously not affected by its use.

Slide 14

Reporting the Use of OC Spray Dispensers

Initial Response

- When OC spray is used, the first responsibilities of the officer shall be to ensure that the scene is safe, render first aid if applicable, secure the scene's integrity, and notify a supervisor.

- District Watch Commanders and/or appropriate element supervisors shall respond immediately to the scene of the use of OC spray and ensure that the Communications Division and the Command Information Center (CIC) are notified. The CIC will notify the Force Investigation Team, if appropriate.

Next Steps

- When a discharge of OC spray, whether intentional or unintentional, affects an individual so that first aid or treatment is needed, the occasion requires filing a Force Incident Report (FIR) by the involved member for a chain of command investigation.

- Members shall notify their supervisor and complete a FIR immediately following any use of OC Spray requiring first aid or treatment.

Slide 15

Decontamination

- Once the subject has been sprayed, you will have 20 minutes to provide them with the opportunity to wash all affected areas. This is of course absent any exceptional circumstances.

- A subject is never allowed to stay in a face down position any longer than needed. This still holds true after being sprayed with OC. They subject must be placed upright as soon as possible to avoid positional asphyxia.

- Members shall not use any creams, ointments, or bandages on affected areas.

- Members shall transport subjects on whom the OC Spray has been used to a hospital for medical treatment in accordance with department orders regarding treatment of injured prisoners, under the below listed circumstances:

    - Subjects who complain of or exhibit continued effects after having flushed the affected areas

- Subjects who indicate that they have a pre-existing medical condition (asthma, emphysema, bronchitis, heart ailment, etc.) that may be aggravated by OC spray

- If at any point after exposure the subject displays a reaction not consistent with the expected reaction to aerosol OC Spray, medical attention is to be summoned immediately

Slide 16

Decontamination

When OC sprayed has been administered do the following as soon as possible:

- Get fresh air
- Run COOL free flowing water over affected areas
- Wash affected areas with baby shampoo and water

DO NOT

- Use oil based soaps or salves/creams on the skin for relief. This can cause further damage to skin by creating blisters.
- Leave exposed subjects unattended at any time until the effects of OC spray have disappeared.

Slide 17

Medical Treatment

Members shall transport any subject who has been sprayed with OC to a hospital if the subject complains or exhibits effects after having flushed the affected areas. Members should also pay close attention and listen to any subject claiming pre-existing medical conditions that might be exacerbated by the OC spray. Those who have asthma could potentially have a stronger reaction to the OC spray. Members should pay special attention to skin and monitor for any extreme reactions. Subject might have an allergic reaction and will require immediate medical attention.

Slide 18

Prohibited Uses of OC Spray

- No legal cause to detain, take into legal custody, or maintain custody of a subject who, at a minimum, is actively resisting the officer

- Against children (under the age of 8) or elder persons (65 or older) absent exceptional circumstances (e.g., where the officer's only alternative is to escalate the level of force used).

Slide 19

Prohibited Uses of OC Spray

- Officers are prohibited from using OC spray to prevent property damage unless the officer has probable cause to detain, take into legal custody or maintain in custody a subject who is, at a minimum, actively resisting the officer.

- Officers are prohibited from using OC Spray to disperse crowds or others unless those crowds or others are committing acts of disobedience that endanger public safety and security.

Slide 20

- Officers shall be subject to disciplinary action and potential criminal prosecution for violating the above prohibitions or for otherwise misusing OC Spray.

- Members shall be guided by G.O. 901.08 (Use of Force Investigations) as to investigative responsibilities when a use of OC Spray occurs.

- The member's chain of command officials (of higher rank than the involved member) shall be responsible for the investigation of all use of force incidents not involving a serious use of force or a use of force indicating potential criminal misconduct by an officer.

- At the discretion of the Chief of Police or his designee, any incident that may be investigated by chain of command supervisors may be assigned to the Force Investigation Team.

Slide 21

Home Safety

Treat you OC unit as a weapon and store it as such. Do not let friends, family or children use or play with the OC unit.

Slide 22

Guided Practice

Activity 1:

Each student will be given an INERT canister of O.C. Spray. The student will demonstrate the ability and understanding of deploying O.C. Spray In accordance with MPD Policy. The students will display the proper spray pattern and distance while deploying the INERT O.C. Spray.

Activity # 2

Each student will undergo a controlled OC exposure and perform a dynamic proficiency test. The instructor will expose the student to OC. The student will have to demonstrate weapon retention ability, and then run approximately fifteen feet. At which time they will place the mannequin's arms in handcuffing position. The student will then identify the number printed on a card held by an instructor.

Slide 23

References

- Cartwright, M. (July 5, 2019). Samurai. Ancient History Encyclopedia. Retrieved from https://www.ancient.eu/Samurai/

- Dugdale-Pointon, TDP. (April 19, 2004). Metsubishi. Retrieved from http://www.historyofwar.org/articles/weapons_metsubishi.html

- Feigenbaum, A. (2017). Tear gas: From the battlefields of World War I to

Updates to Definition and Use of Neck Restraints Policy

Neck Restraint Reminders

Lesson 1 of 1

Neck Restraint Reminders

Neck restraints continue to be prohibited consistent with MPD policy; however, pursuant to the *Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020* and subsequent MPD policy, the definition of a neck restraint has changed.

CONTINUE

Previous Policy on Neck Restraints	Current Policy on Neck Restraints

"The use of the hand, arm, or other object to attempt to control or disable a subject by applying pressure against the frontal or side areas of the neck with the purpose, intent, or effect of controlling or restricting a subject's movement or restricting their blood flow or breathing."
 	
Note: Under this definition, incidental contact with the neck that resulted in no injury to the neck or neck area ***was not*** *considered a neck restraint. Hand controls to the back of the neck that did not restrict blood flow or breathing were not considered neck restraints.*
 	
Executive Order 20 – 001, Effective January 3, 2020
	"The use of any body part or object to attempt to control or disable a person by applying pressure against the person's neck, including the trachea or carotid artery, with the purpose, intent, or effect of controlling or restricting the person's movement or restricting their blood flow or breathing."
	
	It shall be unlawful for:
	• Any law enforcement officer or special police officer to apply a neck restraint; and
	• Any officer who applied a neck restraint and any officer who is able to observe another officer's application of a neck restraint to fail to:
	  ○ Immediately render, or cause to be rendered, first aid on the person on whom the neck restraint was applied; or
	  ○ Immediately request emergency medical services for the person on whom the neck restraint was applied.
	
	Executive Order 20-044, Effective July 30, 2020

CONTINUE

PROHIBITIONS | PENALTY

Members remain prohibited from utilizing:

- The ***carotid artery hold*** (sleeper hold or v-hold); and
- The ***trachea hold*** (arm-bar hold or bar-arm hold).

Note: Any incidental contact with the neck of a subject, regardless of the severity of injury to the neck or the neck area as a result of the contact, is prohibited. Additionally, all hand controls to the back of the neck are considered a neck restraint and are prohibited.

PROHIBITIONS	PENALTY

In addition to administrative penalties, the penalty for any officer who violates the provisions related to the prohibition of the use of a neck restraint shall be fined up to $25,000, or incarcerated for no more than 10 years, or both.

D.C. Official Code § 5-125.01 et seq.
D.C. Official Code § 22-3571.01

Complete the content above before moving on.

True or False:

Under current policy, any incidental contact with the neck of a subject, regardless of the severity of the injury to the neck or neck area as a result of the contact, is prohibited.

- ◯ True
- ◯ False

SUBMIT

Complete the content above before moving on.

You have completed the training on *Updates to the Definition and Use of Neck Restraints Policy.*

You may close out of this window at any time.

Updates to the Use of Neck Restraints

Neck restraints continue to be prohibited per with MPD policy; however, the definition of a neck restraint has changed.

Previously, a neck restraint was defined as:

"The use of the hand, arm, or other object to attempt to control or disable a subject by applying pressure against the frontal or side areas of the neck with the purpose, intent, or effect of controlling or restricting a subject's movement or restricting their blood flow or breathing."

Note: Under this definition, incidental contact with the neck that resulted in no injury to the neck or neck area was not considered a neck restraint. Hand controls to the back of the neck that did not restrict blood flow or breathing were not considered neck restraints.

(Executive Order-20-001, Effective January 3, 2020)

Currently, a neck restraint is defined as:

"The use of any body part or object to attempt to control or disable a person by applying pressure against the person's neck, including the trachea or carotid artery, with the purpose, intent, or effect of controlling or restricting the person's movement or restricting their blood flow or breathing."

It shall be unlawful for:

- Any law enforcement officer or special police officer to apply a neck restraint; and
- Any officer who applies a neck restraint and any officer who is able to observe another officer's application of a neck restraint to fail to:
  - Immediately render, or cause to be rendered, first aid on the person on whom the neck restraint was applied; or
  - Immediately request emergency medical services for the person on who the neck restraint was applied.
- Any officer who violates this provision shall be fined up to $25,000, or incarcerated for no more than 10 years, or both.

(Executive Order-20-044, Effective July 30, 2020)

Members remain prohibited from utilizing:

- The carotid artery hold (sleeper hold or v-hold); and
- The trachea hold (arm-bar hold or bar arm hold)

Note: Any incidental contact with the neck of a subject, regardless of severity of injury to the neck or the neck area as a result of the contact, is prohibited. Additionally, all hand control to the back of the neck is considered a neck restraint and is prohibited.

In addition to administrative penalties, the penalty for any officer who violates the provisions related to the prohibition of the use of a neck restraint shall be fined up to $25,000, or incarcerated for no more than 10 years, or both.

D.C. Official Code § 5-125.01 et seq. and D.C. Official Code § 22-3571.01

Domestic Violence Roll Call Training

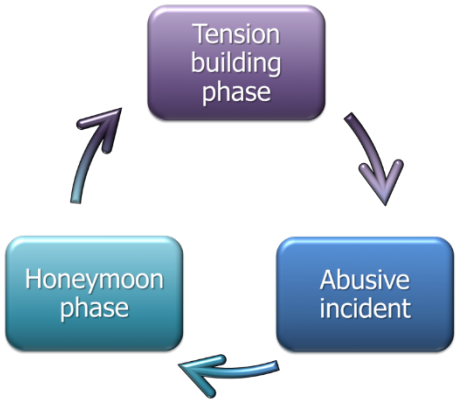
Day 1: Psychology of Domestic Violence

This training was created in partnership with Legal Aid and MPD's Domestic Violence Unit.

Given that many families are now practicing stay at home and social distancing, experts project that the rates of domestic violence will increase. The National Network to End Domestic Violence defines domestic violence as: **a pattern of coercive, controlling behavior** that can include **physical abuse, emotional or psychological abuse, sexual abuse or financial abuse** (using money and financial tools to exert control).

It cannot be stressed enough is that domestic violence is **A PATTERN** of abusive behavior. Abusers uses a cycle of violence against their victims/survivors in three phases:

- Tension-building phase
- An abusive incident
- Honeymoon phase



If you are called several times to the same address for domestic violence, treat each incident as a serious call. It takes a survivor an average of 7 times going through this cycle to leave an abusive relationship. Abusers often escalate/increase their violence when they feel like they are losing control. They use violence to regain their power. This is the most dangerous time in the relationship for survivors.

- Using **coercion and threats**
- Using **intimidation**
- Using **emotional abuse**
- Using **isolation**
- **Minimizing, denying, and blaming**
- Using **children**
- Using **economic abuse**
- Using **male privilege**

The focus of your response should be on the abuser, not the victim/survivor.

- Focusing on the abuser's behavior will allow you to see the survivor's behavior as evidence of the cycle of abuse.

- Most likely, the abuser has been exerting coercive, controlling behavior for a while— against the survivor, other people in his life, etc.— and will attempt to manipulate and control the conversation when interviewed by the responding officers.
- Remember, the interview is not about:
    - Why the survivor stays (there could be many reasons, including: it may be dangerous for her to leave, she still loves him, she needs help safety planning before taking that first step, finances, children, shame, etc.),
    - Why the survivor is acting the way she is (every survivor presents differently when dealing with stress and trauma—a survivor may be silent, aggressive, dismissive, angry, in shock, etc.). Survivors may also try to deny or minimize the abuse as a way to placate and appease the abuser or deescalate the situation.

Take your time when interviewing the abuser and survivor—again this is a process.

Social Isolation and Mental Health Among Juveniles

During a pandemic, juveniles who receive mental health treatment may have limited access to mental health providers, as well as limited access to medication. Restrictions at medical facilities can act as barriers to families accessing mental health treatment. While some providers may be offering tele-health services, these services are limited and may not be accessible to individuals in certain socio-economic groups who do not have access to the necessary technology or required resources. Due to the aforementioned disruption in medication, irregular dosing may also increase outburst or episodes requiring law enforcement intervention.

Juveniles with a mental health diagnosis may see an exacerbation of their symptoms without their regular social supports – such as school counselors, social workers, trusted adults in schools, school-related activities, and their friends. They may spend increased time on the internet, which can lead to increased exposure to negative feedback or influences. The disconnection from these supports may cause symptoms to build over time, leading to a more severe reaction or aggression in youth who may have otherwise been mental regulated. These episodes may require hospitalization and/or suicidal ideations. Studies have shown that social isolation and economic stress can increase the rate of suicide.

Members should be aware that they may encounter more instances of juveniles in mental health crisis as a result of social isolation during the pandemic. ChAMPS (Child and Adolescent Mobile Psychiatric Service) is still available to members for youths ages 6-17 experiencing a mental health crisis. This service, contracted by the District of Columbia Government through Catholic Charities, is designed to help children manage extreme emotional behavior and assist families so that the behavior does not result in a child leaving the home. ChAMPS workers are still responding to the homes of children in crisis, so long as there has been no known exposure to COVID-19. During intake, the workers will ask questions to determine whether or not there has been any potential exposure prior to responding. A ChAMPS worker will then respond and assist the child and their family in assessing the situation and determining the best course of action for the child, which may include in-home assistance or emergency placement including hospitalization.

To request ChAMPS utilize the ChAMPS Hotline at 202-481-1440. It is available 24 hours a day, seven days a week.

The Psychiatric Institute of Washington as well as Children's National Medical Center (Main Campus) are both operating and accepting patients experience a mental health crisis in need of intervention. Members should refer to GO 308.04 (Interacting with Mental Health Consumers) for more information.

References:

Suicide Mortality and Coronavirus Disease 2019—A Perfect Storm? Mark A. Reger, PhD[1,2]; Ian H. Stanley, MS[1,3]; Thomas E. Joiner, PhD[3] *JAMA Psychiatry.* Published online April 10, 2020. doi:10.1001/jamapsychiatry.2020.1060

https://www.catholiccharitiesdc.org/champs/

Awareness of Crisis Situations That May Put Children at Greater Risk of Maltreatment and Neglect

During a pandemic, families encounter many stressful situations. The closure of businesses has left many Americans jobless, without significant income and access to family support services. As a result, many of these situations can lead a family into crisis, and may put children at higher risk for maltreatment or neglect. Members are encouraged to be observant on each call for service when encountering families that may be in crisis, and recognize those situations that may require intervention to ensure the safety of children.

In March, the Superior Court of the District of Columbia temporarily suspended the evictions of tenants and foreclosed homeowners and suspended the operation of Landlord Tenant Court until May 1, 2020. At some point, however, evictions will resume and many families may find themselves facing eviction as a result of job-loss and income loss during the pandemic. While the US Marshals are responsible for enforcing evictions in the District, MPD members often interact with families who have been or are being evicted while on patrol. Members may refer families to the District of Columbia's Emergency Rental Assistance Program, which is still operating despite the pandemic. The ERAP provides financial assistance to income-qualified families facing housing emergencies, and can be found online at: https://dhs.dc.gov/service/emergency-rental-assistance-program

Job loss and income loss can cause other crisis situations in families. The lack of income can lead to many families having a lack of food to feed their children. Members should note that DC Public Schools are providing free meals to citizens of DC. A list of Meal Sites can be found at: https://coronavirus.dc.gov/food

Members should also be aware that children may have an increased exposure to domestic violence due to Stay-At-Home Orders. Additionally, children who may have had a reprieve from an abuser while at school may not have an ability to escape abuse during the pandemic. Being cognizant when responding to homes and reporting abuse or neglect to CFSA Hotline, 202-671-SAFE, may be the only intervention possible.

A larger list of resources can be located at the LinkU website hosted by DC Health at https://linkudmv.org, which lists resources by zip code.

Economic stress at home can lead to increased domestic violence, leading to an increase in parental arrest. This can leave children at risk of being improperly supervised and unsafe. Additionally, ill parents may not be able to properly supervise or care for their children. Any member encountering a child at risk, or who they suspect may be at risk, should contact the DC Child and Family Services Hotline at 202-671-SAFE (202-671-7233).

Domestic Violence Roll Call Training

Day 4: TPOs/CPOs

This training was created in partnership with Legal Aid and MPD's Domestic Violence Unit.

After a domestic violence incident, a victim may choose to file for a Civil Protection Order (CPO). A CPO is a year-long order that requires an abuser to do a number of things, including:

- Stay away from a victim
- Not contact a victim
- Vacate the home of the victim
- Pay restitution to a victim, and/or
- Attend anger management classes or other counseling programs.

A CPO may also address custody and child support, if the parties have children in common.

When a victim files for a CPO, the victim will usually be granted a Temporary Protection Order (TPO). The TPO will last for fourteen days, and usually includes stay away and no contact provisions. The TPO may also issue a temporary custody order.

Officers may be asked to assist with service of TPOs, or enforcement of CPOs and TPOs. There are two main things to remember when serving a TPO:

1. **Check the TPO requirements.** If the TPO addresses custody, the officer may want to help facilitate a peaceful exchange of the children, if necessary. If the TPO vacates the offender from a residence, the officer should stand by while the offender gathers his personal belongings, vacates, and turns over his keys.

2. **Confirm the documents you served on the offender and fill out the Return of Service form <u>thoroughly</u>.** A regular service packet includes a: (1) victim's Petition and Affidavit for a CPO; (2) Notice of Hearing and Order to Appear; and (3) TPO. On the Return of Service form, there are lines for you to initial that you have served ***<u>each</u>*** of these documents. Please be sure to fill out *each* part of the Return of Service form, including printing and signing your name **<u>legibly</u>** and including your badge or CAD number. An incomplete form can delay a victim from getting a much-needed protection order, and the Court may order her to serve the documents again.

When asked to enforce a CPO or TPO, some of these same things will apply. You may be asked to standby while one party collects their personal belongings and vacates a residence. You may also be asked to facilitate an exchange of minor children. Keep in mind that a violation of a TPO or CPO is a crime, and so you may also be asked to take a report for contempt.

Even if the violation of a TPO or CPO is something non-violent, like coming within 100 yards of a victim, an offender can still be prosecuted. You should take a report and collect evidence of the contempt just like any other crime. In particular, consider documenting any contact between the parties, including call logs and text messages which show the violation. You should also consider whether there were any additional witnesses of the offender violating the stay away.

Extreme Risk Protection Order

Extreme Risk Protection Order

Lesson 1 of 1

Extreme Risk Protection Order

Objectives

1. Define the Extreme Risk Protection Order.
2. Describe the Extreme Risk Protection Order process.
3. Understand the MPD's role in the Extreme Risk Protection Order process.

1

Background

The District of Columbia's new "red flag" law, as part of the ***Firearms Safety Omnibus Amendment Act of 2018***, allows certain individuals to request an **Extreme Risk Protection Order (ERPO)** to have a legally registered firearm, ammunition, a registration certificate, a license to carry a concealed pistol, or a dealer's license removed from the possession of someone who poses a significant danger to themselves or others.

Definitions

There are two types of ERPOs - Final ERPO and Ex Parte ERPO. Click on the cards below to learn more about each type.

Ex-Parte ERPO

A temporary court order that prohibits a respondent from having possession or control of, purchasing, or

receiving any firearm, ammunition, registration certificate, license to carry a concealed pistol, or dealer's

1 of 2

Final ERPO

A court order that prohibits a respondent from having possession or control of, purchasing, or receiving any firearm, ammunition, registration certificate, license to carry a concealed pistol, or dealer's license.

2 of 2

Click on each card to flip it over before moving on to the next section.

2

Who Can File an ERPO?

The following people may petition the District of Columbia Superior Court (DCSC) for an ERPO:

1. A sworn member of the **Metropolitan Police Department.**
2. A **mental health professional**, including, but not limited to a person licensed to practice medicine or psychology, a licensed social worker, and a professional counselor.
3. An individual **related to the respondent** by blood, adoption, guardianship, marriage, domestic partnership, having a child in common, cohabiting, or maintaining a romantic, dating, or sexual relationship.

Qualifying individuals who wish to file can download a petition for an ERPO from the District of Columbia Superior Court's website.

3

How to File a Petition

Generally, ERPOs are used in cases involving firearms legally registered in the District; cases involving illegal firearms will be handled under existing enforcement procedures.

If a member believes a legally registered gun owner in the District of Columbia poses a significant danger of causing bodily injury to self or others, the member should notify his or her supervisor for approval to request an ERPO.

The notified supervisor shall determine if an ERPO is suitable or if there is a more appropriate course of action (i.e. a search warrant). If the supervisor approves the request for an ERPO:

1. The member shall contact the Command Information Center (CIC). The CIC shall send a notification to the Gun Recovery Unit (GRU) alerting them of the request for an ERPO.
2. The GRU shall be responsible for petitioning the DCSC for the ERPO. The member requesting the ERPO shall make him or herself available to the GRU to assist in completing the ERPO petition and be prepared to go to court if necessary.

Additional Information

If a member believes the behavior of a registered gun owner is concerning but **does not** meet the requirements for an ERPO, the member may complete a suspicious activity report (SAR) and notify the Intelligence Branch and the Gun Registration Unit.

If a member of the pubic asks questions about ERPOs generally, the MPD member may direct them to contact the Domestic Violence Division of the DCSC at 202-879.0157 or access the DCSC website at http://www.dccourts.gov/ERPO

Service of a Petition

1. If an ERPO is granted, the Clerk's Office at the Superior Court will forward all case documents to MPD.

2. The service of ERPOs and requests for any associated warrants will be handled by the Investigative Services Bureau (e.g. Criminal Investigations Division; Narcotics and Special Investigations Division).

Immunity

If a firearm or ammunition is surrendered to MPD peaceably pursuant to an ERPO, the respondent has immunity for:

- Unlawful possession of ammunition ("UA").
- Unlawful possession of a firearm.
- Carrying a Pistol Without a License.
- Unlawful carrying of a rifle or shotgun.

NOTE: The immunity provision does not apply to persons possessing a firearm while committing a crime of violence or dangerous crime such as:

- ***Murder.***
- ***Assault with a Deadly Weapon.***
- ***Assault with Intent to Kill.***
- ***1st and 2nd Degree Sexual Abuse.***

Penalty

Violation of an Extreme Risk Protection Order:

- A person knowingly has possession or control of, purchases or receives a firearm or ammunition

A person convicted of violating ERPO:

- Incarcerated for 180 days, fined $1,000, or both.

- Prohibited from having a firearm or ammunition for five years.

Expand all sections of the table above before moving on.

Review

True or False:

ERPOs are generally for cases involving legally registered guns in the District.

- True
- False

SUBMIT

Complete the content above before moving on.

True or False:

A petition for an ERPO **does not** in any way affect the ability of a member to remove or seize firearms or ammunition from any person or property as permitted by any other law.

- ◯ True
- ◯ False

SUBMIT

Complete the content above before moving on.

True or False:

Members **do not need** to notify his/her supervisor if they believe an ERPO is warranted.

- ◯ True

False

SUBMIT

Complete the content above before moving on.

True or False:

Members can direct individuals who may inquire about an ERPO to contact the District of Columbia Superior Court.

True

False

SUBMIT

Complete the content above before moving on.

Thank you for completing the module on Extreme Risk Protection Orders. You may close out of this window at any time.

Metropolitan Police Employee Assistance Program

Policing for Resilience

Dr Beverly Anderson
Clinical Director

February 2020

Themes of the Course

1) What is ***stress***?
2) **How** does **stress** impact our health?
3) Are **police officers** unique in the **stress** equation?
4) **You** as collaborators in the course.
5) The fine print…a word of **caution..**
6) There's **good news** at the end!

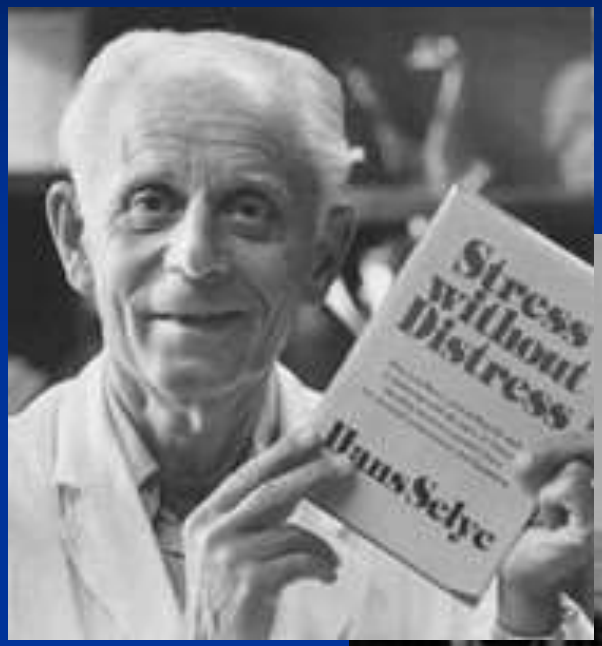
Important Stress Terms

1. **Homeostasis**: Ideal everything in the body

2. **Stressor**: Anything in the outside world that disrupts homeostatic balance

3. **Stress Response:** What you do to re-establish homeostasis

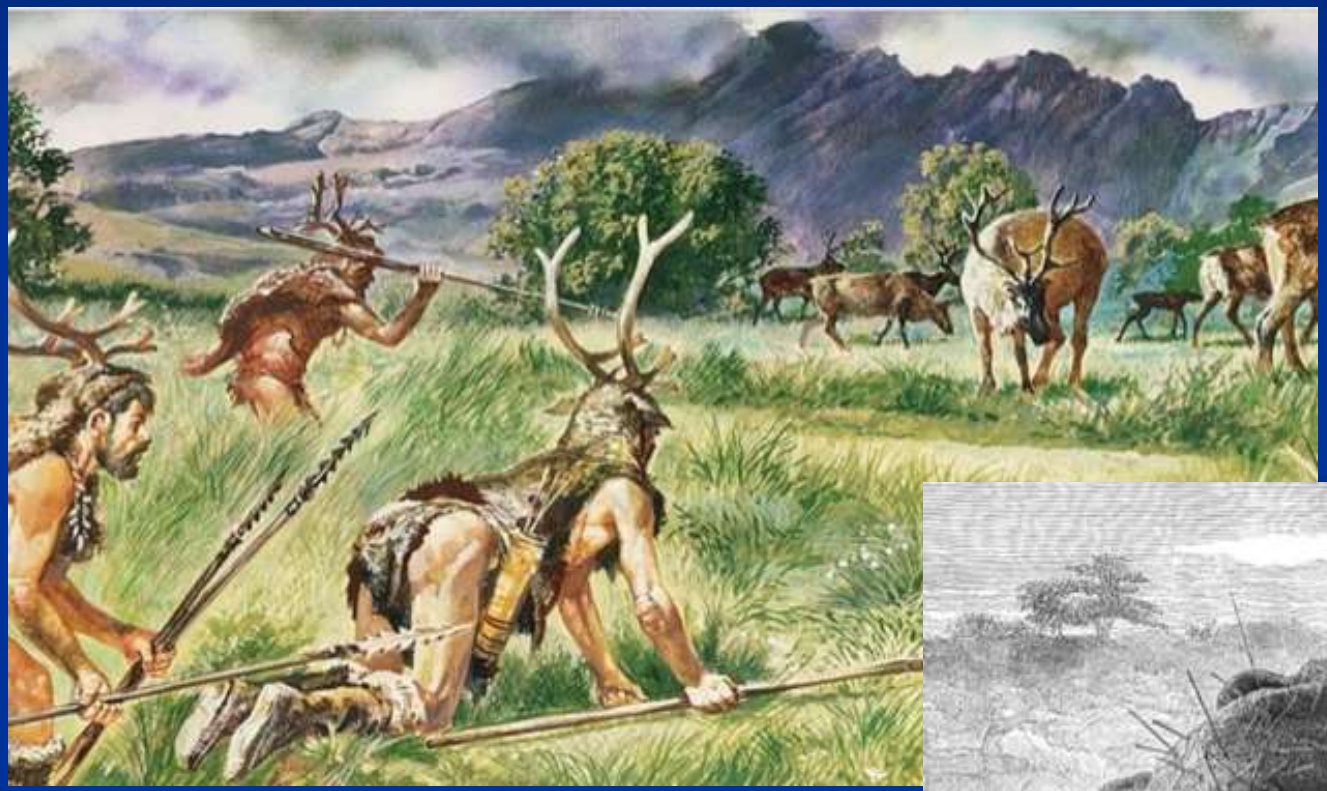
Hans Selye

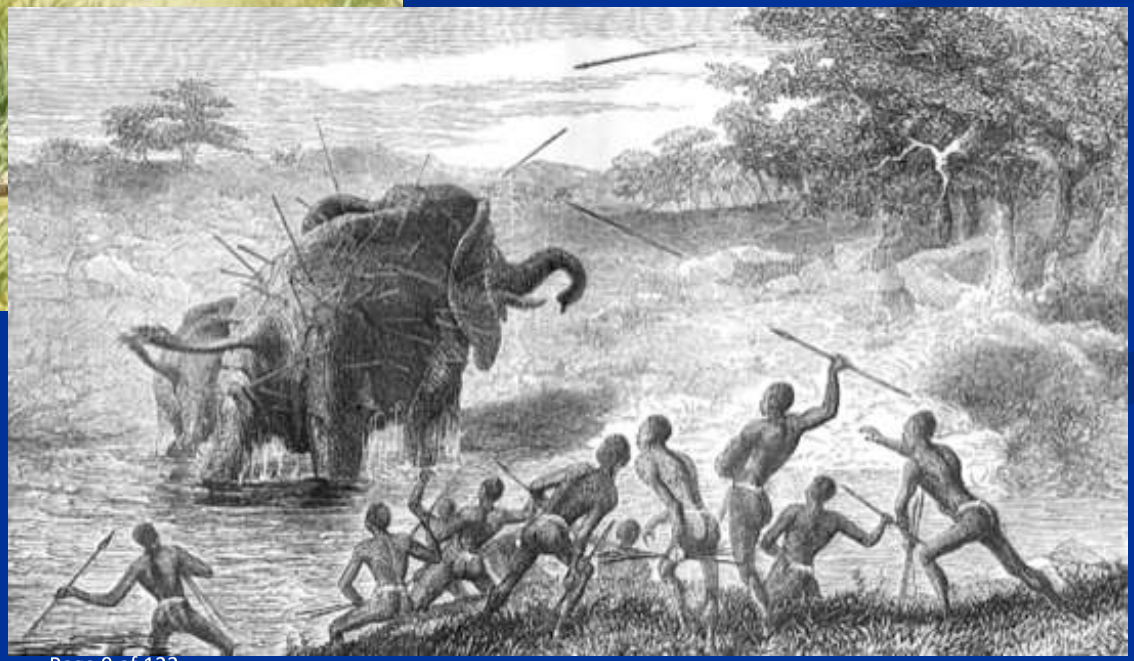


Oh no, not another experiment!

2018 SOUTHERN CALIFORNIA
Best Lawyers

Ultimate Apex Predator





Causes of death in 1900

1. Tuberculosis
2. Pneumonia
3. Dysentery
4. What was #1 killer of women ages 16-40?
5. Small pox
6. Life expectancy was 47. Only 12%
7. Infectious diseases: Flu

FLU

- Flu Pandemic killed 40,000,000 world-wide
- 2nd deadliest epidemic in history since 14th century wiped out 60% of Europe's population
- WW I casualties: 8 million dead
- October 1918 deadliest month in U.S history

For 99% mammals

Stress is 3-minutes terror

Running for your life

ACTIVATION OF THE STRESS RESPONSE

- **Alarm! Get energy now!**

  -Send hormones to storage sites (liver, fat)

  -Empty them out of energy
- Increase heart rate, blood pressure, breathing
- Turn off all long-term projects: digestion, growth, reproduction
- Activate the immune system
- Enhance clotting
- Blunt pain perception

STRESS RESPONSE

- Increase oxygen & glucose to the brain
- Enhance learning, memory, and recall
- Accelerate delivery of O-2 to the thigh muscles in 2 seconds not 3…and the zebra may survive

- THIS IS HIGHLY ADAPTIVE

Halt long-term building projects

- **Growth-** Grow antlers later if there is a later
  Hit puberty next week
- **Tissue Repair**
- **Reproduction-** Ovulate some other time
- **Digestion-** Uses 20% of the body's energy

Fight or Flight

- Activating the stress response is highly adaptive
- Animals only do it for an acute threat
- NOT HUMANS: We activate the stress response for psychological reasons, emotions, memories…..when we think something bad is going to happen
- Anticipatory stress response

Today's Westernized Society

- Today our serious diseases are ones of slow accumulation of damage like heart disease, diabetes, and cancer….not acute crises
- Caused by or worsened by stress.
- Today's life expectancy?
- Chronic activation of the stress response for psychological reasons: You pay a price

Police Occupational Stress

1. Responsibility for people
2. Exposure to stress carriers
3. Witnessing traumatic events
4. Dealing with unpredictability & chaos
5. Confronting the "death threat"
6. Role Conflict & Isolation

Evolution of the Brain

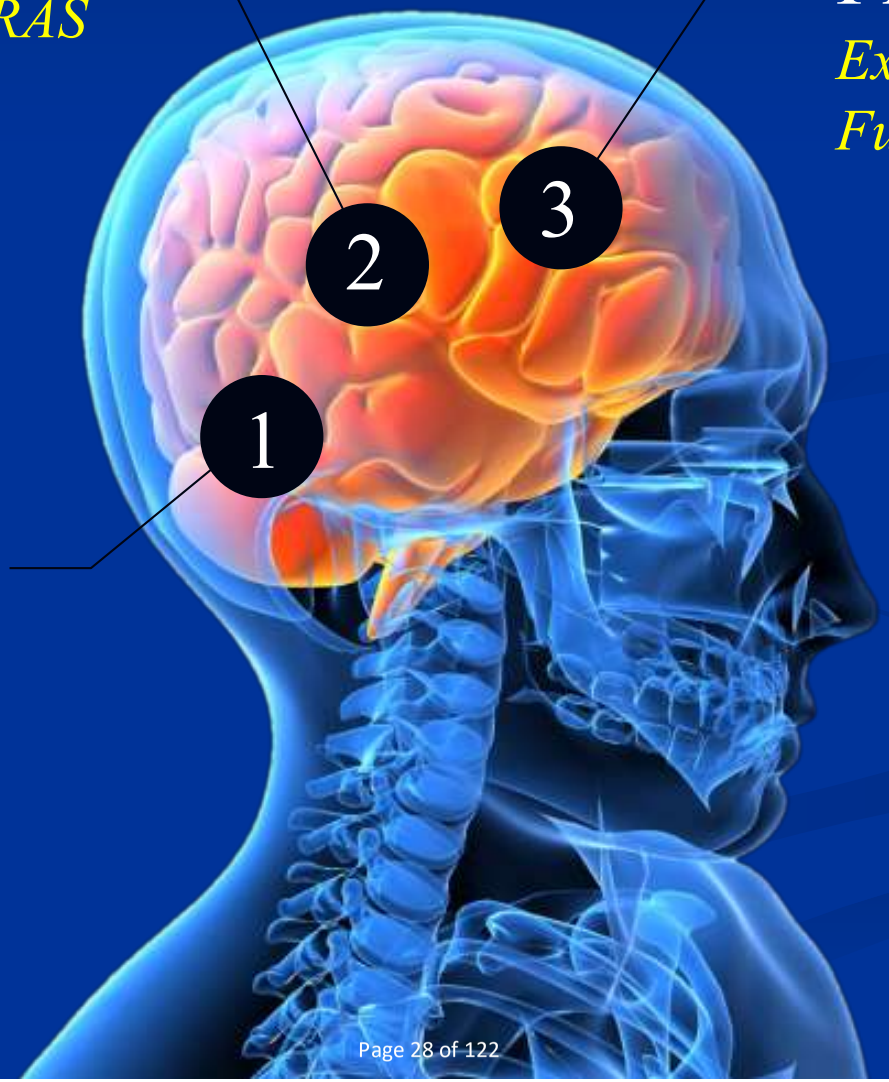
The Triune Brain

The Master Gland

The Triune Brain

Limbic Brain
RAS

Frontal Lobe
Executive Functioning



Reptilian Brain
Survival

The Triune Brain

Limbic Brain

Emotions, Memories, Alarm, RAS

Frontal Lobes

Executive Functioning, Planning, Impulse Control

Reptilian Brain

Survive, React, Repeat Training-Training

MEMORY BASICS

TWO KINDS OF MEMORY

1. Explicit / Declarative
2. Implicit / Muscle Memory

1. Responsibility for People

POMPIER
SMUR

2. Exposure to Stress Carriers

CyberLink
PowerDirector

3. Witnessing Traumatic Events

Any event that would be markedly distressing to almost anyone:

1. Serious threat to life;
2. Sudden destruction of one's home or community;
3. Seeing a person who has been seriously injured or killed as the result of an accident or physical violence.

11
911

SHERIFF'S OFFICE
109-637L

BOSTON

adidas
all in
boston

BREAKING NEWS
SR. NAVY OFFICIAL: 12 SHOT AT DC NAVY YARD
ENTERTAINMENT
WILL PERFORM AT THE WHITE HOUSE

Washington
10:09 AM ET
BREAKING NEWS
POLICE DESCRIBE NAVAL SHOOTING SUSPECT
Bald black man, about 6 feet tall, medium complexion
LIVE
CNN
SHOOTER ON THE LOOSE AT WASHING
10:09 AM ET

BREAKING NEWS
ACTIVE SHOOTER
295
Navy Yard
Washington, DC
295

WTTG
WASHINGTON DC
FOX NEWS
LIVE
DC POLICE: AT LEAST TEN PEOPLE SHOT IN NAVY YARD SHOOTING
ALERT

STOP
E.R.T.
POLICE
METROPOLITAN POLICE HOMICIDE BRANCH
METROPOLITAN POLICE HOMICIDE BRANCH
METROPOLITAN POLICE HOMICIDE BRANCH
S.O.D

Police Traumatic Exposure

- Police officers "live" the trauma and may be a part of the traumatic event as it is unfolding. (Terrorist Attacks of 9/11; Washington Navy Yard murders)
- Policing is "reactionary"

Evaluating Traumatic Events

1. Magnitude of the event
2. Degree of warning
3. Disruption of beliefs
4. Physical proximity to event
5. If "trauma" is intentional or a natural disaster *(i.e. Hurricane Sandy)*
6. *Control*

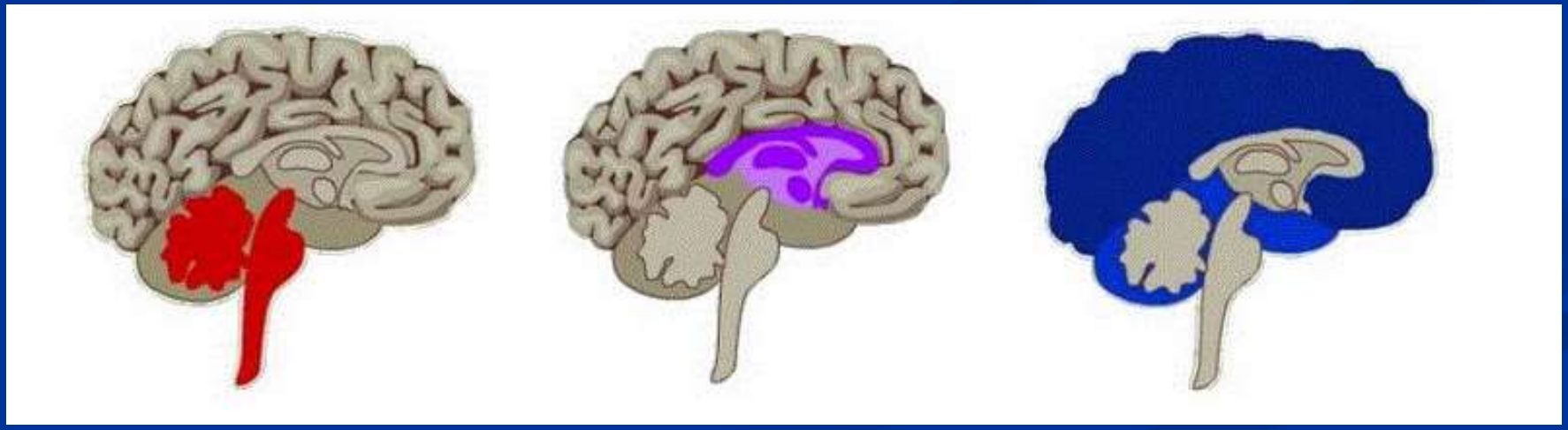
3. Dealing with unpredictability & chaos

DC Police Shooting Video

June 27, 2016

The Triune Brain

Reptilian Brain	Limbic Brain	Frontal Lobes
Brain stem & cerebellum	Limbic System	Neocortex
Fight, Flight, Freeze Tend & Befriend	Emotions, Memories, Habits, RAS	Executive Functioning, Language, Imagination
Autopilot	Decisions	Reasons, Rationalizes

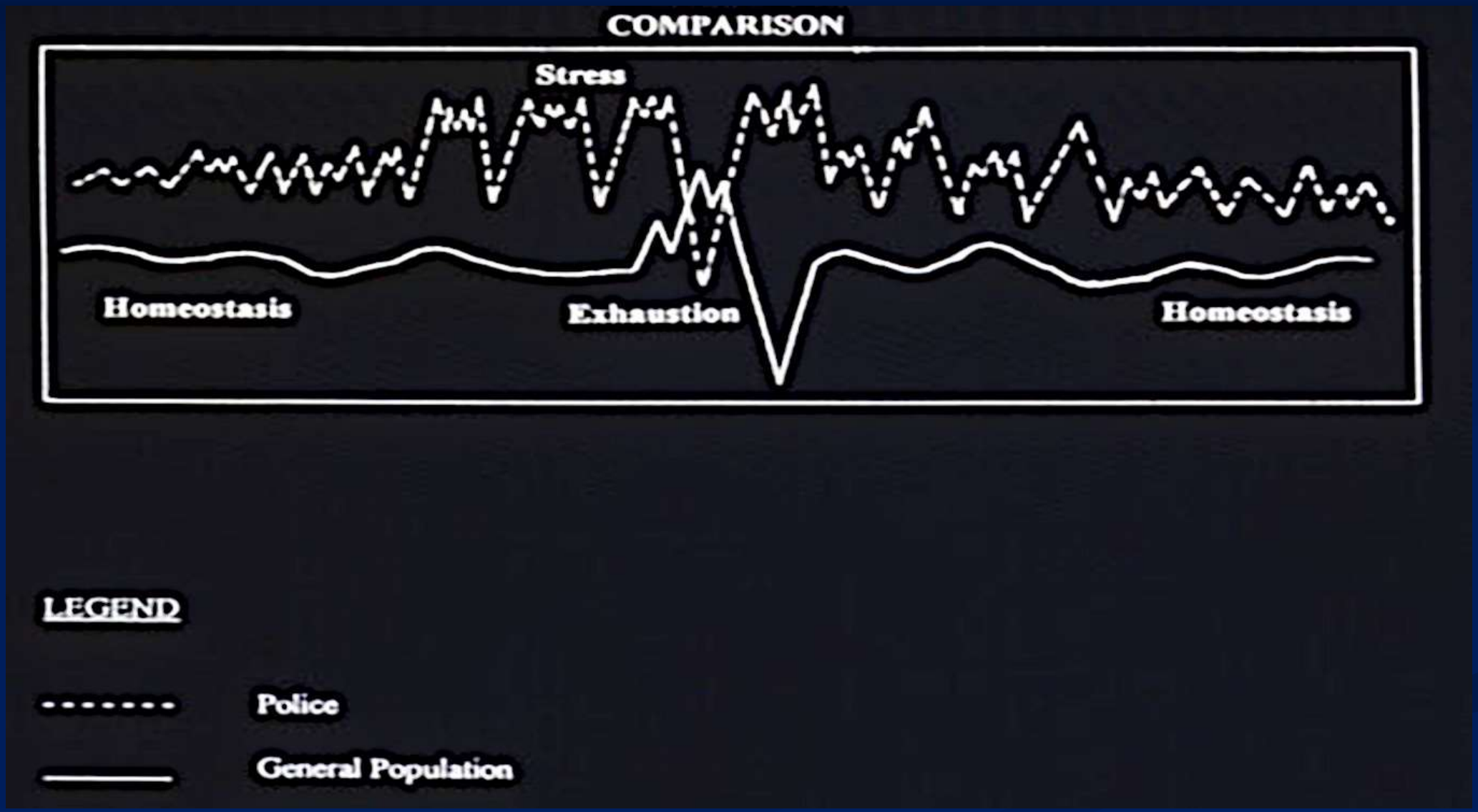


Police Live in Two Worlds:

1. World of Work
2. World of Home

by PowerDirector

Work & Home


COMPARISON
Stress
Homeostasis
Exhaustion
Homeostasis
LEGEND
Police
General Population

4. Role Conflict & Isolation

1. World of work: "Cop Face" & 21-foot rule
   - BWC
   - COD Communications
   - Problem Solver
   - Hands-on subjects
   - Extreme Self Control

World of Family & Friends

1. Survival brain tells you – 21 Ft.
2. Doing the opposite-The power of touch
3. Your family doesn't know what you know
4. They haven't seen death the way you have
5. Commanding, ordering & directing
6. Suspicious, questioning, interrogating
7. Holiday Triggers v. Holiday Cheer

World of Family & Friends

1. Unplug the "Image Armor"
2. Ask for what you need. They can't read your mind.
3. Say "I love you" often to loved ones.
4. Home is no place for "COP FACE"
5. "Cop Lip"
6. Empathy in communications
7. Engaging v. Conflict-avoidance

■ **A RECKONING** The judge asked: Have you anything to say? The Tarzana, Calif., courtroom fell silent. Heather Tallen, 19, turned to the family of the pregnant woman she had killed while driving drugged on LSD. "I'm so sorry, I'm so sorry," she sobbed. Then, clutching her lawyer's hand, she listened to her fate: seven years in state prison.

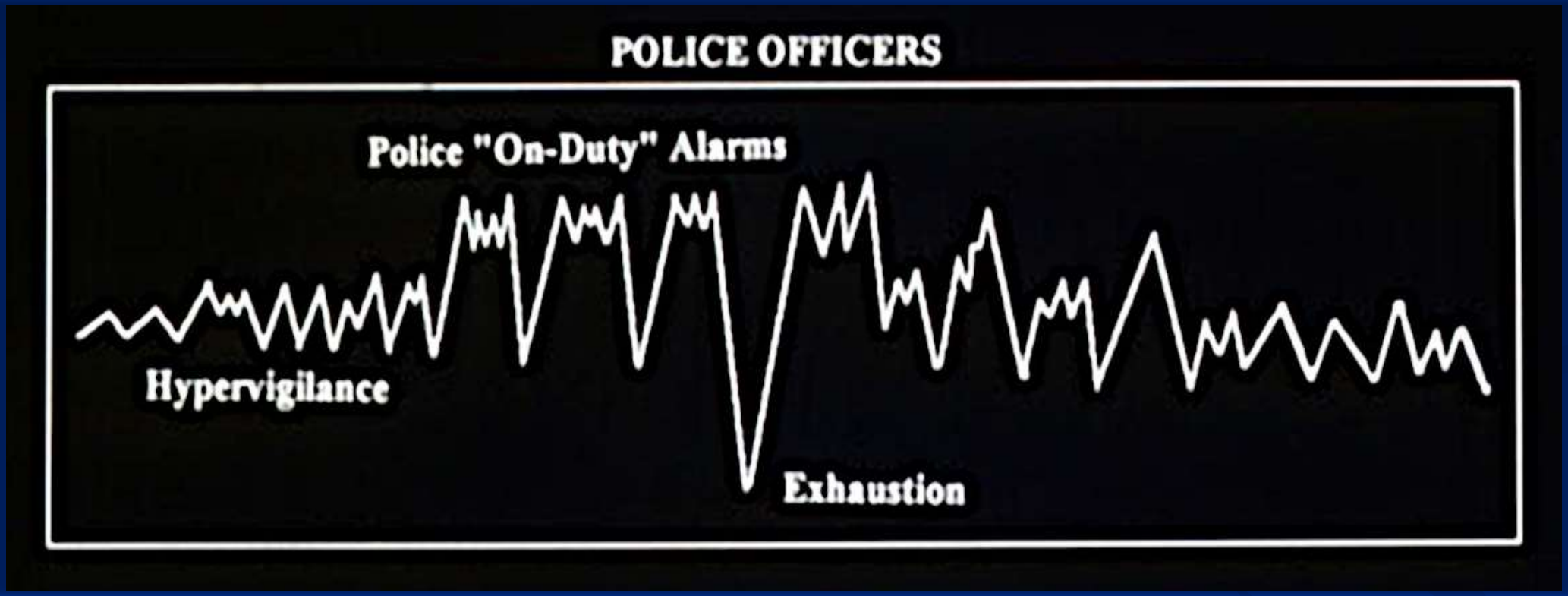
Emotions Of Chuck Norris
AFTER
KICKING YOUR ASS
Surprise
Confident
Guilt
Love

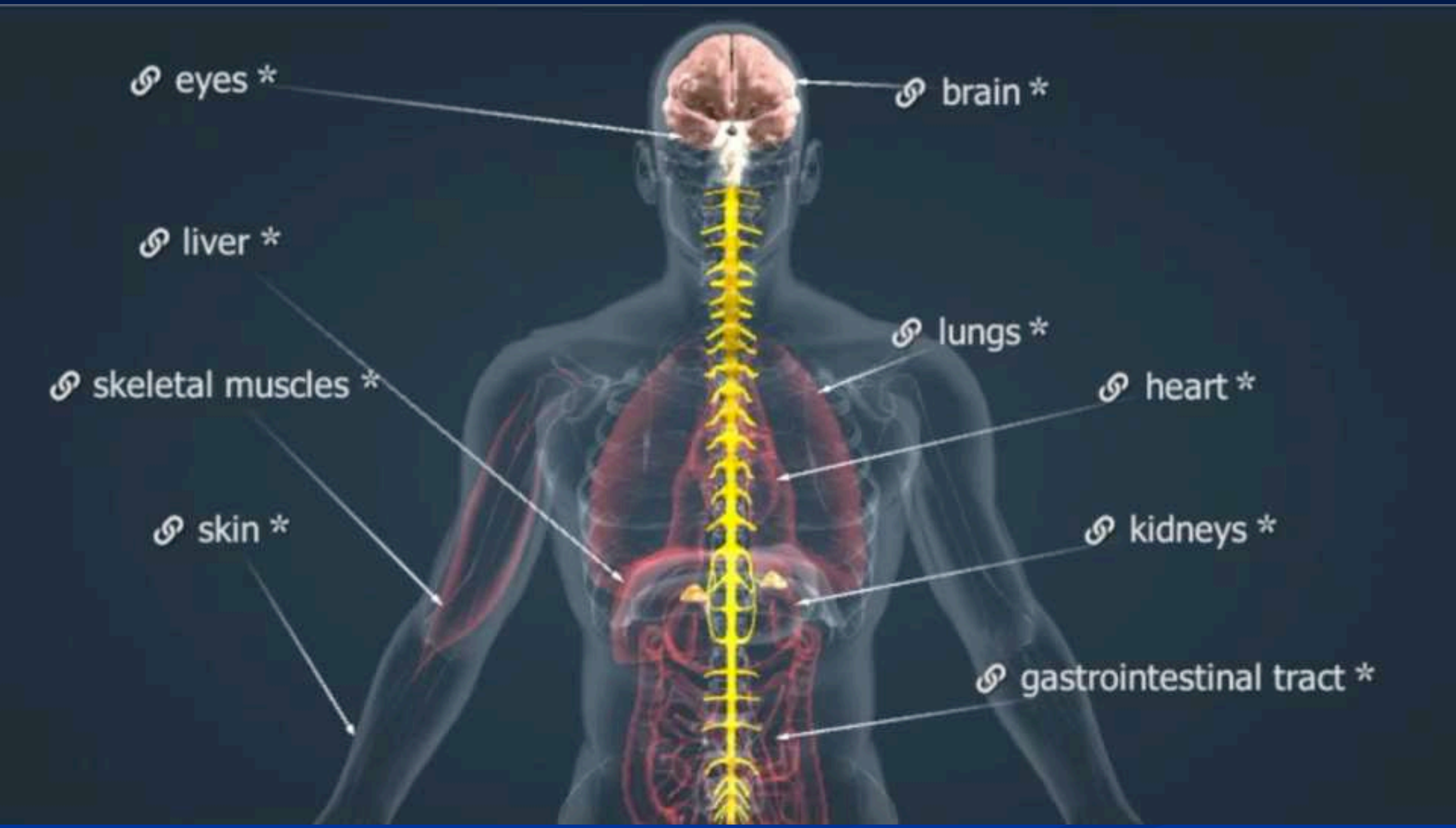
5. Confronting the death threat

Activation of the Stress Response

AXON BODY 2

Activation of the Stress Response




eyes *
brain *
liver *
lungs *
skeletal muscles *
heart *
skin *
kidneys *
gastrointestinal tract *

Activation of the Stress Response

1. Survival brain rapid-fires: pituitary
2. Massive surge of stress hormones
3. Muscles contract
4. Breathing is rapid and shallow
5. Heart rate increases
6. Pancreas produces insulin
7. Liver produces more glucose: energy

Activation of the Stress Response

1. Blood thickens
2. Clotting time decreases
3. Blunting of pain
4. Pupils dilate: Tunnel Vision
5. Focus, & Memory enhanced, Auditory Exclusion, Slow motion
6. Immune system activates
7. Long-Term Projects Stop: Digestion

What about the frontal lobes?

Critical Incident Stress

Acute posttraumatic stress is a normal reaction in a normal person to a traumatic event.

-Duration of reactions: 1 month

Acute Stress Reactions

1. Re-experiencing
2. Avoidance/Numbing
3. Hyperarousal

Acute Stress Reactions

1. RE-EXPERIENCING

"Play, Stop, Rewind"

Recurrent/intrusive recollections, images, thoughts, reliving experiences, flashbacks, dreams, and triggers that bring reminders of the event(s)

Acute Stress Reactions

2. AVOIDANCE

Numbing & Dissociation

"Suck it up & drive on"

Re-experiencing ◄·····► Avoidance

Acute Stress Reactions

3. HYPERAROUSAL

1. Irritability/impatience
2. Difficulty with attention/concentration
3. Sleep problems
4. Suspicious
5. Exaggerated startle response
6. Panic attacks

DEBRIEFING

1. Integrate the events using language
2. Consolidate the memory
3. Create new normal

Police Trauma Syndrome

1. Numbed out or irritated
2. Feelings of detachment from family/friends
3. Becoming cynical & pessimistic
4. Feeling isolated
5. Loss of empathy

SELF-SOOTHING BEHAVIORS

Defense mechanisms following cumulative traumatic exposure &

Chronic activation of the stress response

Question

- What behavior do zebras engage in after they escape from the lion?

Self-Soothing Behaviors

- ALCOHOL
- NICOTINE
- FOOD
- SPENDING
- GAMBLING
- INTERNET
- SEX

Self-Soothing Behaviors

FANTASIES

SEX PARTY!

1-900-555-FOXY

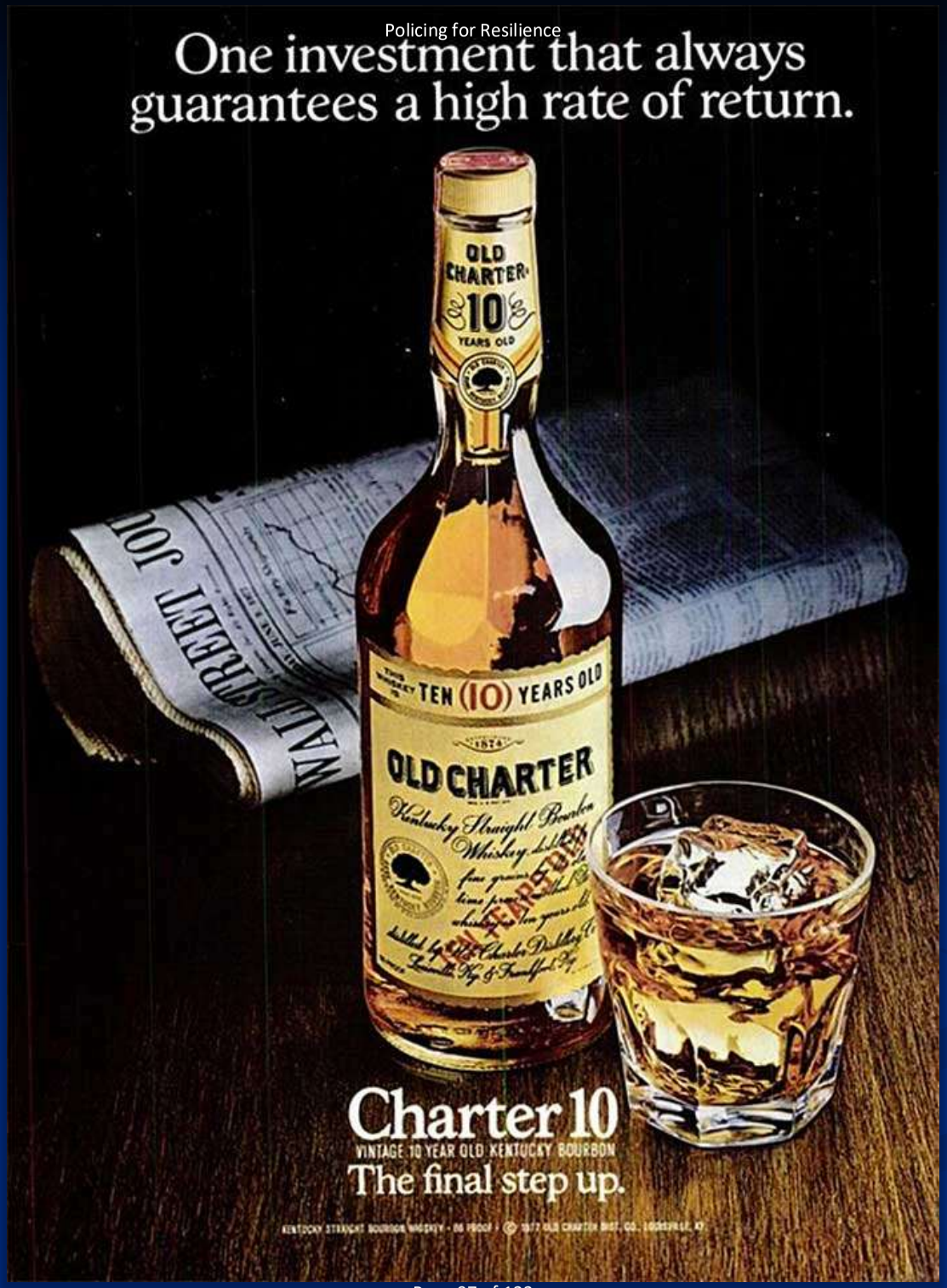
PHONE SEX

EXOTIC ADVENTURES

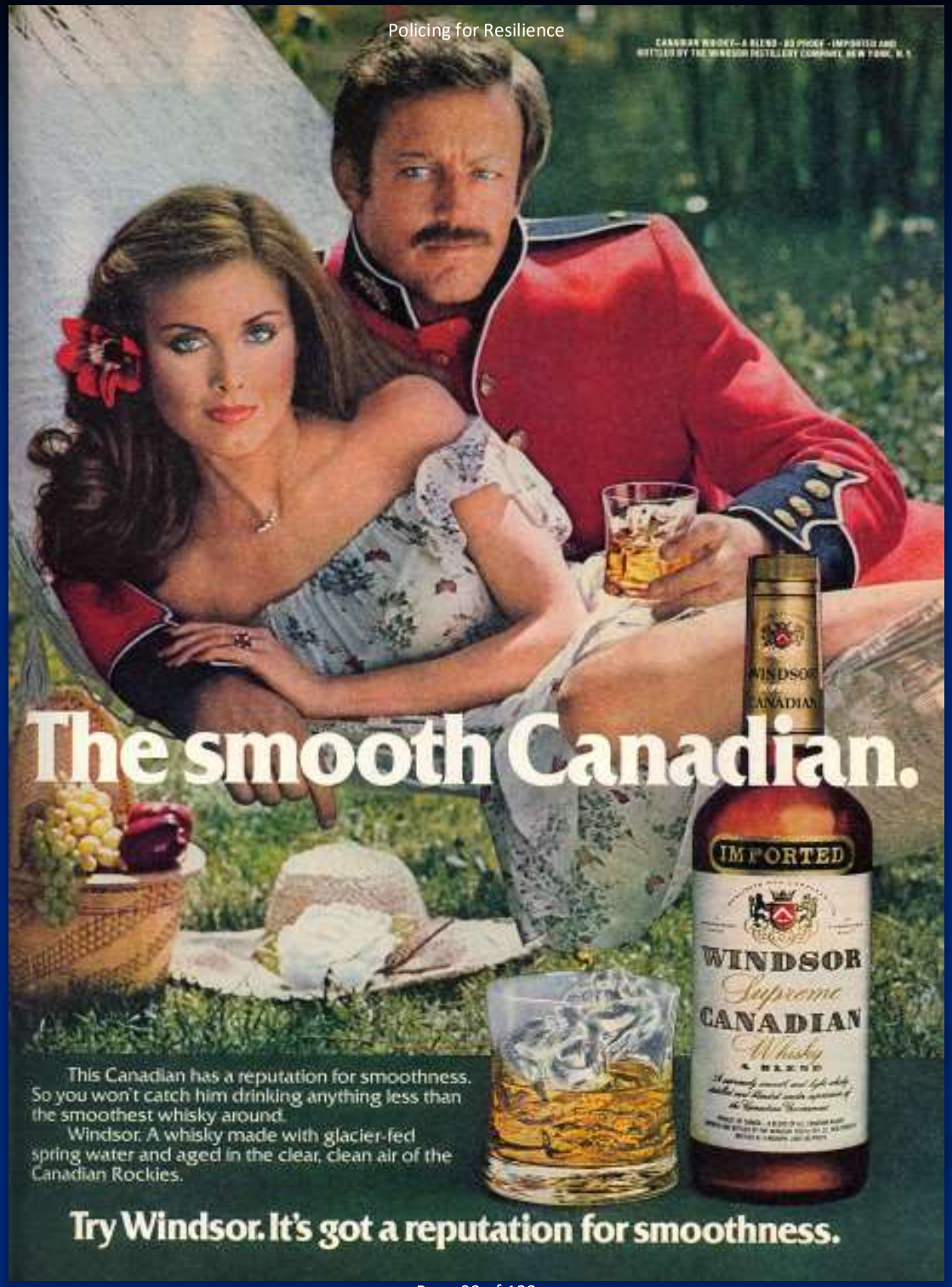
INTERNET PORN

SEX & LOVE ADDICTION

Compulsive sexual behavior used as a coping mechanism, which becomes more important than family, friends, or honesty.


One investment that always guarantees a high rate of return.
OLD CHARTER
10
YEARS OLD
TEN (10) YEARS OLD
OLD CHARTER
Kentucky Straight Bourbon Whiskey
WALL STREET JOU
Charter 10
VINTAGE 10 YEAR OLD KENTUCKY BOURBON
The final step up.

RAYNAL
& RELAX
IMPORTED
V.S.O.P.
RAYNAL
NAPOLEON
FRENCH BRANDY


The smooth Canadian.
IMPORTED
WINDSOR
Supreme
CANADIAN
Whisky
This Canadian has a reputation for smoothness. So you won't catch him drinking anything less than the smoothest whisky around.
Windsor. A whisky made with glacier-fed spring water and aged in the clear, clean air of the Canadian Rockies.
Try Windsor. It's got a reputation for smoothness.

Alcohol Facts

1. Alcohol is CNS depressant
2. Relaxes hypervigilance & hyperarousal
3. Impairs executive functioning
4. Acts as an anesthetic/numbing agent
5. Dangerous when taken with pain or sleep meds

Do I have an alcohol problem?

MPEAP (202) 546-9684

First Badge AA Meeting Officers Only

Virginia Hospital Center

Friday, March 6, 2020 at 11:00 AM

Contact Pam Levay

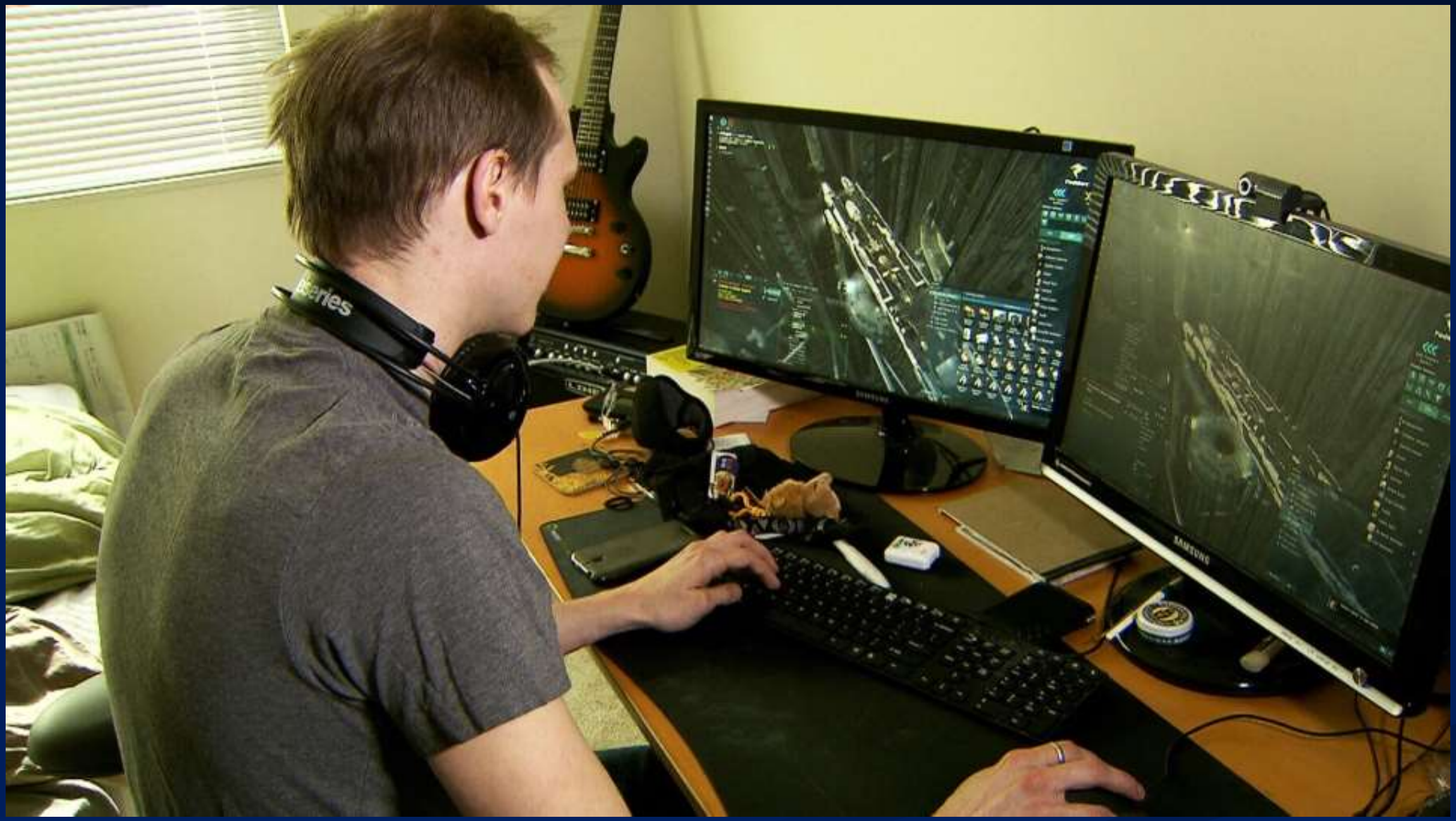
(703) 558-3233

VISA
MasterCard
Maestro
MasterCard
AMERICAN EXPRESS
VISA Electron
VISA
MasterCard

PREPAID
ERCARD

Credit Card

CAPRI
Super Slims
Rich,
satisfying taste.
CAPRI
CAPRI
Only 9 mg tar.
Regular and menthol 100's.


Series
SAMSUNG

Stress-Related Problems in Officers

1. Relationship Problems
2. Depression & Anxiety
3. Feeling stressed out or numb
4. Self-soothing behaviors: Alcohol
5. Chronic Hyperarousal
6. Sleep problems

Police: Resiliency Factors

1. Screen for resilience
2. Natural Problem Solvers
3. Creativity: Intelligence Construct
4. Internal locus of control
5. Self-reliant; self-sufficient
6. Can work independently
7. Strong Frontal Lobes: Restraint

Police: Resiliency Factors

8. Work has a purpose: Reserve Corps
9. Caretakers
10. Problem-Solvers
11. Solution-oriented
12. Altruistic
13. Invaluable for order in society
14. Demand for mental acuity: Hypervigilance

Police: Resiliency Factors

15. Demand for physical agility
16. 10-hour weight training: “Sam Brown”
17. Stop & Start aerobic activity
18. Continuous Training Training Training
19. Training Triune Brain: Brain Building
20. Demand to switch sets quickly at any time
21. Ongoing mental screening of competing stimuli (radio, surroundings, cell phone, etc)

Police: Resiliency Factors

22. Police officers do not as a rule activate the stress response for purely psychological reasons
23. Police do not perceive their activities as particularly stressful
24. Perfected the skill of adaptation
25. Adapting to generalized unpleasantries

POLICE SUICIDE

Police Suicide

1. A complex problem with no easy answer
2. Twice as many suicides as L.O.D. deaths
3. There is no singular cause
4. Not caused by events such as divorce, financial problems, legal, or criminal charges
5. Precipitants
6. Serious clinical depression for which the person feels there is no way out

SUICIDE

JULY 7, 1993

Alexandria Officer An Apparent Suicide

Dale City Man Still Showed Scars of 1989 Shootout That Wounded Him, Killed Partner

By Carlos Sanchez

An Alexandria police officer who acquaintances said never fully recovered from a 1989 drug shootout that left him wounded and his partner dead apparently killed himself near his Dale City home, Prince William County police said yesterday.

Officer Andrew M. Chelchowski was shot and Cpl. Charles W. Hill was killed four years ago at the climax of a 90-minute standoff in an Alexandria housing project in which five hostages had been taken.

Around 2 p.m. Thursday, Chelchowski was found in a wooded area across the street from his home, police said. They said that he died of a wound to his head. His service pistol was found near his body.

Alexandria officials who knew the 37-year-old officer said Chelchowski still suffered the physical and emotional effects of that March day when he saw his partner killed by a man who had escaped from a District halfway house and had been paid $200 to collect a drug debt. The standoff, including the shooting, was captured on television.

Andrew M. Chelchowski was wounded in a 90-minute standoff at an Alexandria housing project.

SUICIDE

SUICIDAL RISK INCREASES WITH:

1. Isolation & Agitation
2. ALCOHOL ABUSE
3. Rigid Compulsivity
4. Proximity to Lethal Means
5. Financial or Marital Problems
6. Painful or Terminal Illness

Suicide Scenarios: You decide

Suicide Myths

The Police Rumor Mill

I got your back: Take care of each other

Just ask

1. INOCULATION FACTORS

- *Resilient**
- *Above average intelligence**
- *Self-confident**
- *Flexible, adaptive personality*

2. INOCULATION FACTORS

- *Tendency to build on strengths**
- *Draws strength from adversity**
- *Uses healthy support systems*
- *Seeks and accepts help when needed*

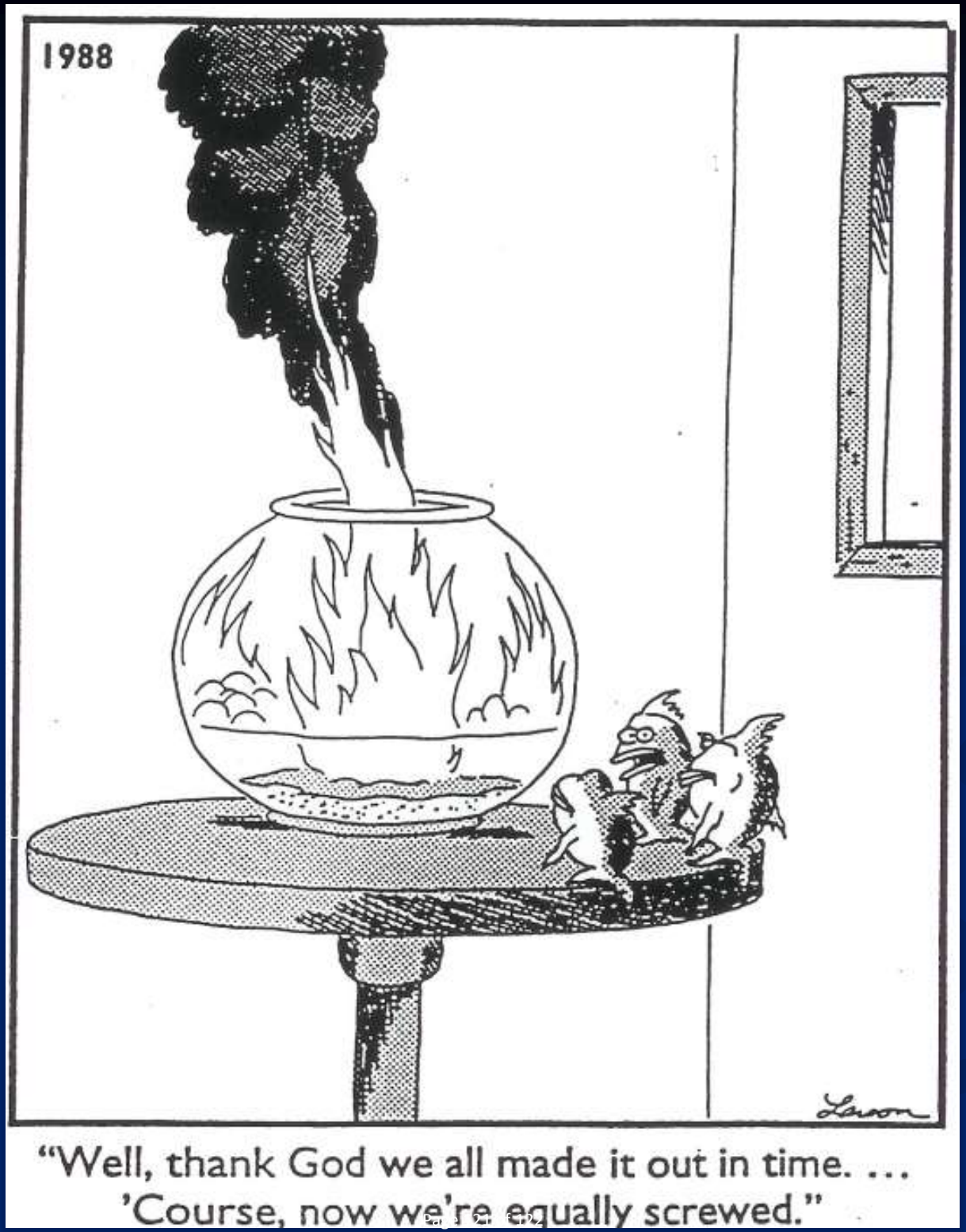
3. INOCULATION FACTORS

- *Internal locus of control**
- *Optimistic….Realistic*
- *Motivated to overcome trauma**
- *History of resolving traumas**
- *Open-mindedness**

Question?

What do officers report is the least helpful coping strategy?

Isolation
Not talking about it


1988
Larson
"Well, thank God we all made it out in time. ...
'Course, now we're equally screwed."

Thank you for your service!

METROPOLITAN POLICE ACADEMY

4665 Blue Plains Dr. SW, Washington D.C. 20032 - (202) 645-6669

Course Title:	2020 Professional Development Training
Lesson Plan Title:	Officer Wellness
Lesson Plan Number:	
Written By:	Paul Riordan, Stephen Taylor, Melissa Metzke, Jill Johnson, Erin Ritterbusch
Date Approved:	
Audience:	PDT
Number:	~140 Participants
Space:	Auditorium

Performance Objectives:

1. Provide an overview of the current trends in Officer health and wellness
2. Outline the causes and provide preventative solutions for Officer health problems
3. Learn current and proposed MPD wellness resources

Assessment Technique:

1. Through a facilitated discussion each participant's level of comprehension of the current health trends will be defined through feedback and group activity.
2. Through a facilitated discussion each participant's level of comprehension of the causes and prevention of Office health problems will be defined through feedback and group activity.
3. Through a facilitated discussion each participant's level of comprehension of current MPD wellness resources will be defined through feedback and group activity.

Instructor Materials:

Reference Material, PowerPoint

Equipment/Supplies Needed

Computer with PowerPoint, Video Projector, Screen, Audio Speakers

TRAINING PARTICIPANT HANDOUTS:
N/A

METHODS/TECHNIQUES:

This lesson plan will be instructed by lecture.

VERSION HISTORY:

Version History	Date Approved	Action
Version 1		Initial Version

REFERENCES:

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GENERAL COMMENTS:

This lesson plan is designed to be taught only by a certified physical skills instructor. It is not intended for use by general instructors.

LESSON PLAN PRESENTATION GUIDE/TRAINER NOTES:

Ensure the video projector and computer are operable.

ANTICIPATORY SET:

Slide 1 – Physical skills: title slide

Welcome Officers to the MPA. Introduce yourself and describe that you are here to speak to them about officer health and fitness.

Slide 2 – Performance objectives

This lesson plan is about Officer health and fitness. Today you will learn:

- Provide an overview of the current trends in officer health and wellness
- Understand the causes and provide preventative solutions for officer health problems
- Communicate current and proposed MPD wellness resources

INSTRUCTIONAL INPUT/CONTENT:

1.1.1 Provide an overview of the current trends in Officer health and wellness.

Slides 3-5 – Current Officer health issues

Compare civilian health data to police statistics. Discuss common law enforcement health problems, highlighting heart attack as the most common preventable risk factor. Talk about the limitation of data with a focus of on-duty time only, then back to known data on civilian populations' risk of heart disease and cardiovascular disease. Communicate that there are many stressors in a police officer's life that can contribute to poor health.

14.1.5 – Understand the causes and provide preventative solutions for Officer health problems

Slides 6 – Cardiovascular Disease

Define the six different components of what makes up cardiovascular disease.

Slide 7 – Heart disease prevention

Describe the differences between cardiovascular disease risk factors.

Slide 8, 9 – U.S. Physical Activity Guidelines

Define U.S. Physical Activity guidelines.

Slides 10, 11 – Nutrition

Describe U.S. Dietary guidelines.

Slides 12, 13 – Sleep

Provide an overview of some recommended best practices on sleep and sleep quality.

Slides 14, 15 – Health Psychology – Behavior Change

Provide an introductory overview of tips and tricks to change health behavior.

1.1.3 – Communicate current and proposed MPD wellness resources

Slides 16-30 – MPD Resources

Describe all DC government and MPD wellness resources to include:

- Police and Fire Clinic / Providence Health
- DCHR
- MPA Athletic Training
- Online Resources

Slide 31 – Contact information

Show the best contact information for each of the MPD resources.

Slide 32 – Questions

Answer any questions from the class.

Language Access for Limited English Proficient Speakers

In order to provide the best services for the residents and guests of Washington, DC, it is important to understand the difference between a limited and non-English proficient (LEP/NEP) individual as both require the services of Language Access. While non-English proficient individuals will clearly have need for assistance, limited-English proficient speakers may appear to understand English but may not actually possess the requisite skills to fully understand English.

Per **SPT-304.18**, the following guidelines are in place to help members help LEP/NEP speakers.

The member asks the individual, **"Do you speak English very well?"**

If the person answers "**Yes**," proceed with communicating with the person in English.

If the individual cannot understand what the member is saying, or states **"I speak it a little,"** or **"I speak it okay,"** or **"No,"** the member shall assume that the person is LEP/NEP and provide appropriate language access services. Many speakers may understand this question since they've heard it many times before.

Members must keep in mind that LEP/NEP designations are context-specific. That is, an individual may possess sufficient English language skills to function in one setting, but these skills may be insufficient in other situations.

The language assistance shall be obtained in the following order of preference:

(1) An MPD certified interviewer; (2) A telephonic interpreter; or (3) A qualified interpreter.

When a crime has been committed, members may use a telephonic interpreter first if a bilingual member is not immediately available.

If the LEP/NEP person can speak or understand some English, the member shall state: **"I can request an interpreter in your language immediately and can get an interpreter here in person or over the phone. Would you like me to get an interpreter?"**

If the LEP/NEP person answers "**Yes**," the member shall:
(a) Proceed to identify the LEP/NEP person's language, and
(b) Obtain, in the following order of preference, an MPD certified interviewer, telephonic interpreter, or qualified interpreter to facilitate communication with the LEP/NEP person.

If the LEP/NEP person answers "**No**," the member shall:
(a) Ensure that the LEP/NEP person understood the question and confirm that he or she does not want an interpreter.
(b) If the LEP/NEP person confirms that he or she does not want an interpreter, the member shall complete an "Offer of Free Interpreter Services Waiver Form" found on the MPD intranet under MPD Online Forms and proceed with communicating with the person in English.

In any situation involving exigent circumstances, members may communicate by any means possible with the individual or take immediate police action as the exigent circumstances require. Once the exigency has passed, members are reminded to continue to follow the outlined steps for providing language assistance as indicated in the General Order.

Tips for Working with Over-the-Phone Interpreters

1. **BRIEF THE INTERPRETER -** Identify the name of your organization to the interpreter, provide specific instructions of what needs to be done or obtained and let him/her know whether you need help with placing a call. If you need the interpreter to help you place a call to the limited English Proficient (LEP) customer, you may ask the interpreter for a dial-out. There is a limited amount of time allotted for placing a dial-out once the interpreter is on the phone. Therefore, it is important that you provide a brief introduction and specific instructions to the interpreter in a timely manner.

2. **SPEAK DIRECTLY TO THE CUSTOMER -** You and your customer can communicate directly with each other as if the interpreter were not there. The interpreter will relay the information and then communicate the customer's response directly back to you.

3. **SPEAK NATURALLY, NOT LOUDER -** Speak at your normal pace, not slower. SEGMENTS - Speak in one sentence or two short ones at a time. Try to avoid breaking up a thought. Your interpreter is trying to understand the meaning of what you're saying, so express the whole thought if possible. Interpreters will ask you to slow down or repeat if necessary. You should pause to make sure you give the interpreter time to deliver your message.
    - **Clarifications** - If something is unclear, or if the interpreter is given a long statement, the interpreter will ask you for a complete or partial repetition of what was said, or to clarify what the statement meant.

4. **ASK IF THE LEP UNDERSTANDS -** Don't assume that a limited English-speaking customer understands you. In some cultures a person may say 'yes' as you explain something, not meaning they understand, but rather they want you to keep talking because they are trying to follow the conversation. Keep in mind that a lack of English does not necessarily indicate a lack of education.

5. **DO NOT ASK THE INTERPRETER FOR THEIR OPINION -** The interpreter's job is to convey the meaning of the source language and under no circumstances may he or she allow personal opinion to color the interpretation. Also, do not hold the interpreter responsible for what the customer does or does not say. For example, when the customer does not answer your question.

6. **EVERYTHING YOU SAY WILL BE INTERPRETED -** Avoid private conversations. Whatever the interpreter hears will be interpreted. If you feel that the interpreter has not interpreted everything, ask the interpreter to do so. Avoid interrupting the interpreter while he/she is interpreting.

7. **AVOID JARGON OR TECHNICAL TERMS -** Don't use jargon, slang, idioms, acronyms or technical medical terms. Clarify unique vocabulary and provide examples if they are needed to explain a term.

8. **LENGTH OF INTERPRETATION SESSION -** When you're working with an interpreter the conversation can often take twice as long compared with one in English. Many concepts you

express have no equivalent in other languages, so the interpreter may have to describe or paraphrase many terms you use. Interpreters will often use more words to interpret what the original speaker says simply because of the grammar and syntax of the target language.

9. **READING SCRIPTS -** People often talk more quickly when reading a script. When you are reading a script, prepared text or a disclosure, slow down to give the interpreter a chance to stay up with you.

10. **CULTURE -** Professional interpreters are familiar with the culture and customs of the limited English proficient (LEP) customer. During the conversation the interpreter may identify and clarify a cultural issue they may not think you are aware of. If the interpreter feels that a particular question is culturally inappropriate, he or she might ask you to either rephrase the question. You may or ask the interpreter to help you to get the information in a more appropriate way.

11. **CLOSING OF THE CALL -** The interpreter will wait for you to initiate the closing of the call. When appropriate, the interpreter will offer further assistance and will be the last to disconnect from the call. Remember to thank the interpreter for his or her efforts at the end of the session.

For more information call: www.LanguageLine.com or call 1-800-752-6096

Language Line Application: Insight Mobile

The new ***Language Line Insight*** mobile application is available for download on all MPD-issued mobile devices. You can download the application by accessing the MPD App Catalog on your Department-issued device. Instructions for downloading the Language Line Insight application are:

1. Go to the MPD App Catalog
2. Find the app called "LanguageLine InSight"
3. Tap "Install"
4. The installed app looks like:

5. Tap on the app to open
6. Allow access to camera and microphone
7. Enter authorization code: **69MQG43XWX** (not case sensitive)
8. Enter the device name – your mobile device phone number
9. Tap activate device when prompted to complete the one-time activation

If the app is already installed on the device, follow steps 5-9. ***If the authorization code is already entered in the field, skip step 7.***

On the application, members can utilize the video-based interpreter feature for American Sign Language (ASL). For all spoken-language translations, members shall utilize the audio feature of the application. Members are not permitted to utilize the video feature for any language other than ASL.

The Language Line Insight mobile application is not meant to replace the standard procedures for contacting the language line, but rather is an enhancement on the process. If you experience any connectivity issues when attempting to utilize the Language Line Insight mobile application, please revert back contacting the Language Line directly by calling the Language Line directly.

References:

GO-SPT-304.18 – “Language Access Program”

Latino Liaison Unit (LLU)

The main objective in the Latino Liaison Unit is to bring assistance, awareness, knowledge and support to the Latino community. It is also our goal to help MPD members understand the Latino community and how to better handle situations where a Latino victim is involved. Members of the Latino community may be reluctant to call 9-1-1 for police assistance for several reasons including:

1. Immigration status
2. Limited English proficiency
3. Fear of being accosted by the same suspect for calling the police
4. Negative experiences with police officers in their home countries that could negatively affect their viewpoints on United States law enforcement. Police in some countries in Central and South American have historically been associated with corruption and misuse of police authority

Definitions:

- **Latino** - a person of Latin American origin or descent, especially a man or boy
- **Latina** - a person of Latin American origin or descent, especially a woman or girl
- **Latinx -** is a gender-neutral neologism, sometimes used to refer to people of Latin American cultural or ethnic identity in the United States. The -x suffix replaces the -o/-a ending of Latino and Latina that are typical of grammatical gender in Spanish. Its plural is Latinxs.
- **Hispanic** - relating to Spain or to Spanish-speaking countries, especially those of Latin America.
- **Spanish** - relating to Spain, its people, or its language
- **Mexican** - a native or inhabitant of Mexico, or a person of Mexican descent. This term must not be used to refer to a group of Latinos

What is the difference between the terms Latinos and Hispanics?

While the two terms are sometimes used interchangeably, they do have different meanings. For example, for the United States Census Bureau, "Hispanic" is a term that refers to native speakers of Spanish, or have Spanish-speaking ancestry, while "Latino" is more frequently used to refer generally to anyone of Latin American origin or ancestry. Brazilians are considered Latinos but not Hispanics as their main language is not Spanish but Portuguese. NOTE: When in doubt as to what term is preferable, you can respectfully ask the individual if they have a preference in which term—Hispanic or Latino—should be used for their community.

Interacting with the Latino Community

The Latino community and MPD relationships have come a long way since the 1991 Mount Pleasant riots. Although interactions with the Latino community are generally peaceful and friendly, we must keep in mind that some members of the community may not trust the police, especially if they are concerned about deportations of undocumented immigrants. Connecting with the community is about showing that you truly care. Working and ensuring procedural justice and building trust with the leaders and the community can have significant positive impacts.

Scenario:

While on patrol, you and your partner receive a radio assignment to 14th and Park RD NW for threats. Dispatcher advises your unit that the caller was a Hispanic female and that she sounded very agitated.

Upon arrival on scene you quickly locate the female caller and she lets you know that her English is not very good, but she will attempt to let you know what transpired. The female begins to explain that her coworker has been harassing her because of her accent for some time and that today, her coworker came close to her personal space and stated, while pointing her finger at her face, “If you don’t speak good English to me, I will kick your Mexican ass so hard that you’d wish you were back in your country! I

just can't stand you illegal Mexicans!" The female caller became concerned for her safety and decided to call the police for assistance.

Questions:

1. **What type of crime has been committed?**

   Threats (with a Hate-Bias indicator)

2. **Would you continue interviewing the victim or would you request for an interpreter?**

   If the victim is Limited English Proficient (LEP) or Non-English Proficient (NEP) and/or needs language services, MPD members shall first ascertain the availability of MPD certified Spanish speaker to respond to the scene, either through citywide or making notifications to the Latino Liaison Unit. If a certified Spanish Speaker is unavailable, members shall use the Language Line. If the Language Line is inaccessible for any reason, members shall request a certified translator. Certified translators can be coordinated through the Special Liaison Branch.

3. **Do you think this crime is motivated by hate or bias?**

   You should select the hate/bias indicator in your report. The language used is a direct threat based upon a protected trait under District law. There are 19 protected classes here in the District of Columbia. As a reminder, victims are not required to prove that an incident is motivated by bias/hate. If a victim or an officer has a "reasonable perception" that the incident or crime is bias/hate motivated, you should check the indicator box so that it can be reviewed and investigated as a possible bias motivated crime.)

Scenario:

You have recently been certified as a Spanish interpreter and you get an assignment to assist a unit in a different PSA for Spanish interpretation. Upon arrival to the scene, the primary officer in a very condescending manner states to you, "I don't understand what the hell this guy is trying to say! Can you just go and speak YOUR language with him and get what happened so we can clear this?" When you approach the caller you can see in his body language that he overheard what the other officer stated to you and appears that he has shut down and does not wish to speak anymore.

You attempt to get the victim to speak to you and he states, "All of you are the same and don't care about us Latinos. I don't need your help anymore," and leaves the scene.

Questions:

1. **How would you approach the officer?**

   Advise the Officer that the comments are offensive, both professionally and personally. Assist the Officer with understanding the need for language access. Contact LLU if further training is necessary at (202) 498-9829.

2. **Could those types of comments ruin community relationships with the police department?**

   These types of behaviors are counterproductive to the relationship that MPD has strived to build with the Latino community over the past three decades. They make it more difficult for all MPD officers to work with the community.

References:

- GO-SPT-304.18: Language Access Program – effective October 14, 2020
- SO-11-22: Bias-related/Hate Crimes – effective December 1, 2011

Lesbian, Gay, Bisexual, and Transgender Liaison Unit (LGBTLU)

The Lesbian, Gay, Bisexual, and Transgender Liaison Unit (LGBTLU) is a team of dedicated officers who focus on the public safety needs of the gay, lesbian, bisexual, transgender and their allied communities. The main objective is to bring assistance, awareness, knowledge and support to the LGBT community. It is our goal to gain the trust and continue to build positive relations between MPD members and the LGBT community. In doing so it is our hope that information is obtained that leads to the closure of violent crimes and bias.

Pronouns: Asking and correctly using someone's **pronouns** is one of the most basic ways to show your respect for their gender identity. When someone is referred to with the wrong **pronoun**, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric. The below are examples of commonly used pronouns:

- He/Him/His
- She/Her/Hers
- They/Them/Theirs

Definitions (for reference):

- **Gay -** Relating to, or exhibiting sexual desire or behavior directed toward a person or persons of one's own sex
- **Lesbian -** A female who is sexually or romantically attracted to other females
- **Bisexual -** An individual attracted to people of their own and opposite gender
- **Queer -** An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community
- **Transgender -** An adjective that refers to any individual whose identity or behavior differs from stereotypical or traditional gender expectations to include individuals and others whose appearance or characteristics are perceived to be gender-atypical
- **Questioning** - The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression
- **Intersex** - A set of medical conditions that features a congenital anomaly of the reproductive and sexual system. A person with an intersex condition is born with sex chromosomes, external genitalia, or an internal reproductive system that is not considered "standard" for either male or female.
- **Sexual Orientation** - Includes male or female homosexuality, heterosexuality, and bisexuality, by preference or practice
- **Cisgender** - An adjective that refers to individuals who express themselves as and identify with the gender they were assigned at birth
- **Gender Nonconforming** - Denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender
- **Non-Binary** - An adjective that refers to individuals who identify as neither entirely male nor entirely female

Scenario:

While canvassing the 900 block of U Street NW, you observe a female frantically waving her arms attempting to draw your attention. You pull your car over and ask the female, "May I help you?" The female explains, "I am a transgender female and I use the community center to workout. The staff told me that they are getting

complaints because I use the female locker room and restroom. They told me to start using the male locker room and restroom so people will stop complaining."

Question:

1. **Does the community center have the right to ask her to use the male locker room and restroom?**

   No, this is prohibited by District law.

2. **Is this a criminal matter?**

   No, but you should explain that it is a civil matter and that she can file a complaint with the District of Columbia Office of Human Rights.

Discussion:

Transgender and gender non-conforming individuals living and working in the District of Columbia often face challenges when accessing or attempting to access a bathroom or other gender specific facilities, such as locker rooms, and showers. At times, these challenges can even escalate to violence. To protect against and prevent such obstacles, District law requires two things with regard to access to public facilities: (1) single-occupancy bathrooms must be gender-neutral; and (2) facility managers and personnel must respect a person's restroom choice based on their gender identification or expression. More broadly, gender identity and expression are protected traits under District law and this means that discrimination in employment, housing, public accommodations or educational institutions is prohibited in our city.

The District of Columbia is attempting to reduce that stress by making every single-stall public bathroom in the District gender-neutral. It's the law, but some businesses and establishments are unaware of the requirement.

If there are ever any questions or concerns you can contact the LGBT Liaison Unit at (202)-506-0714 and there will always be a LGBT Liaison Unit member available to assist.

Scenario:

You and your partner receive a radio run for the unit block of Atlantic Street SW. Dispatch advises a passerby is reporting two males fighting in the street. The lookout is for one male wearing a blue shirt with short black hair and a second male wearing a red dress with short blonde hair. You arrive on scene and observe both individuals yelling at one another. You exit your vehicle and you and your partner separate both parties. You are speaking to the individual wearing the red dress with short blonde hair.

Question:

1. **How should you address this individual?**

   Simply and respectfully ask how they wished to be addressed. The individual responds by telling you that she is a transgender female, uses the pronouns she, her, and hers, and prefers to be called Ms. Jackson.

2. **Through your investigation you determine this is D/V related and probable cause exists that Ms. Jackson is the primary aggressor. What should you write at the top of the arrest packet?**

   The arresting officer shall, at the top of the arrest/prosecution report, write "AT RISK," to indicate that the transgender arrestee may experience hostility or other negative behaviors from other

arrestees. Unless space is unavailable (i.e., occupied or contaminated), transgender arrestees shall be housed in a cell by themselves, even when more than one transgender person is in custody at the same MPD facility at the same time. The cell shall be located in the cellblock area designated for prisoners with the same gender identity as the transgender prisoner.

General Orders

- GO-PCA-501.02: Handling Interactions with Transgender Individuals – effective January 5, 2015
- EO-17-012: Gender Identity and Expression Anti-Discrimination Policy – effective April 28, 2017
- SO-11-22: Bias-related/Hate crimes – effective December 1, 2011

Asian Liaison Unit (ALU)

The Asian Liaison Unit (ALU) in the Special Liaison Branch is a team of dedicated officers who focus on the public safety needs of the Asian community. ALU officers and affiliates respond to crime scenes and incidents to support members of the community and other officers. They support victims and connect them to non-police services. They also work on incidents which are not necessarily criminal, such as helping to locate missing persons or with making death notifications to family members. ALU members are a resource for officers who have questions about serving members of the District's many Asian communities.

Definitions:

- **Asian** - relating to Asia or its people, customs, or languages
- **Dialect** - a particular form of a language which is particular to a specific region or social group

The Importance of Different Asian Linguistics

Asia is a continent with great linguistic diversity, and is home to various language families and many language isolates. In fact, Asia contains almost every major language family and includes over 2,300 dialects. A majority of Asian countries have more than one language that is natively spoken.

MPD members responding to scenes involving Asian citizens, witnesses, suspects, and victims should always be mindful that there are a multitude of Asian languages and dialects. Members should never assume that a community member belongs to a certain Asian race or speaks a specific language. Members should always respectfully interact and ask what Asian language they speak if they are Limited English Proficient (LEP) or Non-English Proficient (NEP). If they prefer to speak in their fluent language, an MPD certified interviewer, telephonic interpreter or qualified interpreter shall assist on the scene.

Scenario I:
You were flagged down by an Asian male, whose head was bleeding and who looked distressed. You tried to ask him what happened but he only muttered, "Gun, hit me,….car gone." A woman came out and told you she ordered food from this carryout and that the guy was the delivery guy. She said after she took the food, she heard someone yelling, "You chink, give me your money." When she came out, she saw the delivery guy was covered in blood. The man doesn't seem to understand much English and when you asked him for his driver's license, he seemed to be unsettled and couldn't produce one.

Questions:

1. How do you deal with the language barrier?

Ensure the communication with the victim isn't hindered by the language barrier. You may either raise the Asian Liaison Unit, or use the Language Line. If you are unsure what language the victim speaks, you should use the language identification guide.

2. Is the language line a suitable alternative if an MPD certified translator is not available?

Yes, the language line is a suitable choice if a live MPD Officer is not available to translate. (Note: officers shall not use family members to translate unless during exigent circumstances.)

Scenario II:
A Good Samaritan called the police on behalf of an Asian elderly lady, who seemed to be disoriented on the street with her large suitcases. You were able to successfully identify the language she speaks and used the Language Line to understand her needs. During the interview process, she revealed on her own that she is a Falun Gong member and is a refugee in the U.S. She was not happy with the resettlement where U.S. Citizenship and Immigration Services (USCIS) provided for her so she left her resettlement group. She has a court order showing she can leave her resettlement due to her religious belief. She does not know where to stay. What would you do?

Background:
Falun Gong is a Chinese religious spiritual practice that combines meditation and qigong exercises. Because the Chinese government has banned the religion, many Falun Gong members seek asylum in the U.S.

The refugee in question should be directed toward the asylum process. Once the US Citizenship and Immigration Services (USCIS) approves the refugee's application for US resettlement, he or she will be matched with an American resettlement organization such as Catholic Charities Refugee Center (CRCS) for services. In DC, after the eligibility is determined by CRCS, and the case is approved by the Office of Refugee Resettlement, the individuals will be provided with resources, housing and job opportunities. If members require any on-scene assistance, they can contact the Special Liaison Branch, Asian Liaison Unit.

Important Resources:

- GO-SPT-304.18: Language Access Program – effective October 14, 2020
- Officer of Refugee Resettlement Flyer https://dhs.dc.gov/sites/default/files/dc/sites/dhs/service_content/attachments/DCORR%20Fact%20Sheet.pdf
- GO-OPS-308.12: Diplomats and Foreign Nationals – effective August 6, 2013

Deaf and Hard of Hearing Unit (DHHU)

The main objective in the Deaf and Hard of Hearing Unit (DHHU) is to bring assistance, awareness, knowledge and support to the Deaf and Hard of Hearing (DHH) community. It is also our goal to bridge the gap between MPD members and the Deaf and hard of hearing, while learning how to better handle situations where a Deaf victim or suspect is involved.

Definitions:

- **ASL/English Interpreters** - translation between ASL and spoken English
- **Certified Deaf Interpreter (CDI) -** is a specialist who provides interpreting, translation, and transliteration services, utilizing American Sign Language and other visual and tactual communication forms used by individuals who are Deaf, HOH, and Deaf-Blind
- **Legal interpreter -** an individual who has been certified by one of the recognized certifying bodies in Legal Interpretation
- **Low Vision / Tactile Interpreter** - translation for deaf-blind individuals where the client places his/her hands on the interpreter's hands so as to feel the formation of signs
- **Trilingual / International Interpreter -** provides a variety of foreign sign languages service

When to Use Video Relay Interpreter (VRI)	When Not to Use Video Relay Interpreter (VRI)
• Incident reports • Misdemeanor Offenses • Interviewing Witnesses • Conducting Traffic Stops • Booking and Processing of prisoners • To get enough information for a flash lookout	• Children under 18. • Persons who are heavily medicated or intoxicated • Persons with a 2nd disability or injury • Mental Health Consumers • Criminal Investigations or debriefings • **Part 1 Offenses**

The VRI is a very helpful tool for communication but occasionally a Deaf person may prefer not to use the VRI. The Deaf person's preference on how they wish to communicate shall be granted whenever possible.

Remember: The VRI assigned to the MPD should solely be utilized for MPD members and should not be used in medical settings or for other agencies (DCFEMS, hospital staff, CPEP, etc.)

Interacting with the Deaf Community

The DHH community is a very close-knit community and members take pride to be a part of their community. While interacting with a Deaf individual, do not assume they can read lips or begin to speak louder. Try to make sure you're always facing the Deaf person when communicating with them (through VRI, writing, interpreter, etc.). Avoid covering your mouth or turning your body away from the Deaf individual. Keep in mind that a Deaf person may have larger gestures when feeling emotional. When utilizing the VRI, talk to the Deaf person, not to the VRI.

If there are ever any questions or concerns, you can contact the DHHU (202-553-7874) for 24-7 assistance. In order to arrange for an in-person interpreter to your scene, you must contact the DHHU.

Scenario:

While canvassing the 500 block of Florida Avenue NE, near Gallaudet University, you observe a female frantically waving her arms attempting to draw your attention. You pull your car over and ask her, "May I help you?" at which point she begins pointing to her ear and shaking her head. You radio for the VRI to respond to your location and pull out a piece of paper. You begin writing, "May I help you?" and the female writes, "A man stole my phone out of my hand, I want an in-person interpreter."

Questions:

1. **Can you use the VRI, despite V-1 asking for an in-person interpreter?**

    - Yes, you can use the VRI to obtain critical on-scene information such as lookouts where time is of the essence. Turn the VRI on, enter the password 12345, press "Start Interpreting"
    - Once the initial and pertinent information assessment is addressed, members may contact the DHHU: 202-553-7874, for a qualified interpreter to respond.

Scenario:

While canvassing your patrol service area (PSA), you and your partner receive a radio run for the unit block of Q Street NW. Dispatch advises a passerby is reporting two people fighting in the middle of the street. You arrive on scene and observe two people waving their arms frantically at each other in an aggressive manner. You and your partner order the two individuals to separate from each other and they appear to ignore your commands. Once you get between the two individuals, the female's arm strikes your arm while in motion.

Questions:

1. **If a person appears to be ignoring your commands, what will be your response?**

    A person may be ignoring your commands because they cannot hear you. A Deaf individual may point to their ear to signal that they are Deaf. A Deaf or Hard of Hearing community member may also have muffled speech and make other sounds. It may be difficult to understand their words, especially against background noise or in a crowd. They may have trouble hearing consonants and may ask you to speak more slowly, clearly and loudly. Responding members should slow down the scene and de-escalate. During an emergency or if the community member is at a heightened state, request for the VRI, establish initial on-scene rapport through written communication. Summon a qualified interpreter as necessary and make notifications to DHHU.

2. **Would you charge the female whose arms struck your arm?**

    No, take into account that Deaf people may use bigger hand and arm movements when emotional or excited. This action was most likely inadvertent.

3. **How would you separate the individuals to get a better understanding of the situation, but most importantly for your own safety?**

    Using gestures, separate the individuals, call for the VRI to respond and while waiting, establish rapport through written communication if necessary, and notify the DHHU.

Language Line Insight Mobile Application

Language Line App

Lesson 1 of 1

Language Line App

This video training outlines how to use the new Language Line Insight Mobile Application known as the Language Line App.

Please view the entire video below and click continue after the video to earn credit for completing this training.

The video is approximately 6 minutes long.

CONTINUE

CONTINUE

Thank you for completing the Language Line Insight Mobile Application training.

You may close out of this window at any time.

Language Access Refresher Training Video 2020

In order to ensure the Department is in compliance with the 2004 Language Access Act, you are required to complete this annual language access refresher module every year. Completing this module satisfies the training requirement of the Language Access Act mandated by the Office of Human Rights.

Language Access Refresher Video Training 2020

Lesson 1 of 1

Language Access Refresher Video Training 2020

In order to ensure the Department is in compliance with the 2004 Language Access Act, members are required to complete this annual language access refresher module every year. Completing this module satisfies the training requirement of the Lanuage Access Act mandated by the Office of Human Rights.

Please view the entire video below and click continue after the video to earn credit for completing this training.

The video is approximately 4 minutes long.

CONTINUE

CONTINUE

Thank you for completing the Language Access Refresher Training for 2020. You may close out of this window at any time.

Metropolitan Police Department
Spring 2021 Performance Hearing Letter Attachments

03/11/21

	DATE	SECURITY AGENCY	MISCONDUCT ALLEGATION	DISPOSITION of INTERNAL INVESTIGATION	STATUS OF COMMISSION
1	1/2/2020	BLACKSTONE CONSULTING	POSITIVE DRUG SCREEN	SUSTAINTED	REVOKED
2	1/2/2020	BLUELINE SECURITY SERVICES	DEVIATION FROM POST	SUSTAINED/5 DAY SUSPENSION	ACTIVE
3	1/2/2020	CAPITAL PROTECTIVE SERVICES	POSTITIVE DRUG SCREEN	SUSTAINED	REVOKED
4	1/2/2020	CAPITAL PROTECTIVE SERVICES	REFUSED DRUG SCREEN	SUSTAINED	REVOKED
5	1/2/2020	CAPITAL PROTECTIVE SERVICES	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
6	1/10/2020	CAPITAL PROTECTIVE SERVICES	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
7	1/10/2020	CAPITAL PROTECTIVE SERVICES	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
8	1/7/2020	CAPITAL PROTECTIVE SERVICES	REFUSED DRUG SCREEN	SUSTAINED	REVOKED
9	1/31/2020	CAPITAL PROTECTIVE SERVICES	ARREST "ASSAULT "	SUSTAINED	REVOKED
10	2/3/2020	CAPITAL PROTECTIVE SERVICES	DEVIATION FROM POST/ IMPERSONATION	SUSTAINED	REVOKED
11	2/12/2020	CAPITAL PROTECTIVE SERVICES	REFUSED DRUG SCREEN	SUSTAINED	REVOKED
12	2/14/2020	CAPITAL PROTECTIVE SERVICES	ARREST (DV)	SUSTAINED/5DAY SUSPENSION	ACTIVE
13	2/20/2020	DATA MANAGEMENT CONSULTANTS	CONDUCT UNBECOMING	SUSTAINED	REVOKED
14	2/24/2020	DMAC SECURITY	ARREST "ASSAULT"	SUSTAINED	REVOKED
15	2/28/2020	EAGLE PROTECTION SERVICES	ARREST (BB GUN)	SUSTAINED	REVOKED
16	3/5/2020	G4S SECURE SOLUTIONS	ARREST (DV)	SUSTAINED/5DAY SUSPENSION	ACTIVE
17	3/5/2020	INTER-CON SECURITY SYSTEMS	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
18	3/13/2020	INTER-CON SECURITY SYSTEMS	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
19	3/16/2020	INTER-CON SECURITY SYSTEMS	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
20	3/31/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED
21	5/4/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED
22	5/5/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED

	DATE	SECURITY AGENCY	MISCONDUCT ALLEGATION	DISPOSITION of INTERNAL INVESTIGATION	STATUS OF COMMISSION
23	5/5/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED
24	5/5/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED
25	5/12/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED
26	5/26/2020	INTERNAL PROTECTION SERVICES	CONDUCT UNBECOMING/ MISREPRESENTATION OF AUTHORITY	SUSTAINED	REVOKED
27	6/7/2020	NEXT LEVEL SECURITY SERVICES	POSTING BWC TO FACEBOOK	SUSTAINED/COUNSELED	ACTIVE
28	6/7/2020	PCHANGE PROTECTIVE SERVICES	ARREST WARRANT (1ST &2ND DGR. ASSAULT)	SUSTAINED/5DAY SUSPENSION	REVOKED
29	6/7/2020	PCHANGE PROTECTIVE SERVICES	ARREST (CPWL)	SUSTAINED	REVOKED
30	6/7/2020	POLICE GUARD SERVICES	OBSTRUCTING MPD INVESTIGATION	SUSTAINED	REVOKED
31	6/7/2020	POLICE GUARD SERVICES	ARREST "FTA "	SUSTAINED/5 DAY SUSPENSION	ACTIVE
32	6/7/2020	POLICE GUARD SERVICES	STOLEN FIREARM	SUSTAINED/10 DAY SUSPENSION	ACTIVE
33	6/7/2020	PREEMINENT PROTECTIVE SERVICES	FAILURE TO SUPERVISE	SUSTAINED	61-D/1 YR. LICENSE PROBATION
34	6/8/2020	PREEMINENT PROTECTIVE SERVICES	ARREST (CPWL)	SUSTAINED	REVOKED
35	6/12/2020	SECURITAS SECURITY SERVICES	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
36	6/12/2020	SECURITAS SECURITY SERVICES	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
37	6/16/2020	SECURITAS SECURITY SERVICES/METROPOLITAN PROTECTIVE SERV.	POSITIVE DRUG SCREEN	SUSTAINED	REVOKED
38	8/14/2020	SECURITY ASSURANCE MANAGEMENT	ARREST BY ATF/FBI	SUSTAINED	REVOKED
39	8/19/2020	SECURITY ASSURANCE MANAGEMENT	LOST WEAPON	SUSTAINED/10 DAY SUSPENSION	ACTIVE
40	8/20/2020	STATEWIDE PROTECTIVE SERVICES	MISCONDUCT SLEEPING ON DUTY	SUSTAINED/COUNSELED	ACTIVE
41	8/24/2020	SWATA	MISCONDUCT FAIL TO PAPER	SUSTAINED/COUNSELED	ACTIVE
42	10/22/2020	TACTICAL SECURITY SOLUTIONS	ARREST "OAS"	SUSTAINED	REVOKED
43	12/11/20202	TACTICAL SECURITY SOLUTIONS	UNLICENSED SECURITY GUARDS	SUSTAINED/ 1YR PROBATION	ACTIVE

	DATE	SECURITY AGENCY	MISCONDUCT ALLEGATION	DISPOSITION of INTERNAL INVESTIGATION	STATUS OF COMMISSION
44	12/11/2020	UNIVERSAL PROTECTION SERVICES	ARRESTED "DUI DC NO PAPERED"	SUSTAINED/5 DAY SUSPENSION	ACTIVE
45	12/11/2020	WMATA SECURITY	TPO	SUSTAINED	DOWNGRADE (UNARMED)
46	12/21/2020	WOLF PROFESSIONAL SECURITY	WORKING MULTIPLE AGENCIES	SUSTAINED	REVOKED
47	2/19/2021	G4S Secure Solutions	Simple Assault	Sustained 5-Day	Active
48	2/25/2021	Capital Ciity Protective Services	Simple Assault	Sustained 5-Day	Active
49	2/25/2021	Pchange	Impersonation of LEO	Sustained 5-Day	Active
50	2/25/2021	K & T	UF,UA	Sustained 5-Day	Active
51	3/9/2021	Metropolitan Protective Services	CPWL	Sustained 5-Day	Active

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	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
1	1/21/2020	1500 South Capital St SE	Washington Nationals BBC	None	None
2	1/31/2020	2210 Adams Place NE	General Security Services	None	None
3	1/31/2020	2210 Adams Place NE	Prince Security	No patches on outer garment	Removed outer garment
4	1/31/2020	2210 Adams Place NE	Prince Security	Not on Person	Advised and retrieved
5	1/31/2020	2210 Adams Place NE	Prince Security	SO Jacket	Removed Jacket
6	1/31/2020	2210 Adams Place NE	Prince Security	None	None
7	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
8	19-Feb	950 NY Ave. NW	CCDC Hotel	None	None
9	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
10	2/19/2020	950 NY Ave. NW	CCDC Hotel	Unlicensed	Removed from site
11	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
12	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
13	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
14	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
15	2/19/2020	950 NY Ave. NW	CCDC Hotel	None	None
16	2/24/2020	520 W St. NW	City Security	None	None
17	2/24/2020	520 W St. NW	City Security	None	None
18	2/24/2020	520 W St. NW	City Security	None	None
19	2/24/2020	501 W St. NW	City Security	None	None
20	2/24/2020	501 W St. NW	City Security	None	None
21	2/25/2020	1250 Constitution Ave. N.E.	Security Assurance	None	None
22	2/25/2020	1250 Constitution Ave. N.E.	Security Assurance	None	None
23	2/25/2020	101 Q St NE	Pathways	CLOSED	CLOSED
24	2/25/2020	2482 Market St. NE	Only Weekend Security	None	None
25	2/25/2020	2480 Market St. NE	Code Black	None	None
26	2/26/2020	1501 Eckington Pl NE	Allied Universal	None	None
27	2/26/2020	1501 Eckington Pl NE	Allied Universal	None	None
28	2/26/2020	1500 Eckington Pl NE	Securitas	None	None
29	2/26/2020	1500 Eckington Pl NE	Securitas	None	None
30	2/26/2020	1500 Eckington Pl NE	Securitas	None	None
31	2/26/2020	1500 Eckington Pl NE	Securitas	None	None
32	2/26/2020	1500 Eckington Pl NE	Securitas	None	None
33	2/26/2020	1500 Eckington Pl NE	Securitas	None	None
34	2/26/2020	1500 Eckington Pl NE	G4S	None	None
35	2/26/2020	3825 Wisconsin Ave NW	Sidwell Friends Schools	None	None
36	2/26/2020	3825 Wisconsin Ave NW	City Security	None	None
37	2/26/2020	3825 Wisconsin Ave NW	Sidwell Friends Schools	None	None
38	2/26/2020	3825 Wisconsin Ave NW	Sidwell Friends Schools	None	None
39	2/26/2020	3825 Wisconsin Ave NW	Montgomery County Police	Unlicensed Off Duty Police	Removed from site
40	2/27/2020	99 H St NW	Brosnan Risk	None	None
41	2/27/2020	99 H St NW	Brosnan Risk	None	None
42	3/3/2020	3100 14th St NW	G4S	None	None
43	3/3/2020	1833 West Virginia Ave NE	Security Assurance	None	None
44	3/6/2020	1400 New York Ave NE	Hire Police DC	None	None
45	3/6/2020	1400 New York Ave NE	Hire Police DC	None	None

	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
46	3/6/2020	1400 New York Ave NE	Hire Police DC	None	None
47	4/17/2020	3000 14th Street NW	GS4	None	None
48	4/23/2020	3636 16th Street N.W	SecTec	None	None
49	4/23/2020	3636 16th Street N.W	SecTec	None	None
50	5/1/2020	3035 Naylor Road SE	Internal Protection Svrs	Unlicensed and Armed	Arrested CCN:20066005
51	5/6/2020	1917 New York Ave NE	Security Assurance	None	None
52	5/6/2020	2305 New York Ave NE	Security Assurance	None	None
53	5/6/2020	2305 New York Ave NE	Security Assurance	None	None
54	5/6/2020	2305 New York Ave NE	Security Assurance	None	None
55	5/6/2020	3335 V St NE	Security Assurance	None	None
56	5/7/2020	1615 New York Ave NE	Security Assurance	None	None
57	5/7/2020	1917 New York Ave NE	Security Assurance	None	None
58	5/7/2020	2305 New York Ave NE	Security Assurance	None	None
59	5/7/2020	2305 New York Ave NE	Security Assurance	None	None
60	5/7/2020	4400 Connecticut Ave NW	Security Assurance	None	None
61	5/7/2020	4400 Connecticut Ave NW	Security Assurance	None	None
62	5/7/2020	4400 Connecticut Ave NW	Security Assurance	None	None
63	5/8/2020	2305 New York Ave NE	Security Assurance	None	None
64	5/8/2020	2305 New York Ave NE	Security Assurance	None	None
65	5/8/2020	2305 New York Ave NE	Security Assurance	None	None
66	5/8/2020	1917 New York Ave NE	Security Assurance	None	None
67	5/8/2020	1917 New York Ave NE	Security Assurance	None	None
68	5/15/2020	2400 East Capitol St NE	PreEminent Protective Services	Title 17 Violation	Arrest CCN:20-075733
69	5/15/2020	2400 East Capitol St NE	PreEminent Protective Services	Unlicensed and Armed	Arrest CCN:20-072501
70	5/19/2020	1931 14th St NW	BOA	NONE	NONE
71	5/19/2020	1306 U St NW	SEB Security	Not on Person	Advised and retrieved
72	5/19/2020	1000 U St NW	CVS	NONE	NONE
73	5/22/2020	1200 North Capitol St NW	SWATA	Commission Not Transferred	Counseling-Issued to Owner
74	5/22/2020	1200 North Capitol St NW	SWATA	None	None
75	5/22/2020	1200 North Capitol St NW	SWATA	None	None
76	5/22/2020	1200 North Capitol St NW	SWATA	None	None
77	5/28/2020	1330 7th St NW	Code Black	None	None
78	6/9/2020	2210 Adams St NE	Prince Security	None	None
79	6/9/2020	2210 Adams St NE	Prince Security	None	None
80	6/9/2020	2210 Adams St NE	Prince Security	None	None
81	6/16/2020	900 I Street NW	Admiral Security	None	None
82	6/16/2020	900 I Street NW	Admiral Security	None	None
83	6/17/2020	223 7Th Street NE	BridgePort Hospital	None	None
84	6/17/2020	223 7Th Street NE	BridgePort Hospital	None	None
85	6/17/2020	223 7Th Street NE	BridgePort Hospital	None	None
86	6/17/2020	223 7Th Street NE	BridgePort Hospital	None	None
87	6/18/2020	1900 7th St, NW	Metro One	None	None
88	6/18/2020	1900 7th St, NW	Metro One	None	None

	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
89	6/18/2020	1900 7th St, NW	Metro One	None	None
90	6/18/2020	1900 7th St, NW	Metro One	None	None
91	6/18/2020	1900 7th St, NW	Metro One	None	None
92	6/18/2020	1900 7th St, NW	Metro One	None	None
93	6/24/2020	2700 F Street NW	Kennedy Center	None	None
94	6/24/2020	2700 F Street NW	Kennedy Center	None	None
95	6/24/2020	2700 F Street NW	Kennedy Center	None	None
96	6/24/2020	27000 F Street NW	Kennedy Center	None	None
97	6/24/2020	2700 F Street NW	Kennedy Center	None	None
98	6/24/2020	2700 F Street NW	Kennedy Center	None	None
99	6/24/2020	2700 F Street NW	Kennedy Center	None	None
100	6/24/2020	2700 F Street NW	Kennedy Center	None	None
101	6/24/2020	601 F Street NW	Capitol One Arena	None	None
102	6/24/2020	601 F Street NW	Capitol One Arena	None	None
103	6/24/2020	600 5th Street NW	BTI	None	None
104	6/24/2020	600 5th Street NW	BTI	None	None
105	6/24/2020	600 5th Street NW	WAMATA	None	None
106	6/24/2020	1500 South Capital St SE	Washington Nationals BBC	None	None
107	6/24/2020	1500 South Capital St SE	Washington Nationals BBC	None	None
108	6/24/2020	1500 South Capital St SE	Washington Nationals BBC	None	None
109	6/24/2020	1500 South Capital St SE	Washington Nationals BBC	None	None
110	6/24/2020	1500 South Capital St SE	Washington Nationals BBC	None	None
111	6/24/2020	1500 South Capital St SE	S & K Security	Not on Person	Advised
112	6/28/2020	2000 14th St. NW	Security Assurance Management	None	None
113	6/28/2020	2000 14th St. NW	Security Assurance Management	None	None
114	6/28/2020	2000 14th St. NW	Security Assurance Management	None	None
115	6/28/2020	2000 14th St. NW	Security Assurance Management	None	None
116	6/28/2020	2000 14th St. NW	Security Assurance Management	None	None
117	6/28/2020	2000 14th St. NW	PSD	None	None
118	6/30/2020	1400 8th Street N.W.	Wolfe Security	None	None
119	6/30/2020	1400 8th Street N.W.	HT Protective Services	None	None
120	7/4/2020	17th St. & L St. NW	Washington Square	None	None
121	7/4/2020	17th St. & L St. NW	Admiral Security Services	None	None
122	7/4/2020	17th St. & L St. NW	Watkins Security Agency	None	None
123	7/4/2020	17th St. & L St. NW	Universal Protection Services	None	None
124	7/4/2020	17th St. & L St. NW	Prince Security	None	None
125	7/8/2020	1355 New York Ave NE	Security Assurance Management	None	None
126	7/8/2020	1355 New York Ave NE	Security Assurance Management	None	None
127	7/8/2020	1355 New York Ave NE	Security Assurance Management	None	None
128	7/8/2020	1355 New York Ave NE	Security Assurance Management	None	None
129	7/8/2020	1355 New York Ave NE	Security Assurance Management	None	None
130	7/8/2020	1355 New York Ave NE	Security Assurance Management	None	None
131	7/21/2020	3800 Reservoir Rd NW	Georgetown University MedStar Hospital	None	None
132	7/21/2020	3800 Reservoir Rd NW	Mobile Force One	No Commission	Removed from site and advised COVID process
133	7/21/2020	3800 Reservoir Rd NW	Mobile Force One	No Commission	Removed from site and advised COVID process

	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
134	7/21/2020	3800 Reservoir Rd NW	Georgetown University MedStar Hospital	None	None
135	7/21/2020	3800 Reservoir Rd NW	Georgetown University MedStar Hospital	None	None
136	7/21/2020	3800 Reservoir Rd NW	Georgetown University MedStar Hospital	None	None
137	7/21/2020	3800 Reservoir Rd NW	Georgetown University MedStar Hospital	None	None
138	7/21/2020	3800 Reservoir Rd NW	Georgetown University MedStar Hospital	None	None
139	7/22/2020	3101 Wisconsin Ave NW	National Cathedral Police	None	None
140	7/22/2020	3101 Wisconsin Ave NW	National Cathedral Police	None	None
141	8/15/2020	1400 Irving St SE	Pchange LLC	None	None
142	8/16/2020	24th Pl SE	Pchange LLC	None	None
143	8/26/2020	1500 New York Ave NW	For Hire Police	None	None
144	9/1/2020	1919 Connecticut Ave NW	Washington Hilton Security	None	None
145	9/1/2020	3050 K Street NW	Allied Universal	None	None
146	9/1/2020	3050 K Street NW	Allied Universal	None	None
147	9/1/2020	700 2nd St NW	Allied Universal	None	None
148	9/1/2020	700 2nd St NW	Allied Universal	None	None
149	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
150	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
151	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
152	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
153	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
154	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
155	9/10/2020	2244 10th ST NW	Howard University Hospital	None	None
156	9/17/2020	3800 Connecticut Ave NW	Unknown	None	None
157	9/15/2020	4303 Connecticut Ave NW	Giant LLC	None	None
158	9/15/2020	4301 Connecticut Ave NW	Securitas	None	None
159	9/16/2020	1313 NY Ave. NW	Securitas	None	None
160	9/16/2020	1500 South Capital St SE	CSC	None	None
161	9/16/2020	1429 Good Hope Rd SE	General Security Services	None	None
162	9/16/2020	1155 21th St NW	BTI	None	None
163	9/24/2020	1300 5th Street NW	Executive Security Services	None	None
164	9/24/2020	1300 5th Street NW	Executive Security Services	None	None
165	10/5/2020	32 Chesapeake St SW	District Protection Services	None	None
166	10/6/2020	32 Chesapeake St SW	District Protection Services	None	None
167	10/6/2020	32 Chesapeake St SW	District Protection Services	None	None
168	10/7/2020	32 Chesapeake St SW	District Protection Services	None	None
169	10/7/2020	3035 Naylor Road SE	District Protection Services	Unregistered Company Weapon	CCN: 20-143-491
170	10/8/2020	21 Dupont Cir. NW	International Building Services	None	None
171	10/8/2020	1700 G St NW	International Building Services	None	None
172	10/8/2020	1750 Mass Ave. NW	International Building Services	None	None
173	#########	1234 19th St NW	United American Security	None	None
174	#########	1900 N St NW	Universal Protection Services	None	None
175	#########	1900 N St NW	Universal Protection Services	None	None
176	#########	1900 N St NW	Universal Protection Services	None	None
177	#########	1355 New York Ave NE	Security Assurance Management	None	None
178	#########	1355 New York Ave NE	Security Assurance Management	None	None
179	#########	1355 New York Ave NE	Security Assurance Management	None	None
180	#########	1225 19th St NW	Admiral Security	None	None

	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
181	#########	1220 19th St NW	Universal Protection Services	None	None
182	#########	1345 Park Rd NW	Giant LLC	None	None
183	#########	1200 North Capitol St NW	SWATA	None	None
184	#########	1200 North Capitol St NW	SWATA	None	None
185	#########	1200 North Capitol St NW	SWATA	None	None
186	#########	1200 North Capitol St NW	SWATA	None	None
187	#########	1200 North Capitol St NW	SWATA	None	None
188	#########	99 H St NW	Wal Mart	Uniform Violation	Warned and Advised
189	#########	99 H St NW	Wal Mart	Uniform Violation	Warned and Advised
190	#########	5210 3rd St NW	Master Security Co., LLC	None	None
191	#########	9110 17th St NW	SAMS	None	None
192	#########	801 7th St NW	Metro. Special Police Dep. LLC	None	None
193	#########	822 7th St NW	Universal Protection Services	Altered Lic	Removed from site
194	#########	2900 14th St NW	Pchange LLC	None	None
195	#########	2900 14th St NW	Pchange LLC	None	None
196	#########	2900 14th St NW	Pchange LLC	None	None
197	#########	900 23rd St NW	George Wash. Univ. Hospital Police	None	None
198	#########	900 23rd St NW	George Wash. Univ. Hospital Police	None	None
199	#########	901 23rd St NW	George Wash. Univ. Hospital Police	None	None
200	#########	902 23rd St NW	George Wash. Univ. Hospital Police	Not Licensed	Removed from site and advised COVID process
201	#########	903 23rd St NW	George Wash. Univ. Hospital Police	None	None
202	#########	903 23rd St NW	George Wash. Univ. Hospital Police	None	None
203	#########	1D (SPO Was Arrested)	Pchange LLC	None	Revoked
204	12/2/2020	1500 New York Ave NW	Hire Police DC	None	None
205	#########	5255 Loughboro Rd NW	Sibley Memorial Hospital	None	None
206	#########	5255 Loughboro Rd NW	Sibley Memorial Hospital	Commission Not On Person	Warned and Advised
207	#########	The Kennedy Center	Securiguard Inc.	None	None
208	#########	The Kennedy Center	Securiguard Inc.	None	None
209	#########	300 12th Street NW	Metro Special Police	None	None
210	#########	700 7th Street NW	Metro Special Police	None	None
211	1/4/2021	1117 Good Hope Rd SE	Metro Special Police	None	None
212	1/4/2021	1117 Good Hope Rd SE	Metro Special Police	None	None
213	1/4/2021	801 7th St NW	Metro Special Police	None	None
214	1/4/2021	801 7th St NW	Metro Special Police	None	None
215	1/4/2021	1155 F St NW	Metro Special Police	None	None
216	1/4/2021	1401 Rhode Island Ave NE	Metro Special Police	None	None
217	1/5/2021	1401 Rhode Island Ave NE	Metro Special Police	None	None
218	1/5/2021	1155 F St NW	Metro Special Police	None	None
219	1/5/2021	1401 Rhode Island Ave NE	Metro Special Police	None	None
220	1/5/2021	1401 Rhode Island Ave NE	Metro Special Police	None	None
221	1/5/2021	1117 Good Hope Rd SE	Metro Special Police	None	None
222	1/5/2021	1117 Good Hope Rd SE	Metro Special Police	None	None
223	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None

	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
224	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
225	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
226	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
227	2/10/2021	1310 G St NW	Securamerica	None	None
228	2/10/2021	1310 G St NW	Securamerica	None	None
229	2/16/2021	2251 26th St. NE	W.M.A.T.A	None	None
230	2/16/2021	2251 26th St. NE	W.M.A.T.A	None	None
231	2/16/2021	2251 26th St. NE	W.M.A.T.A	None	None
232	2/16/2021	2251 26th St. NE	W.M.A.T.A	None	None
233	2/18/2021	1150 Barnum St. NE	Revel Security	Commission not on Person	Warning
234	2/23/2021	1350 Connecticut Ave NW	Washington Square Security	None	None
235	2/26/2021	700 2nd St. NE	Blackstone Consulting	None	None
236	2/26/2021	700 2nd St. NE	Blackstone Consulting	None	None
237	3/1/2021	4615 14th St NW	W.M.A.T.A	None	None
238	3/9/2021	601 T St. NE	W.M.A.T.A	None	None
239	3/10/2021	601 T St. NE	W.M.A.T.A	None	None
240	3/10/2021	1201 1st. St. NE	Harris Teeter	None	None
241	3/10/2021	1225 1st. St. NE	Hilton Garden Inn	None	None
242	3/10/2021	1200 1st St NE	Admiral Security	None	None
243	3/10/2021	4315 3rd St NE	Sector 9 Security	None	None
244	3/15/2021	Fenwick & Okie St NW	AES	None	None
245	3/17/2021	1015 Half Street SE	Admiral Security	None	None
246	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
247	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
248	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
249	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
250	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
251	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None

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	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
1	2/24/2020	2244 10th St NW	Howard University	None	None
2	2/24/2020	600 W St. NW	Howard University	None	None
3	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
4	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
5	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
6	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
7	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
8	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
9	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
10	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
11	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
12	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
13	2/28/2020	600 New Jersey Ave NW	Georgetown Univ Law Center	None	None
14	3/2/2020	2121 I St. NW	George Wash. Univ. Police	None	None
15	3/2/2020	2121 I St. NW	George Wash. Univ. Police	None	None
16	3/2/2020	2121 I St. NW	George Wash. Univ. Police	None	None
17	3/2/2020	2121 I St. NW	George Wash. Univ. Police	None	None
18	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
19	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
20	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
21	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
22	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
23	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
24	3/4/2020	4400 Massachusetts Ave NW	American University	None	None
25	3/5/2020	2244 10th St NW	Howard University	None	None
26	3/5/2020	2244 10th St NW	Howard University	None	None
27	3/5/2020	2244 10th St NW	Howard University	None	None
28	3/5/2020	2244 10th St NW	Howard University	None	None
29	3/5/2020	2244 10th St NW	Howard University	None	None
30	5/15/2020	2244 10th ST NW	Howard University	None	None
31	5/15/2020	2244 10th ST NW	Howard University	None	None
32	5/15/2020	2244 10th ST NW	Howard University	None	None
33	5/15/2020	2244 10th ST NW	Howard University	None	None
34	5/15/2020	2244 10th ST NW	Howard University	None	None
35	5/15/2020	2244 10th ST NW	Howard University	None	None
36	5/15/2020	2244 10th ST NW	Howard University	None	None
37	6/3/2020	2244 10th ST NW	Howard University	None	None
38	6/3/2020	2244 10th ST NW	Howard University	None	None
39	6/3/2020	2244 10th ST NW	Howard University	None	None
40	6/3/2020	2244 10th ST NW	Howard University	None	None
41	6/3/2020	2244 10th ST NW	Howard University	None	None
42	6/3/2020	2244 10th ST NW	Howard University	None	None
43	6/3/2020	2244 10th ST NW	Howard University	None	None
44	7/21/2020	3700 O St NW	Georgetown University Police	None	None
45	7/21/2020	3700 O St NW	Georgetown University Police	None	None
46	7/21/2020	3700 O St NW	Georgetown University Police	None	None
47	7/21/2020	3700 O St NW	Georgetown University Police	None	None
48	7/21/2020	3700 O St NW	Georgetown University Police	None	None
49	7/21/2020	3700 O St NW	Georgetown University Police	None	None
50	7/21/2020	3700 O St NW	Georgetown University Police	None	None
51	7/21/2020	3700 O St NW	Georgetown University Police	None	None
52	7/22/2020	800 Florida Ave NE	Gallaudet University Police	None	None

	Date of Inspection	Site Location	Company	Discrepancies	Enforcement Action
53	7/22/2020	800 Florida Ave NE	Gallaudet University Police	None	None
54	7/22/2020	800 Florida Ave NE	Gallaudet University Police	None	None
55	7/22/2020	600 Michigan Ave NE	Catholic University Police	None	None
56	7/22/2020	600 Michigan Ave NE	Catholic University Police	None	None
57	7/22/2020	600 Michigan Ave NE	Catholic University Police	None	None
58	7/22/2020	600 Michigan Ave NE	Catholic University Police	None	None
59	7/22/2020	600 Michigan Ave NE	Catholic University Police	None	None
60	7/22/2020	600 Michigan Ave NE	Catholic University Police	None	None
61	8/25/2020	300 Bryant St NW	Howard University Police	None	None
62	9/1/2020	801 22nd St NW	George Wash. Univ. Police	None	None
63	9/1/2020	801 22nd St NW	George Wash. Univ. Police	None	None
64	9/1/2020	801 22nd St NW	George Wash. Univ. Police	None	None
65	9/1/2020	801 22nd St NW	George Wash. Univ. Police	None	None
66	9/1/2020	801 22nd St NW	George Wash. Univ. Police	None	None
67	9/15/2020	4200 Connecticut Ave NW	Univ. District of Columbia Police	None	None
68	9/15/2020	4200 Connecticut Ave NW	Univ. District of Columbia Police	None	None
69	9/29/2020	4200 Connecticut Ave NW	Univ. District of Columbia Police	None	None
70	9/29/2020	4200 Connecticut Ave NW	Univ. District of Columbia Police	None	None
71	11/17/2020	4400 Massachusetts Ave NW	American University	None	None
72	11/17/2020	4400 Massachusetts Ave NW	American University	None	None
73	11/18/2020	620 Michigan Ave NE	Catholic University Police	None	None
74	11/18/2020	620 Michigan Ave NE	Catholic University Police	None	None
75	11/18/2020	620 Michigan Ave NE	Catholic University Police	None	None
76	11/18/2020	620 Michigan Ave NE	Catholic University Police	None	None
77	11/18/2020	620 Michigan Ave NE	Catholic University Police	None	None
78	11/18/2020	620 Michigan Ave NE	Catholic University Police	None	None
79	12/29/2020	4400 Massachusetts Ave NW	American University	None	None
80	12/29/2020	4400 Massachusetts Ave NW	American University	None	None
81	12/29/2020	4400 Massachusetts Ave NW	American University	None	None
82	12/29/2020	3500 Martin Luther King Jr	Univ. District of Columbia Police	Pending Case Pg, County	Revoked, Removed from Post
83	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
84	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
85	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
86	2/10/2021	2121 I St. NW	George Wash. Univ. Police	None	None
87	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
88	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
89	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
90	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
91	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None
92	3/18/2021	2041 Georgia Ave NW	Howard University Hospital	None	None

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EXECUTIVE ORDER

METROPOLITAN POLICE

DISTRICT OF COLUMBIA

Subject:
Limitations on Consent Searches
Number
EO-20-045
Effective Date
August 15, 2020
Related to:
EO-17-008 (Body-Worn Cameras: Consent Searches and the Execution of Search Warrants, Arrest Warrants, Custody Orders, and Warrantless Searches)
GO-OPS-304.14 (Interaction with Deaf and Hard of Hearing Persons)
GO-PCA-702.03 (Search Warrants)
GO-SPT-304.18 (Language Access Program)
Rescinds:
PD Form 781 (Consent to Search), Revision Date 09/68

The purpose of this executive order is to inform members of the enactment of the consent search updates provided in the *Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020*. The consent search provisions go into effect August 15, 2020. The emergency legislation will be replaced by temporary legislation and then permanent legislation. To the extent that the provisions in this executive order conflict with existing directives, the provisions set forth in this executive order shall prevail.

A. Obtaining Consent

1. Prior to conducting a consent search of a person, vehicle, home, or property, members shall:

   a. Explain, using plain and simple language delivered in a calm demeanor, that the subject of the search is being asked to voluntarily, knowingly, and intelligently consent to a search;

   b. Advise the subject that:

      (1) A search will not be conducted if the subject refuses to provide consent to the search; and

      (2) The subject has a legal right to decline to consent to the search.

   c. Obtain consent to search without threats or promises of any kind being made to the subject;

   d. Confirm that the subject understands the information communicated by the officer; and

   e. Use interpretation services when seeking consent to conduct a search of a person:

      (1) Who cannot adequately understand or express themselves in spoken or written English; or

(2) Who is deaf or hard of hearing.

2. Members who are unable to obtain consent from the subject shall not conduct a consent search.

B. Documenting Consent Searches

1. When practicable, there shall be at least one body worn camera (BWC)-equipped member present with his or her BWC activated prior to a consent search being conducted of a person, place, or object. Members not equipped with a BWC shall request that a BWC-equipped member respond to the scene.

2. When it is not practicable to have a BWC-equipped member present, members shall document the subject's consent using a PD Form 781 (Consent to Search). No consent searches shall be conducted without documented consent on BWC or a signed PD Form 781.

3. Members shall capture their explanation of the consent search including their notification that the subject may decline, and the subject's voluntary consent, on their BWC or in writing.

4. Members shall ensure copies of completed PD Forms 781 are emailed to the Records Division at Records.adminbox@dc.gov.

5. There shall be a presumption that the subject did not voluntarily consent if the evidence of consent, including warnings required in this order, is not captured on BWC or in writing.

C. Attachments

Attachment A: PD Form 781 (Consent to Search)

Peter Newsham
Chief of Police

PN:KDO:MOC:SMM

CONSENT TO SEARCH METROPOLITAN POLICE DEPARTMENT	**UNIT**	**DATE**	**TIME**

TO BE COMPLETED PRIOR TO SEARCH

I, _____, hereby authorize
(Print Full Name)

and give my consent to _____ and _____,
(Member) (Member)

who have identified themselves as police officers of the Metropolitan Police Department, to conduct a search at this time of the person/item/vehicle/premises under my lawful control, described as _____.
(Description of Search)

By my signature on this document, I hereby state and certify that this consent to search is being given knowingly, voluntarily, and with the understanding that I may withdraw my consent at any time.

_____
(Signature)

REPORTING MEMBER(S)			
REPORTING MEMBER'S NAME	CAD ID NO.	BADGE NO.	SIGNATURE
REPORTING MEMBER'S NAME	CAD ID NO.	BADGE NO.	SIGNATURE
INCIDENT INFORMATION			
CCN			

PD FORM 781 (REV. 8/12/2020)

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GOVERNMENT OF THE DISTRICT OF COLUMBIA

Blanket Purchase Agreement
With
Contractor: QueTel Corporation

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: **DCMP-FY19-123196** between the District of Columbia and QueTel Corporation. This BPA is issued in accordance with the District of Columbia procurement regulations contained in Title 27 DCMR Sections 1802 and is subject to the terms and conditions contained herein.

1. MINIMUM REQUIREMENT:

The Government of the District of Columbia's Office of Contracting and Procurement (OCP), on behalf of the Metropolitan Police Department (MPD) is seeking the service of a redaction contractor who can apply their knowledge of and expertise in the local freedom of information act, regulations, and rules (FOIA) to make redactions to body-worn camera (BWC) video in accordance with the exemptions under FOIA.

2. PRICING:

Contract Line Item No. (CLIN)	Item Description	Price Per Unit (minute)	Estimated Quantity (The amount of videos redacted in a 12 month period)	Total Estimated Price (price per unit x estimated quantity)
CLIN 0001	BWC video redaction services, as set forth in section C.5.	**$24.00 per minute of video processing time**	**100**	**$2,400.00**

The base period prices charged to the District for the above goods or services including delivery charges provided by the CONTRACTOR under this BPA shall be as low as or lower than those charged to the suppliers most favored customer for comparable quantities under similar terms and conditions, in addition to any discounts for prompt payment.

3. PERIOD OF PERFORMANCE:

The period of performance for this BPA shall be for one calendar year from the date that the Contracting Officer signs the agreement.

4. LIMITATION OF THIS AGREEMENT:

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders shall not exceed **One Hundred Thousand Dollars ($100,000.00)** during any one (1) year period of performance unless authorized by the Contracting Officer.

QueTel Corporation
BPA No: DCMP-FY19-123196

5. DISTRICT'S OBLIGATION:

The District is obligated only to the extent that authorized purchases are ordered under this BPA. The District is obligated only to the extent of authorized purchases actually made in accordance with this BPA. Authorized purchases are defined as purchases involving an executed task order or purchase order.

The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

6. ORDERING PROCEDURES:

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

7. PAYMENT:

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the price schedule in Section 2. Pricing.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

8. CONTRACTING OFFICER:

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton, Senior Contracting Officer
Office of Contracting and Procurement
441 4th Street, NW, Suite 700 South
Washington, DC 20001
(202) 724-4946
Email: Yvonne.Howerton@dc.gov

9. CONTRACT ADMINISTRATOR (CA):

The Contract Administrator (CA) is responsible for general administration of the BPA including:

a) Records of orders placed;
b) Total dollar value of orders;
c) Records of invoices received;
d) Approved day to day operations of the BPA; and
e) Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance

with the terms and conditions of the BPA.

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Ms. Vendette Parker
Metropolitan Police Department
300 Indiana Avenue, NW, Room 4057
Washington, DC 20001
Email: Vendette.Parker@dc.gov

10. INVOICING:

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

a) Name of Contractor;
b) BPA Number;
c) Purchase Order Number;
d) Date of Purchase Order;
e) Delivery Ticket Number;
f) Itemized list of supplies or services provided;
g) Quantity, unit price, and extension of each item, less applicable discounts; and
h) Date of the Delivery

The Vendor invoices should be submitted with appropriate supporting documentation.

11. GENERAL TERMS AND CONDITIONS:

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No: **DCMP-FY19-123196**. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.

QueTel Corporation
BPA No: DCMP-FY19-123196

ACCEPTANCE OF AGREEMENT

For BPA No: DCMP-FY19-123196

Company Name: **QueTel Corporation**

Address: 14100 Sullyfield Circle, Suite 700

Chantilly, VA 20151

Telephone Number: 703-318-6834 Fax Number: 703-822-5424

Contact Person: James R. Cleaveland

Email: JRC@quetel.com

Name of Signer: James R. Cleaveland

Title of Signer: President

Signature of Contractor/Authorized Representative — July 25, 2019 Date

To Be Completed By The District of Columbia:

BPA Amount: Not to Exceed $100,000.00

BPA Effective Date: July 25, 2019

BPA Expiration Date: July 24, 2020

All solicitation documents for this BPA are incorporated by reference

Yvonne Howerton
Senior Contracting Officer

7/25/19 Date

Page 4 of 4

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Blanket Purchase Agreement
With
QueTel Corporation

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: DCMP-2020-141813 between the District of Columbia and QueTel Corporation. This BPA is issued in accordance with District of Columbia procurement regulations contained in Title 27 DCMR Section 1802 and is subject to the terms and conditions contained herein.

1. **Minimum Requirement**

   The District of Columbia, Office of Contracting and Procurement (OCP), on behalf of Metropolitan Police Department has a need to establish a BPA for Redaction Service on an as needed basis. See Statement of Work (SOW) as **Attachment A**.

2. **Pricing**

   Not to exceed $100,000.00

3. **Period of Performance**

   The period of performance shall end one year from the date that the agreement is signed by the contracting officer.

   3.1 Option to Extend the Term of the Contract

   N/A

4. **Limitation of this Agreement**

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders **shall not exceed $100,000.00** expiration of this agreement will expire September 30, 2020.

5. District's Obligation

The District is obligated only to the extent that authorized purchases are actually made under with this BPA. The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

6. Ordering Procedures

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

7. Payment

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the attached price schedule, **Attachment B**.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

8. Contracting Officer

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton
Office of Contracting and Procurement
441 4th Street, NW, Suite 330 North
Washington, DC 20001

9. Contract Administrator (CA)

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Name:	Patricia Cambel
Agency:	Metropolitan Police Department
Address:	300 Indiana Ave., NW Washington DC 20001
Email:	paticia.cambel@dc.gov

The Contracts Administrator (CA) is responsible for general administration of the BPA including:

a. Records of orders placed;
b. Total dollar value of orders;
c. Records of invoices received;
d. Approved day-to-day operations of the BPA; and
e. Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance with the terms and conditions of the BPA.

10. Invoicing

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

a. Name of Supplier;
b. BPA Number;
c. Purchase Order Number;
d. Date of Purchase;
e. Itemized list of supplies or services furnished;
f. Quantity, unit price, and extension of each item, less applicable discounts; and
g. Date of delivery or shipment

11. General Terms and Conditions

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No: 141813. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.

Acceptance of Agreement

Company Name:	QueTel Corporation
Address:	14100 Sullyfield Circle, Suite 700
	Chantilly, VA 20120
Telephone Number:	800-354-6777 ext. 6834
Email Address:	JCleaveland@quetel.com
Name of Signer:	James R. Cleaveland
Title of Signer:	President

Signature of Contractor — December 10, 2019 Date

To be completed by the District of Columbia:

BPA Ceiling: **$100,000.00**

BPA Effective Date: Date of Award

BPA Expiration Date: September 30, 2020

Yvonne Howerton
Name of Contracting Officer

Yvonne Howerton
Signature of Contracting Officer — 12/10/2019 Date

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GOVERNMENT OF THE DISTRICT OF COLUMBIA
Blanket Purchase Agreement
With
QueTel Corporation

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: DCMP-2020-150903 between the District of Columbia and QueTel Corporation. This BPA is issued in accordance with District of Columbia procurement regulations contained in Title 27 DCMR Section 1802 and is subject to the terms and conditions contained herein.

1. **Minimum Requirement**

   The District of Columbia, Office of Contracting and Procurement (OCP), on behalf of Metropolitan Police Department has a need to establish a BPA for Redaction Service on an as needed basis. See Statement of Work (SOW) as **Attachment A**.

2. **Pricing**

   Not to exceed $100,000.00

3. **Period of Performance**

   The period of performance shall end one year from the date that the agreement is signed by the contracting officer.

   3.1 Option to Extend the Term of the Contract

   N/A

4. **Limitation of this Agreement**

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders **shall not exceed $100,000.00** expiration of this agreement will expire September 30, 2020.

5. District's Obligation

The District is obligated only to the extent that authorized purchases are actually made under with this BPA. The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

6. Ordering Procedures

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

7. Payment

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the attached price schedule, **Attachment B**.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

8. Contracting Officer

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton
Office of Contracting and Procurement
441 4th Street, NW, Suite 330 North
Washington, DC 20001

9. Contract Administrator (CA)

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Name:	Patricia Cambel
Agency:	Metropolitan Police Department
Address:	300 Indiana Ave., NW
	Washington DC 20001
Email:	patricia.cambel@dc.gov

The Contracts Administrator (CA) is responsible for general administration of the BPA including:

a. Records of orders placed;
b. Total dollar value of orders;
c. Records of invoices received;
d. Approved day-to-day operations of the BPA; and
e. Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance with the terms and conditions of the BPA.

10. Invoicing

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

a. Name of Supplier;
b. BPA Number;
c. Purchase Order Number;
d. Date of Purchase;
e. Itemized list of supplies or services furnished;
f. Quantity, unit price, and extension of each item, less applicable discounts; and
g. Date of delivery or shipment

11. General Terms and Conditions

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No: 150903. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.

Acceptance of Agreement

Company Name: **QueTel Corporation**

Address: **14100 Sullyfield Circle, Suite 700**

Chantilly, VA 20151

Telephone Number: **703-318-6834**

Email Address: **Jcleaveland@quetel.com**

Name of Signer: **James R. Cleaveland**

Title of Signer: **President**

Signature of Contractor

May 12, 2020
Date

To be completed by the District of Columbia:

BPA Ceiling: **$100,000.00**

BPA Effective Date: Date of Award

BPA Expiration Date: September 30, 2020

Yvonne Howerton
Name of Contracting Officer

Yvonne Howerton
Signature of Contracting Officer

05/13/2020
Date

Page **4** of **4**

GOVERNMENT OF THE DISTRICT OF COLUMBIA
Blanket Purchase Agreement
With
QueTel Corporation

OFFICE OF CONTRACTING AND PROCUREMENT (OCP) hereby issues a Blanket Purchase Agreement (BPA) No: DCMP-2020-145462 for QueTel Corporation. This BPA is issued in accordance with District of Columbia procurement regulations contained in Title 27 DCMR Section 1802 and is subject to the terms and conditions contained herein.

1. **Minimum Requirement**

   The District of Columbia, Office of Contracting and Procurement (OCP), on behalf of Metropolitan Police Department for redaction service on an as needed basis. See Statement of Work (SOW) as **Attachment A**.

2. **Pricing**

   Please see attached price schedule

3. **Period of Performance**

   The period of performance shall end one year from the date that the agreement is signed by the contracting officer.

   3.1 Option to Extend the Term of the Contract

   N/A

4. **Limitation of this Agreement**

This BPA is not a contract, does not obligate any funds, and does not state or imply any agreement by the District to place future contracts or orders with the CONTRACTOR. Total orders **shall not exceed $100,000** expiration of this agreement will expire September 30, 2020.

5. District's Obligation

The District is obligated only to the extent that authorized purchases are actually made under with this BPA. The District is not obligated to order any products, goods, commodities or services as a result of this BPA.

6. Ordering Procedures

The Contracting Officer (CO) hereby authorizes the Contract Administrator (CA) to place orders against this BPA. The orders will be in the form of a PASS generated purchase order.

Ordering of goods and/or services against this BPA must correspond to an approved purchase order and may be placed in writing, by fax or by email by the CO or CA and shall be accompanied by a purchase order number.

Only the goods and/or services awarded to the Contractor by way of this BPA can be ordered against it.

7. Payment

The District will pay the CONTRACTOR for satisfactory delivery of the good(s)/service(s) in accordance with the attached price schedule, **Attachment B**.

The CONTRACTOR warrants that the prices for the good(s)/service(s) shall be as low as or lower than prices charged to the supplier's most favored customer from comparable quantities under similar terms and conditions.

8. Contracting Officer

A Contracting Officer is the only District official authorized to contractually bind the District, the Contracting Officer for this BPA is as follows:

Yvonne Howerton
Office of Contracting and Procurement
441 4th Street, NW, Suite 340 North
Washington, DC 20001

9. Contract Administrator (CA)

The CA will determine when goods and/or services are needed, then notify the CONTRACTOR of the delivery to be performed. Also, the CA shall verify invoices and certify payment of the invoices.

The CA for this BPA is as follows:

Name:	Patricia Cambel
Agency:	Metropolitan Police Department
Address:	300 Indiana Av, NW
	Washington, DC 20001
Email:	patricia.cambel@dc.gov

The Contracts Administrator (CA) is responsible for general administration of the BPA including:

a. Records of orders placed;
b. Total dollar value of orders;
c. Records of invoices received;
d. Approved day-to-day operations of the BPA; and
e. Advising the Contracting Officer as to the CONTRACTOR's compliance or noncompliance with the terms and conditions of the BPA.

10. Invoicing

All deliveries or shipments under the agreement shall be accomplished by delivery tickets or sales slips which contain the following minimum information.

a. Name of Supplier;
b. BPA Number;
c. Purchase Order Number;
d. Date of Purchase;
e. Itemized list of supplies or services furnished;
f. Quantity, unit price, and extension of each item, less applicable discounts; and
g. Date of delivery or shipment

11. General Terms and Conditions

The terms and conditions included in this BPA shall apply to all purchases made pursuant to BPA No:145462. In the event of an inconsistency between the provisions of this BPA and the Supplier's invoice, the provisions of this BPA will take precedence.

Acceptance of Agreement

Company Name: QueTel Corporation

Address: 14100 Sullyfield Circle, Suite 700

Chantilly, VA 20151

Telephone Number: 703-318-6834

Email Address: JRC@quetel.com

Name of Signer: James R. Cleaveland

Title of Signer: President

Signature of Contractor

January 22, 2020
Date

To be completed by the District of Columbia:

BPA Ceiling: **$100,000.00**

BPA Effective Date: Date of Award

BPA Expiration Date: September 30, 2020

Yvonne Howerton
Name of Contracting Officer

Signature of Contracting Officer

01/22/2020
Date

Page 4 of 4

AWARD/CONTRACT

1. Solicitation Number: Doc534264	Page of Pages: 1
2. Contract Number: **CW87186**	3. Effective Date: See 20C Below
4. Requisition/Purchase Request/Project No.: R161824	

5. Issued By: Code
Office of Contracting and Procurement
441 4th Street, NW Suite 330 South
Washington, DC 20001

6. Administered by (If other than line 5)
Metropolitan Police Department
Office of Chief Technology
300 Indiana Avenue N. W.
Washington, DC, 20001

7. Name and Address of Contractor (No. street, city, county, state and Zip Code)
QueTel Corporation
1775 Greensboro Station Place Suite#475
McLean, VA 22102

Duns No. 79-9464909 TIN 521278906

8. Delivery
☐ FOB Origin ☒ FOB Destination

9. Discount for prompt payment:
Net 30 days

10. Submit invoices to the Address shown in Section G.2
(2 copies unless otherwise specified)
Section G

11. Ship to/Mark For	Code	12. Payment will be made by	Code
Same as Block 6		Same as Block 6	

13. Remit Address:
QueTel Corporation
1775 Greensboro Station Place, Suite 475
McLean, VA 22102

14. Accounting and Appropriation Data
ENCUMBRANCE CODE:

15A. Item	15B. Supplies/Services	15C. Qty.	15D. Unit	15E. Unit Price	15F. Amount
0001	REDACTION SERVICE	1	each	N/A	$250,000
	Total Amount of Contract ☞				**NTE $250,000.00**

16. Table of Contents

(X)	Section	Description	Page	(X)	Section	Description	Page
PART I – THE SCHEDULE				**PART II – CONTRACT CLAUSES**			
X	A	Award/Contract	1	X	I	Contract Clauses	24-34
X	B	Contract Type, Supplies or Services and Price/Cost	2-4	**PART III – LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS**			
X	C	Specifications/Work Statement	4-8	X	J	Attachments	35
X	D	Packaging and Marking	9	**PART IV – REPRESENTATIONS AND INSTRUCTIONS**			
X	E	Inspection and Acceptance	9	X	K	Representations, Certifications and Other Statements of Offerors	36
X	F	Period of Performance and Deliverables	10-11				
X	G	Contract Administration	11-15		L	Instructions, Conditions & Notices to Offerors	37-41
X	H	Special Contract Requirements	15-23		M	Evaluation Factors for Award	42

Contracting Officer will complete Item 17 or 18 as applicable

17. ☒ CONTRACTOR'S NEGOTIATED AGREEMENT
(Contractor is required to sign this document and return (1) copies to issuing office.) Contractor agrees to furnish and deliver all items, perform all the services set forth or otherwise identified above and on any continuation sheets, for the consideration stated herein. The rights and obligations of the parties to this contract shall be subject to and governed by the following documents: (a) this award/contract, (b) the solicitation, any amendments, and (c) such provisions, representations, certifications, and specifications, as are attached or incorporated by reference herein. (Attachments are listed herein.)

18. ☐ AWARD
(Contractor is not required to sign this document.) Your offer on Solicitation Number: _____, including the additions or changes made by which additions or changes are set forth in full above, is hereby accepted as to the items listed on the items listed above and on any continuation sheets. This award consummates the contract which consists of the following documents: (a) the Government's solicitation and your offer, and (b) this award/contract. No further contractual document is necessary.

19A. Name and Title of Signer (Type or print)	19B.	19C. Date Signed	20A. Name of Contracting Officer	20B. District of Columbia	20C. Date Signed
Mark Heinen, CFO	DocuSigned by: Mark Heinen BB56A17262864 2A...	11/18/2020	Yvonne Howerton	Yvonne Howerton (Signature of Contracting Officer)	11/27/2020

SOLICITATION, OFFER, AND AWARD

FY21-MPD REDACTION SERVICES

1. Caption	Page of Pages
FY21-MPD – Redaction Services	1 of 42

2. Contract Number	3. Solicitation Number	4. Type of Solicitation	5. Date Issued	6. Type of Market
	Doc534264	☒ Sealed Bid (IFB) ☐ Sealed Proposals (RFP) ☐ Sole Source ☐ Emergency		☒ Open ☐ Set Aside ☐ Open Market with Set-Aside CBE Designated Category

7. Issued By: Yvonne Howerton	8. Address Offer to:
Office of Contracting and Procurement 441 - 4th Street, N.W., Suite 700 South Washington, D.C. 20001	**Email – gloriad.cephas@dc.gov**

NOTE: In sealed proposal solicitations "offer" or "offeror" means "bid or "bidder"

SOLICITATION

9. Sealed offers in original and ____0_ copies for furnishing the supplies or services in the Schedule will via electronic format email

. 3:00pm local time 10-28-20
Time (Date)

CAUTION: Late submission, Modifications and Withdrawals: See 27 DCMR chapters 15 & 16 as applicable. All offers are subject to all terms & conditions contained in solicitation.

10. For Information Contact	A. Name	B. Telephone (Area Code)	B. Telephone (Number)	B. Telephone (Ext)	C. E-mail Address
	Gloria Cephas	202	724-3668		Gloriad.cephas@dc.gov

11. Table of Contents

(X)	Section	Description	Page No.	(X)	Section	Description	Page No.
PART I – THE SCHEDULE				PART II – CONTRACT CLAUSES			
X	A	Solicitation/Contract Form	1	X	I	Contract Clauses	24-34
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X	C	Specifications/Work Statement	4-8	X	J	List of Attachments	35
X	D	Packaging and Marking	9	PART IV – REPRESENTATIONS AND INSTRUCTIONS			
X	E	Inspection and Acceptance	9	X	K	Representations, certification and other statements of offerors	36
X	F	Period of Performance/Deliverables	10-11				
X	G	Contract Administration Data	11-15	X	L	Instructions, Conditions & Notices to Offerors	37-41
X	H	Special Contract Requirements	15-23	X	M	Evaluation factors for award	42

12. In conjunction with the above, the undersigned agrees, if this offer is accepted within 120 calendar days from the receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified herein.

13. Discount for Prompt Payment	10 Calendar days %	20 Calendar days %	30 Calendar days %	____ Calendar days %

14. Acknowledgement of Amendments (The offeror acknowledges receipt of amendments to the SOLICITATION):	Amendment Number	Date	Amendment Number	Date

15A. Name and Address of Offeror		16. Name and Title of Person Authorized to Sign Offer/Contract
		Mark Heinen, CFO

15B. Telephone (Area Code)	(Number)	(Ext)	☐ 15 C. Check if remittance address is different from above – Refer to section G	17. Signature	18. Award Date
				DocuSigned by: Mark Heinen	11/18/2020

AWARD (TO BE COMPLETED BY GOVERNMENT)

19. Accepted as to Items Numbered	20. Amount	21. Accounting and Appropriation

22. Name of contracting Officer (Type or Print)	23. Signature of Contracting Officer (district of Columbia)	24. Award Date
Yvonne Howerton		

Government of the District of Columbia Office of Contracting & Procurement

FY21-MPD REDACTION SERVICES

B.2 The District contemplates award of a requirements contract with fixed unit prices accordance with 27 DCMR Chapter 24.

B.2.1 REQUIREMENTS CONTRACT

B.2.1.1 The District will purchase its requirements of the articles or services included herein from the Contractor. The estimated quantities stated herein reflect the best estimates available. The estimate shall not be construed as a representation that the estimated quantity will be required or ordered, or that conditions affecting requirements will be stable. The estimated quantities shall not be construed to limit the quantities which may be ordered from the Contractor by the District or to relieve the Contractor of its obligation to fill all such orders.

a) The District may issue multiple request for service or performance at any time. If the District urgently requires delivery before the earliest date that delivery may be specified under this contract, and if the Contractor shall not accept an order providing for the accelerated delivery, the District may acquire the urgently required goods or services from another source.

b) There is no limit on the number of orders that may be issued, the District will issue multiple task orders connected to the purchase order. The District may issue orders requiring delivery to multiple destinations or performance at multiple locations.

c) Any order issued during the effective period of this contract and not completed within that period shall be completed by the Contractor within the time specified in the order. The contract shall govern the Contractor's and District's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period; provided that the Contractor shall not be required to make any deliveries under this contract after the termination of the contract.

B.3 PRICE SCHEDULE

B.3.1 BASE YEAR

Contract Line Item No. (CLIN)	**Item Description**	**Price Per minute of video**	**Estimated Quantity**	**Maximum Total Price** (Unit price x Maximum quantity)
CLIN 0001	Video and Audio Redaction services, as set forth in section C.5.	**$** 24.00 **per minute of video**	No minimum	**$600,000**

FY21-MPD REDACTION SERVICES

B.3.2 OPTION YEAR ONE

Contract Line Item No. (CLIN)	Item Description	Price Per minute of video	Estimated Quantity	Maximum Total Price (Unit price x Maximum quantity)
CLIN 0002	Video and Audio Redaction services, as set forth in section C.5.	**$** 24.00 **per minute of video**	No Minimum	**$600,000**

B.3.3 OPTION YEAR TWO

Contract Line Item No. (CLIN)	Item Description	Price Per minute of video	Estimated Quantity	Maximum Total Price (Unit price x Maximum quantity)
CLIN 0003	Video and Audio Redaction services, as set forth in section C.5.	**$** 24.00 **per minute of video**	No Minimum	**$600,000**

B.3.4 OPTION YEAR THREE

Contract Line Item No. (CLIN)	Item Description	Price Per minute of video	Estimated Quantity	Maximum Total Price (Unit price x Maximum quantity)
CLIN 0004	Video and Audio Redaction services, as set forth in section C.5.	**$** 24.00 **per minute of video**	No Minimum	**$600,000**

B.3.5 OPTION YEAR FOUR

Contract Line Item No. (CLIN)	Item Description	Price Per minute of video	Estimated Quantity	Maximum Total Price (Unit price x Maximum quantity)
CLIN 0005	Video and Audio Redaction services, as set forth in section C.5.	**$** 24.00 **per minute of video**	No Minimum	**$600,000**

B.4 An offeror /vendor responding to this solicitation must submit with its proposal, a notarized statement detailing any subcontracting plan required by law. Proposals responding to this RFP shall be deemed non-responsive and shall be rejected if the offeror/vendor fails to submit a subcontracting plan that is required by law. For contracts in excess of $250,000, at least 35% of the dollar volume of the contract shall be subcontracted in accordance with section 45 of the Standard Contract Provisions (SCP).

SECTION C: SPECIFICATIONS/WORK STATEMENT

C.1 SCOPE:

The Metropolitan Police Department (MPD) is seeking a contractor to make redactions to videos in accordance with the exemptions under Freedom of Information Act (FOIA). Contractor will need expertise of the local freedom of information act, regulations, and rules of FOIA as well as audio/visual editing expertise.

C.2 APPLICABLE DOCUMENTS

The following documents are applicable to this procurement and are hereby incorporated by this reference:

Document No.	Document Type	Title	Date
1.	D.C. Law	Freedom of Information Act (FOIA) of 1976, D.C. Official Code § 2-531 et seq.	N/A
2.	D.C. Rules and Regulations	Chapter 4 of Title 1 of the District of Columbia Municipal Regulations, DCMR § 1-400 et seq.; Chapter 39 of Title 24 of the District of Columbia Municipal Regulations, DCMR § 24- 3900 et seq.	N/A
3.	CJIS Policy 5.9	Criminal Justice Information Services (CJIS) Security Policy	6/1/2020
4.	MPD General Order	General Order SPT 302.13 Body Worn Camera	3/11/2016
5.	D.C. Law	Driver's Privacy Protection Act of 2016, D.C. Official Code § 50-1401.01b	N/A

C.3 DEFINITIONS

These terms when used in this IFB have the following meaning:

- **BODY-WORN CAMERA (BWC)** is a camera that can be mounted on an officer's uniform in various locations depending on his or her comfort level and best practices and that records video and audio when activated.

- **BWC VIDEO** is the video and audio recording made by a BWC when it is activated.

- **EVIDENCE.COM** is the digital evidence platform maintained by Axon, Inc. Axon manufactures the BWCs deployed by MPD, and utilizes evidence.com for the storage of BWC video. Evidence.com has metadata associated with each BWC video, including a Title, ID, one or more Categories, and one or more Tags.

- **FOIA** is the Freedom of Information Act of 1976, D.C. Official Code § 2-531 *et seq*., and its implementing rules and regulations.

- **FOIA REQUEST** is a request for records, including video, made pursuant to FOIA.

- **FOIA OFFICE** is the unit within MPD which processes FOIA requests, including requests for video.

- **DRIVER'S PRIVACY PROTECTION ACT OF 2016** is D.C. Official Code § 50-1401.01b *et seq* and its implementing rules and regulations

C.4 BACKGROUND

Legislation governing BWC FOIA requests was enacted on December 30, 2015. Additional emergency legislation regarding the release of BWC video to the public was approved by the D.C. Council on June 9, 2020. This emergency legislation requires MPD to release specific BWC footage within 72 hours. As FOIA requests and other BWC footage are prepared for release, redactions need to occur to protect the privacy of those in the video.

On average, MPD creates around 32,000 BWC videos per week and MPD sends approximately 25 videos for redaction processing per month. Each video sent for processing averages about 30 minutes.

C.5 REQUIREMENTS

C.5.1 General Requirements

C.5.1.1 The Contractor shall sign a nondisclosure agreement prohibiting the disclosure of any videos received from MPD. The nondisclosure agreement shall contain provisions regarding the retention of videos by the Contractor.

C.5.1.2 The Contractor shall be CJIS compliant. The FBI CJIS Security Policy may be found at: https://www.fbi.gov/about-us/cjis/cjis-security-policy-resource-center.

C.5.1.3 The Contractor shall show proof of CJIS compliance by generating a list of written results of all audits, inspections, and assessment findings related to compliance with CJIS Security Policy.

C.5.1.4 The Contractor shall show proof of Background checks including fingerprinting; this is required of all staff that will have access to videos.

C.5.1.5 The Contractor shall have the legal expertise to interpret and apply FOIA.

C5.1.6 The Contractor shall have the legal expertise to interpret and apply the District of Columbia Driver's Privacy Protection Act of 2016

C.5.2 REDACTION AND TECHNICAL REQUIREMENTS:

C.5.2.1 The Contractor shall keep a chain of custody record that reflects all internal transfers of videos as well as receipt into and transfer out of the Contractor's control. In addition, the Contractor shall be willing to testify in court as to the chain of custody of the videos.

C.5.2.2 The Contractor shall use its expertise to identify and redact content within videos in accordance with FOIA, the DPPA, and the policy and practice of MPD. The Contractor shall identify each individual, number, or other image or audio that needs redaction and the exemption(s) that apply to it and cite the applicable exemption(s) under FOIA. The Contractor shall describe how this requirement will be met, e.g., legal representation on staff.

C.5.2.3 The Contractor shall produce redacted videos in the MP4 format, which is the format in which the videos are maintained on Evidence.com.

C.5.2.4 Redaction shall include the blurring or masking of visual elements of the video as well as bleeping or masking portions of audio. The sufficiency of redactions shall be at the sole discretion of MPD.

C.5.2.5 MPD may provide text which the Contractor shall prepend to all videos to provide a warning of potential graphic, violent, profane, or disturbing content.

C.5.2.6 MPD may provide text which the Contractor shall prepend to all videos to provide context and a narrative to videos that are prepared for public release.

C.5.3 REDACTION PROCESS REQUIREMENTS:

C.5.3.1 Upon determining the nature (e.g. first-party request, traffic crash report, arrest, etc.), number, and approximate length in minutes of videos for FOIA requests, a member of the FOIA Office will seek from the Contractor a commitment that the Contractor has the capacity and capability to successfully complete the necessary redactions to the proposed videos within MPD's requested timeframe.

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C.5.3.2 "Successfully complete the necessary redactions" means applying all of the needed redactions to the videos (1) according to the level of quality as dictated by MPD in its sole discretion and (2) within the time period provided by the Contractor as approved by MPD, which shall not exceed 20 business days.

C.5.3.3 If the Contractor commits to successfully completing the necessary redactions to the proposed videos, MPD will provide the Contractor access the videos in Evidence.com.

C.5.3.4 MPD shall provide the Contractor an "Outside User" role Evidence.com account and permission to download the selected videos.

C.5.3.5 Upon review of the videos, the Contractor shall provide a quote for the cost of redaction and a delivery date for the redaction. The Contractor shall perform the redaction work if MPD authorizes it to perform such work in accordance with the quote and delivery date.

C.5.3.6 As soon as the Contractor is aware, the Contractor shall inform MPD if the quote for the redaction services or the delivery date for all videos.

C.5.3.7 Upon finishing a redaction for a video, the Contractor shall:

(1) Log in to Evidence.com and upload the video;
(2) Annotate the video metadata based on the original video:
(a.) Identical Title, prepended with "REDACTED v.X – "where X is the iteration of redacted video per the review/rework cycle
(b.) Add "FOIA" as a Category;
(c.) Add the FOIA Request number as a Tag
(d.) Add "Do Not Use" to title of any redacted video that was returned to contractor for corrections: and
(3) Provide a list of audio and visual redactions, with time codes and the applicable exemption(s) under FOIA, as a separate Word document.

C.5.3.8 The FOIA Office will review the video and the list for accuracy and sufficiency. If the video does not pass review, the FOIA Office will notify the Contractor and provide details of the required changes for rework of the video. The FOIA Office will also notify the Contractor if any changes for the list are needed.

C.5.3.9 Upon notification of required rework, the Contractor shall make the necessary changes, including updating the list of redactions, and shall log in to Evidence.com and upload the reworked video. The Contractor shall also provide the updated list to the FOIA Office.

C.5.3.10 This process of review and rework will continue until the redaction of the video is deemed correct by the FOIA Office.

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C.5.4 NOTICE:

C.5.4.1 The Contractor shall provide a weekly status report to the FOIA Office for each request of videos which it is processing.

C.5.4.2 The Contractor shall provide a redaction report detailing where each blur and/or audio redaction takes place within the video it processed.

C.5.4.3 The Contractor shall include in its redactions report a summary of what each blur and/or audio redaction was.

C.5.4.4 There shall not be a charge for additional time if the initial redactions by the Contractor are not sufficient and a video requires re-work.

C.5.4.5 There shall not be a charge if the FOIA Office does not authorize the Contractor to perform the proposed redaction work pursuant to section C.5.1.3-C.5.3.2.

C.5.5 PENALTIES:

C.5.5.1 The Contractor shall have 20 business days to successfully complete the redactions on each video it accepts.

C.5.5.2 The Contractor shall be assessed a penalty fee of 5% of total costs for each video for which it completes redactions in 21-35 business days.

C.5.5.3 The Contractor shall be assessed a penalty fee of 10% of total costs for each video for which it completes redactions in 36-50 business days.

C.5.5.4 The Contractor shall be assessed a penalty fee of 15% of total costs for each video for which it completes redactions in 51-60 business days.

C.5.5.5 The Contractor shall not receive any compensation and return all videos for which it did not complete redactions after 61 days.

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SECTION D: PACKAGING AND MARKING

D.1 The packaging and marking requirements for this contract shall be governed by clause number (2), Shipping Instructions-Consignment, of the Government of the District of Columbia's Standard Contract Provisions for use with Supplies and Services Contracts, dated July 2010. (Attachment J.1)

SECTION E: INSPECTION AND ACCEPTANCE

E.1 The inspection and acceptance requirements for this contract shall be governed by clause number five (5) Inspection of Supplies and clause number six (6), Inspection of Services of the Government of the District of Columbia's Standard Contract Provisions for use with Supplies and Services Contracts, dated July 2010. (Attachment J.1)

SECTION F: PERIOD OF PERFORMANCE AND DELIVERABLES

F.1 TERM OF CONTRACT

The term of the contract shall be for one base year period from date of award specified on the cover page of this contract.

F.2 OPTION TO EXTEND THE TERM OF THE CONTRACT

F.2.1 The District may extend the term of this contract for a period of four (4) one year option periods, or successive fractions thereof, by written notice to the Contractor before the expiration of the contract; provided that the District will give the Contractor preliminary written notice of its intent to extend at least thirty (30) days before the contract expires. The preliminary notice does not commit the District to an extension. The exercise of this option is subject to the availability of funds at the time of the exercise of this option. The Contractor may waive the thirty (30) day preliminary notice requirement by providing a written waiver to the Contracting Officer prior to expiration of the contract.

F.2.2 If the District exercises this option, the extended contract shall be considered to include this option provision.

F.2.3 The price for the option period(s) shall be as specified in the Section B of the contract.

F.2.4 The total duration of this contract, including the exercise of any options under this clause, shall not exceed five years.

F.3 DELIVERABLES

The Contractor shall perform the activities required to successfully complete the District's requirements and submit each deliverable to the Contract Administrator identified in section G.9 in accordance with the following:

CLIN	Deliverable	Quantity	Format/Method of Delivery	Due Date
001	Introduction Meeting		TBD by Contract Administrator	48 hours after contract is executed
002	Redacted Videos as referenced in C.5.2.3 and C.5.24	As authorized	Written notification by email	Per delivery date provided by Contractor and accepted by FOIA Office, not to exceed 20 business days

003	List of Redactions with time codes and applicable statutory exemptions as referenced in section C.5.3.8	As authorized	Written notification by email	Per delivery date provided by Contractor and accepted by FIOA Office not to exceed 20 business days
004	Weekly status Report as referenced in section C.5.4.1	1	Written notification by email	Weekly

F.3.1 The Contractor shall submit to the District, as a deliverable, the report described in section H.5.5 which is required by the 51% District Residents New Hires Requirements and First Source Employment Agreement. If the Contractor does not submit the report as part of the deliverables, the District shall not make final payment to the Contractor pursuant to section G.3.2.

SECTION G: CONTRACT ADMINISTRATION

G.1 INVOICE PAYMENT

G.1.1 The District will make payments to the Contractor, upon the submission of proper invoices, at the prices stipulated in this contract, for supplies delivered and accepted or services performed and accepted, less any discounts, allowances or adjustments provided for in this contract.

G.1.2 The District will pay the Contractor on or before the 30th day after receiving a proper invoice from the Contractor.

G.2 INVOICE SUBMITTAL

G.2.1 The Contractor shall create and submit payment request in an electronic format through the DC Vendor Portal, hhtps://vendorportal.dc.gov

G.2.2 The Contractor shall submit proper invoices on a monthly basis or as otherwise specified in Section G.4.

G.2.3 To constitute a proper invoice, the Contractor shall enter all required information in to the Portal after selecting the applicable purchase order number which is listed on the Contractor's profile.

G.3 FIRST SOURCE AGREEMENT REQUEST FOR FINAL PAYMENT

G.3.1 For contracts subject to the 51% District Residents New Hires Requirements and First Source Employment Agreement requirements, final request for payment must be accompanied by the report or a waiver of compliance discussed in section H.5.5.

G.3.2 The District shall not make final payment to the Contractor until the agency CFO has received the CO's final determination or approval of waiver of the Contractor's compliance with 51% District Residents New Hires Requirements and First Source Employment Agreement requirements.

G.4 PAYMENT

G.5 ASSIGNMENT OF CONTRACT PAYMENTS

G.5.1 In accordance with 27 DCMR 3250, the Contractor may assign to a bank, trust company, or other financing institution funds due or to become due as a result of the performance of this contract.

G.5.2 Any assignment shall cover all unpaid amounts payable under this contract, and shall not be made to more than one party.

G.5.3 Notwithstanding an assignment of contract payments, the Contractor, not the assignee, is required to prepare invoices. Where such an assignment has been made, the original copy of the invoice must refer to the assignment and must show that payment of the invoice is to be made directly to the assignee as follows:

"Pursuant to the instrument of assignment dated _____, make payment of this invoice to (name and address of assignee)."

G.6 THE QUICK PAYMENT ACT

G.6.1 Interest Penalties to Contractors

G.6.1.1 The District will pay interest penalties on amounts due to the Contractor under the Quick Payment Act, D.C. Official Code § 2-221.01 *et seq*., as amended, for the period beginning on the day after the required payment date and ending on the date on which payment of the amount is made. Interest shall be calculated at the rate of at least 1.5% per month. No interest penalty shall be paid if payment for the completed delivery of the item of property or service is made on or before the required payment date. The required payment date shall be:

G.6.1.1.1 The date on which payment is due under the terms of the contract;

G.6.1.1.2 Not later than 7 calendar days, excluding legal holidays, after the date of delivery of meat or meat food products;

G.6.1.1.3 Not later than 10 calendar days, excluding legal holidays, after the date of delivery of a perishable agricultural commodity; or

G.6.1.1.4 30 calendar days, excluding legal holidays, after receipt of a proper invoice for the amount of the payment due.

G.6.1.2 No interest penalty shall be due to the Contractor if payment for the completed delivery of goods or services is made on or after:

G.6.1.2.1 3rd day after the required payment date for meat or a meat food product;

G.6.1.2.2 5th day after the required payment date for an agricultural commodity; or

G.6.1.2.3 15th day after any other required payment date.

G.6.1.3 Any amount of an interest penalty which remains unpaid at the end of any 30-day period shall be added to the principal amount of the debt and thereafter interest penalties shall accrue on the added amount.

G.6.2 Payments to Subcontractors
N/A

G.6.2.1 The Contractor must take one of the following actions within seven (7) days of receipt of any amount paid to the Contractor by the District for work performed by any subcontractor under the contract:

G.6.2.1.1 Pay the subcontractor(s) for the proportionate share of the total payment received from the District that is attributable to the subcontractor(s) for work performed under the contract; or

G.6.2.1.2 Notify the CO and the subcontractor(s), in writing, of the Contractor's intention to withhold all or part of the subcontractor's payment and state the reason for the nonpayment.

G.6.2.2 The Contractor must pay any subcontractor or supplier interest penalties on amounts due to the subcontractor or supplier beginning on the day after the payment is due and ending on the date on which the payment is made. Interest shall be calculated at the rate of at least 1.5% per month. No interest penalty shall be paid on the following if payment for the completed delivery of the item of property or service is made on or before the:

G.6.2.2.1 3rd day after the required payment date for meat or a meat product;

G.6.2.2.2 5th day after the required payment date for an agricultural commodity; or

G.6.2.2.3 15th day after any other required payment date.

G.6.2.3 Any amount of an interest penalty which remains unpaid by the Contractor at the end of any 30-day period shall be added to the principal amount of the debt to the subcontractor and thereafter interest penalties shall accrue on the added amount.

G.6.2.4 A dispute between the Contractor and subcontractor relating to the amounts or entitlement of a subcontractor to a payment or a late payment interest penalty under the Quick Payment Act does not constitute a dispute to which the District is a party. The District may not be interpleaded in any judicial or administrative proceeding involving such a dispute.

G.6.3 **Subcontract requirements.** The Contractor shall include in each subcontract under this contract a provision requiring the subcontractor to include in its contract with any lower-tier subcontractor or supplier the payment and interest clauses required under paragraphs (1) and (2) of D.C. Official Code § 2-221.02(d).

G.7 CONTRACTING OFFICER (CO)

Contracts will be entered into and signed on behalf of the District only by contracting officers. The contact information for the Contracting Officer is:

Yvonne Howerton
Contracting Officer
Office of Contracting and Procurement
441 Fourth Street, N.W. Suite 340N
(202)724-4551
Yvonne.howeton@dc.gov

G.8 AUTHORIZED CHANGES BY THE CONTRACTING OFFICER

G.8.1 The CO is the only person authorized to approve changes in any of the requirements of this contract.

G.8.2 The Contractor shall not comply with any order, directive or request that changes or modifies the requirements of this contract, unless issued in writing and signed by the CO.

G.8.3 In the event the Contractor effects any change at the instruction or request of any person other than the CO, the change will be considered to have been made without authority and no adjustment will be made in the contract price to cover any cost increase incurred as a result thereof.

G.9 CONTRACT ADMINSTRATOR (CA)

G.9.1 The CA is responsible for general administration of the contract and advising the CO as to the Contractor's compliance or noncompliance with the contract**.** The CA has the responsibility of ensuring the work conforms to the requirements of the contract and such other responsibilities and authorities as may be specified in the contract. These include:

G.9.1.1 Keeping the CO fully informed of any technical or contractual difficulties encountered during the performance period and advising the CO of any potential problem areas under the contract;

G.9.1.2 Coordinating site entry for Contractor personnel, if applicable;

G.9.1.3 Reviewing invoices for completed work and recommending approval by the CO if the Contractor's costs are consistent with the negotiated amounts and progress is satisfactory and commensurate with the rate of expenditure;

G.9.1.4 Reviewing and approving invoices for deliverables to ensure receipt of goods and services. This includes the timely processing of invoices and vouchers in accordance with the District's payment provisions; and

G.9.1.5 Maintaining a file that includes all contract correspondence, modifications, records of inspections (site, data, equipment) and invoice or vouchers.

G.9.2 The address and telephone number of the CA is:

Eric Starks
Program Manager
Metropolitan Police Department
300 Indiana Avenue NW – 4th Floor
Washington, D.C. 20001
Eric.starks@dc.gov

G.9.3 The CA shall NOT have the authority to:

1. Award, agree to, or sign any contract, delivery order or task order. Only the CO shall make contractual agreements, commitments or modifications;
2. Grant deviations from or waive any of the terms and conditions of the contract;
3. Increase the dollar limit of the contract or authorize work beyond the dollar limit of the contract,
4. Authorize the expenditure of funds by the Contractor;
5. Change the period of performance; or
6. Authorize the use of District property, except as specified under the contract.

G.9.4 The Contractor will be fully responsible for any changes not authorized in advance, in writing, by the CO; may be denied compensation or other relief for any additional work performed that is not so authorized; and may also be required, at no additional cost to the District, to take all corrective action necessitated by reason of the unauthorized changes.

SECTION H: SPECIAL CONTRACT REQUIREMENTS

H.1 HIRING OF DISTRICT RESIDENTS AS APPRENTICES AND TRAINEES

H.1.1 For all new employment resulting from this contract or subcontracts hereto, as defined in Mayor's Order 83-265 and implementing instructions, the Contractor shall use its best efforts to comply with the following basic goal and objectives for utilization of bona fide residents of the District of Columbia in each project's labor force:

H.1.1.1 At least fifty-one (51) percent of apprentices and trainees employed shall be residents of the District of Columbia registered in programs approved by the District of Columbia Apprenticeship Council.

H.1.2 The Contractor shall negotiate an Employment Agreement with the Department of Employment Services (DOES) for jobs created as a result of this contract. The DOES shall be the Contractor's first source of referral for qualified apprentices and trainees in the implementation of employment goals contained in this clause.

H.2 DEPARTMENT OF LABOR WAGE DETERMINATIONS

The Contractor shall be bound by the Wage Determination No. 2015-4281**,** dated 12/23/19, issued by the U.S. Department of Labor in accordance with the Service Contract Act, 41 U.S.C. § 351 *et seq*., and incorporated herein as Section J.2. The Contractor shall be bound by the wage rates for the term of the contract subject to revision as stated herein and in accordance with **clause 24 of the SCP**. If an option is exercised, the Contractor shall be bound by the applicable wage rates at the time of the exercise of the option. If the option is exercised and the CO obtains a revised wage determination, the revised wage determination is applicable for the option periods and the Contractor may be entitled to an equitable adjustment.

H.3 PREGNANT WORKERS FAIRNESS

H.3.1 The Contractor shall comply with the Protecting Pregnant Workers Fairness Act of 2016, D.C. Official Code § 32-1231.01 *et seq*. (PPWF Act).

H.3.2 The Contractor shall not:

(a) Refuse to make reasonable accommodations to the known limitations related to pregnancy, childbirth, related medical conditions, or breastfeeding for an employee, unless the Contractor can demonstrate that the accommodation would impose an undue hardship;

(b) Take an adverse action against an employee who requests or uses a reasonable accommodation in regard to the employee's conditions or privileges of employment, including failing to reinstate the employee when the need for reasonable accommodations ceases to the employee's original job or to an equivalent position with equivalent:

(1) Pay;

(2) Accumulated seniority and retirement;

(3) Benefits; and

(4) Other applicable service credits;

(c) Deny employment opportunities to an employee, or a job applicant, if the denial is based on the need of the employer to make reasonable accommodations to the known limitations related to pregnancy, childbirth, related medical conditions, or breastfeeding;

(d) Require an employee affected by pregnancy, childbirth, related medical conditions, or breastfeeding to accept an accommodation that the employee chooses not to accept if the employee does not have a known limitation related to pregnancy, childbirth, related medical conditions, or breastfeeding or the accommodation is not necessary for the employee to perform her duties;

(e) Require an employee to take leave if a reasonable accommodation can be provided; or

(f) Take adverse action against an employee who has been absent from work as a result of a pregnancy-related condition, including a pre-birth complication.

H.3.3 The Contractor shall post and maintain in a conspicuous place a notice of rights in both English and Spanish and provide written notice of an employee's right to a needed reasonable accommodation related to pregnancy, childbirth, related medical conditions, or breastfeeding pursuant to the PPWF Act to:

(a) New employees at the commencement of employment;

(b) Existing employees; and

(c) An employee who notifies the employer of her pregnancy, or other condition covered by the PPWF Act, within 10 days of the notification.

H.3.4 The Contractor shall provide an accurate written translation of the notice of rights to any non-English or non-Spanish speaking employee.

H.3.5 Violations of the PPWF Act shall be subject to civil penalties as described in the Act.

H.4 UNEMPLOYED ANTI-DISCRIMINATION

H.4.1 The Contractor shall comply with the Unemployed Anti-Discrimination Act of 2012, D.C. Official Code § 32-1361 *et seq*.

H.4.2 The Contractor shall not:

(a) Fail or refuse to consider for employment, or fail or refuse to hire, an individual as an employee because of the individual's status as unemployed; or

(b) Publish, in print, on the Internet, or in any other medium, an advertisement or announcement for any vacancy in a job for employment that includes:

(1) Any provision stating or indicating that an individual's status as unemployed disqualifies the individual for the job; or

(2) Any provision stating or indicating that an employment agency will not consider or hire an individual for employment based on that individual's status as unemployed.

H.4.3 Violations of the Unemployed Anti-Discrimination Act shall be subject to civil penalties as described in the Act.

H.5 51% DISTRICT RESIDENTS NEW HIRES REQUIREMENTS AND FIRST SOURCE EMPLOYMENT AGREEMENT

Delete Article 35, 51% District Residents New Hires Requirements and First Source Employment Agreement, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following Section **H.5 51% DISTRICT RESIDENTS NEW HIRES REQUIREMENTS AND FIRST SOURCE EMPLOYMENT AGREEMENT** in its place:

H.5 51% DISTRICT RESIDENTS NEW HIRES REQUIREMENTS AND FIRST SOURCE EMPLOYMENT AGREEMENT

H.5.1 For contracts for services in the amount of $300,000 or more, the Contractor shall comply with the First Source Employment Agreement Act of 1984, as amended, D.C. Official Code § 2-219.01 et seq. (First Source Act).

H.5.2 The Contractor shall enter into and maintain during the term of the contract, a First Source Employment Agreement (Employment Agreement) with the District of Columbia Department of Employment Service's (DOES), in which the Contractor shall agree that:

(a) The first source for finding employees to fill all jobs created in order to perform the contract shall be the First Source Register; and

(b) The first source for finding employees to fill any vacancy occurring in all jobs covered by the Employment Agreement shall be the First Source Register.

H.5.3 The Contractor shall not begin performance of the contract until its Employment Agreement has been accepted by DOES. Once approved, the Employment Agreement shall not be amended except with the approval of DOES.

H.5.4 The Contractor agrees that at least 51% of the new employees hired to perform the contract shall be District residents.

H.5.5 The Contractor's hiring and reporting requirements under the First Source Act and any rules promulgated thereunder shall continue for the term of the contract.

H.5.6 The CO may impose penalties, including monetary fines of 5% of the total amount of the direct and indirect labor costs of the contract, for a willful breach of the Employment Agreement, failure to submit the required hiring compliance reports, or deliberate submission of falsified data.

H.5.7 If the Contractor does not receive a good faith waiver, the CO may also impose an additional penalty equal to 1/8 of 1% of the total amount of the direct and indirect labor costs of the contract for each percentage by which the Contractor fails to meet its hiring requirements.

H.5.8 Any contractor which violates, more than once within a 10-year timeframe, the hiring or reporting requirements of the First Source Act shall be referred for debarment for not more than five (5) years.

H.5.9 The contractor may appeal any decision of the CO pursuant to this clause to the D.C. Contract Appeals Board as provided in **clause 14 of the SCP, Disputes**.

H.5.10 The provisions of the First Source Act do not apply to nonprofit organizations which employ 50 employees or less.

H.6 RESERVED

H.7 RESERVED

H.8 RESERVED

H.9 SUBCONTRACTING REQUIREMENTS-
N/A

H.9.1 Mandatory Subcontracting Requirements

H.9.1.1 For all contracts in excess of $250,000, at least 35% of the dollar volume of the contract shall be subcontracted to qualified small business enterprises (SBEs).

H.9.1.2 If there are insufficient SBEs to completely fulfill the requirement of paragraph H.9.1.1, then the subcontracting may be satisfied by subcontracting 35% of the dollar volume to any qualified certified business enterprises (CBEs); provided, however, that all reasonable efforts shall be made to ensure that SBEs are significant participants in the overall subcontracting work.

H.9.1.3 A prime contractor that is certified by DSLBD as a small, local, or disadvantaged business enterprise shall not be required to comply with the provisions of sections H.9.1.1 and H.9.1.2.

H.9.1.4 Except as provided in H.9.1.5 and H.9.1.7, a prime contractor that is a CBE and has been granted a bid preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 35% of the contracting effort with its own organization and resources and, if it subcontracts, 35% of the subcontracting effort shall be with CBEs. A CBE prime contractor that performs less than 35% of the contracting effort shall be subject to enforcement actions under D.C. Official Code § 2-218.63.

H.9.1.5 If the prime contractor is a certified joint venture and has been granted a bid preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, the CBE member of the certified joint venture shall perform at least 50% of the contracting effort with its own organization and resources and, if it subcontracts, 35% of the subcontracting effort shall be with CBEs. If the CBE member of the certified joint venture prime contractor performs less than 50% of the contracting effort, the certified joint venture shall be subject to enforcement actions under D.C. Official Code § 2-218.63.

H.9.1.6 Each CBE utilized to meet these subcontracting requirements shall perform at least 35% of its contracting effort with its own organization and resources.

H.9.1.7 A prime contractor that is a CBE and has been granted a bid preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 50% of the on-site work with its own organization and resources if the contract is $1 million or less.

H.9.1 Subcontracting Requirements

H.9.1.1 The Director of the Department of Small and Local Business Development (DSLBD) has approved a waiver of the mandatory subcontracting requirements for this contract.

H.9.1.2 A prime contractor that is a CBE and has been granted a bid preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 35% of the contracting effort with its own organization and resources and, if it subcontracts, 35% of the subcontracting effort shall be with CBEs. A CBE prime contractor that performs less than 35% of the contracting effort shall be subject to enforcement actions under D.C. Official Code § 2-218.63.

H.9.1.3 A prime contractor that is a certified joint venture and has been granted a bid preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 50% of the contracting effort with its own organization and resources and, if it subcontracts, 35% of the subcontracting effort shall be with CBEs. A certified joint venture prime contractor that performs less than 50% of the contracting effort shall be subject to enforcement actions under D.C. Official Code § 2-218.63.

H.9.1.4 Each CBE utilized to meet these subcontracting requirements shall perform at least 35% of its contracting effort with its own organization and resources.

H.9.1.5 A prime contractor that is a CBE and has been granted a bid preference pursuant to D.C. Official Code § 2-218.43, or is selected through a set-aside program, shall perform at least 50% of the on-site work with its own organization and resources if the contract is $1 million or less.

H.9.2 Subcontracting Plan
N/A

If the prime contractor is required to subcontract under this contract, it shall submit a subcontracting plan as part of the bid and it may only be amended after award with the prior written approval of the CO and Director of DSLBD. Any reduction in the dollar volume of the subcontracted portion resulting from an amendment of the plan after award shall inure to the benefit of the District.

Each subcontracting plan shall include the following:

(1) The name and address of each subcontractor;
(2) A current certification number of the small or certified business enterprise;
(3) The scope of work to be performed by each subcontractor; and
(4) The price that the prime contractor will pay each subcontractor.

H.9.3 Copies of Subcontracts

N/A

Within twenty-one (21) days of the date of award, the Contractor shall provide fully executed copies of all subcontracts identified in the subcontracting plan to the CO, CA, District of Columbia Auditor and the Director of DSLBD.

H.9.4 Subcontracting Plan Compliance Reporting

N/A

H.9.4.1 The Contractor shall submit a quarterly report to the CO, CA, District of Columbia Auditor and the Director of DSLBD. The quarterly report shall include the following information for each subcontract identified in the subcontracting plan:

(A) The price that the prime contractor will pay each subcontractor under the subcontract;
(B) A description of the goods procured or the services subcontracted for;
(C) The amount paid by the prime contractor under the subcontract; and
(D) A copy of the fully executed subcontract, if it was not provided with an earlier quarterly report.

H.9.4.2 If the fully executed subcontract is not provided with the quarterly report, the prime contractor will not receive credit toward its subcontracting requirements for that subcontract.

H.9.5 Annual Meetings

Upon at least 30-days written notice provided by DSLBD, the Contractor shall meet annually with the CO, CA, District of Columbia Auditor and the Director of DSLBD to provide an update on its subcontracting plan.

H.9.6 Notices

The Contractor shall provide written notice to the DSLBD and the District of Columbia Auditor upon commencement of the contract and when the contract is completed.

H.9.7 Enforcement and Penalties for Breach of Subcontracting Plan

H.9.7.1 A contractor shall be deemed to have breached a subcontracting plan required by law, if the contractor (i) fails to submit subcontracting plan monitoring or compliance reports or other required subcontracting information in a reasonably timely manner; (ii) submits a monitoring or compliance report or other required subcontracting information containing a materially false statement; or (iii) fails to meet its subcontracting requirements.

H.9.7.2 A contractor that is found to have breached its subcontracting plan for utilization of CBEs in the performance of a contract shall be subject to the imposition of penalties, including monetary fines in accordance with D.C. Official Code § 2-218.63.

H.9.7.3 If the CO determines the Contractor's failure to be a material breach of the contract, the CO shall have cause to terminate the contract under the default provisions in **clause 8 of the SCP, Default.**

H.10 FAIR CRIMINAL RECORD SCREENING

H.10.1 The Contractor shall comply with the provisions of the Fair Criminal Record Screening Amendment Act of 2014, effective December 17, 2014 (D.C. Law 20-152) ("Act" as used in this section). This section applies to any employment, including employment on a temporary or contractual basis, where the physical location of the employment is in whole or substantial part within the District of Columbia.

H.10.2 Prior to making a conditional offer of employment, the Contractor shall not require an applicant for employment, or a person who has requested consideration for employment by the Contractor, to reveal or disclose an arrest or criminal accusation that is not then pending or did not result in a criminal conviction.

H.10.3 After making a conditional offer of employment, the Contractor may require an applicant to disclose or reveal a criminal conviction.

H.10.4 The Contractor may only withdraw a conditional offer of employment, or take adverse action against an applicant, for a legitimate business reason as described in the Act.

H.10.5 This section and the provisions of the Act shall not apply:

(a) Where a federal or District law or regulation requires the consideration of an applicant's criminal history for the purposes of employment;

(b) To a position designated by the employer as part of a federal or District government program or obligation that is designed to encourage the employment of those with criminal histories;

(c) To any facility or employer that provides programs, services, or direct care to, children, youth, or vulnerable adults; or

(d) To employers that employ less than 11 employees.

H.10.6 A person claiming to be aggrieved by a violation of the Act may file an administrative complaint with the District of Columbia Office of Human Rights, and the Commission on Human Rights may impose monetary penalties against the Contractor.

H.11 DISTRICT RESPONSIBILITIES

RESERVED

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H.12 CONTRACTOR RESPONSIBILITIES

RESERVED

SECTION I: CONTRACT CLAUSES

I.1 APPLICABILITY OF STANDARD CONTRACT PROVISIONS

The Standard Contract Provisions for use with District of Columbia Government Supplies and Services Contracts dated July 2010 (SCP) are incorporated as part of the contract. To obtain a copy of the SCP go to http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents".

I.2 CONTRACTS THAT CROSS FISCAL YEARS

Continuation of this contract beyond the current fiscal year is contingent upon future fiscal appropriations.

I.3 CONFIDENTIALITY OF INFORMATION

The Contractor shall keep all information relating to any employee or customer of the District in absolute confidence and shall not use the information in connection with any other matters; nor shall it disclose any such information to any other person, firm or corporation, in accordance with the District and federal laws governing the confidentiality of records.

I.4 TIME

Time, if stated in a number of days, will include Saturdays, Sundays, and holidays, unless otherwise stated herein.

I.5 RIGHTS IN DATA

Delete clause 42, Rights in Data, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following clause 42, Rights in Data) in its place:

A. Definitions

1. "Products" - A deliverable under any contract that may include commodities, services and/or technology furnished by or through Contractor, including existing and custom Products, such as, but not limited to: a) recorded information, regardless of form or the media on which it may be recorded; b) document research; c) experimental, developmental, or engineering work; d) licensed software; e) components of the hardware environment; f) printed materials (including but not limited to training manuals, system and user documentation, reports, drawings); g) third party software; h) modifications, customizations, custom programs, program listings, programming tools, data, modules, components; and i) any intellectual property embodied therein, whether in tangible or intangible form, including but not limited to utilities, interfaces, templates, subroutines, algorithms, formulas, source code, and object code.

2. "Existing Products" - Tangible Products and intangible licensed Products that exist prior to the commencement of work under the contract. Existing Products must be identified on the Product prior to commencement of work or else will be presumed to be Custom Products.

3. "Custom Products" - Products, preliminary, final or otherwise, which are created or developed by Contractor, its subcontractors, partners, employees, resellers or agents for the District under the contract.

4. "District" – The District of Columbia and its agencies.

B. Title to Project Deliverables

The Contractor acknowledges that it is commissioned by the District to perform services detailed in the contract. The District shall have ownership and rights for the duration set forth in the contract to use, copy, modify, distribute, or adapt Products as follows:

1. Existing Products: Title to all Existing Licensed Product(s), whether or not embedded in, delivered or operating in conjunction with hardware or Custom Products, shall remain with Contractor or third party proprietary owner, who retains all rights, title and interest (including patent, trademark or copyrights). Effective upon payment, the District shall be granted an irrevocable, non-exclusive, worldwide, paid-up license to use, execute, reproduce, display, perform, adapt (unless Contractor advises the District as part of Contractor's bid that adaptation will violate existing agreements or statutes and Contractor demonstrates such to the District's satisfaction), and distribute Existing Product to District users up to the license capacity stated in the contract with all license rights necessary to fully effect the general business purpose of the project or work plan or contract. Licenses shall be granted in the name of the District. The District agrees to reproduce the copyright notice and any other legend of ownership on any copies authorized under this paragraph.

2. Custom Products: Effective upon Product creation, Contractor shall convey, assign, and transfer to the District the sole and exclusive rights, title and interest in Custom Products, whether preliminary, final or otherwise, including all patent, trademark, and copyrights. Contractor hereby agrees to take all necessary and appropriate steps to ensure that the Custom Products are protected against unauthorized copying, reproduction and marketing by or through Contractor.

C. Transfers or Assignments of Existing or Custom Products by the District

The District may transfer or assign Existing or Custom Products and the licenses thereunder to another District agency. Nothing herein shall preclude the Contractor from otherwise using the related or underlying general knowledge, skills, ideas, concepts, techniques and experience developed under a project or work plan in the course of Contractor's business.

D. Subcontractor Rights

Whenever any data, including computer software, are to be obtained from a subcontractor under the contract, the Contractor shall use this clause, **Rights in Data**, in the subcontract, without

alteration, and no other clause shall be used to enlarge or diminish the District's or the Contractor's rights in that subcontractor data or computer software which is required for the District.

E. Source Code Escrow

1. For all computer software furnished to the District with the rights specified in section B.2, the Contractor shall furnish to the District, a copy of the source code with such rights of the scope as specified in section B.2 of this clause. For all computer software furnished to the District with the restricted rights specified in section B.1 of this clause, the District, if the Contractor either directly or through a successor or affiliate shall cease to provide the maintenance or warranty services provided the District under the contract or any paid-up maintenance agreement, or if the Contractor should be declared insolvent by a court of competent jurisdiction, shall have the right to obtain, for its own and sole use only, a single copy of the current version of the source code supplied under the contract, and a single copy of the documentation associated therewith, upon payment to the person in control of the source code the reasonable cost of making each copy.

2. If the Contractor or Product manufacturer/developer of software furnished to the District with the rights specified in section B.1 of this clause offers the source code or source code escrow to any other commercial customers, the Contractor shall either: (1) provide the District with the source code for the Product; (2) place the source code in a third party escrow arrangement with a designated escrow agent who shall be named and identified to the District, and who shall be directed to release the deposited source code in accordance with a standard escrow arrangement acceptable to the District; or (3) will certify to the District that the Product manufacturer/ developer has named the District as a named beneficiary of an established escrow arrangement with its designated escrow agent who shall be named and identified to the District, and who shall be directed to release the deposited source code in accordance with the terms of escrow.

3. The Contractor shall update the source code, as well as any corrections or enhancements to the source code, for each new release of the Product in the same manner as provided above, and certify such updating of escrow to the District in writing.

F. Indemnification and Limitation of Liability

The Contractor shall indemnify and save and hold harmless the District, its officers, agents and employees acting within the scope of their official duties against any liability, including costs and expenses, (i) for violation of proprietary rights, copyrights, or rights of privacy, arising out of the publication, translation, reproduction, delivery, performance, use or disposition of any data furnished under this contract, or (ii) based upon any data furnished under this contract, or based upon libelous or other unlawful matter contained in such data.

I.6 OTHER CONTRACTORS

The Contractor shall not commit or permit any act that will interfere with the performance of work by another District contractor or by any District employee.

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I.7 SUBCONTRACTS

The Contractor hereunder shall not subcontract any of the Contractor's work or services to any subcontractor without the prior written consent of the CO. Any work or service so subcontracted shall be performed pursuant to a subcontract agreement, which the District will have the right to review and approve prior to its execution by the Contractor. Any such subcontract shall specify that the Contractor and the subcontractor shall be subject to every provision of this contract. Notwithstanding any such subcontract approved by the District, the Contractor shall remain liable to the District for all Contractor's work and services required hereunder.

I.8 INSURANCE

A. GENERAL REQUIREMENTS. The Contractor shall procure and maintain, during the entire period of performance under this contract, the types of insurance specified below. The Contractor shall have its insurance broker or insurance company submit a Certificate of Insurance to the CO giving evidence of the required coverage prior to commencing performance under this contract. In no event shall any work be performed until the required Certificates of Insurance signed by an authorized representative of the insurer(s) have been provided to, and accepted by, the CO. All insurance shall be written with financially responsible companies authorized to do business in the District of Columbia or in the jurisdiction where the work is to be performed and have an A.M. Best Company rating of A-VIII or higher. The Contractor shall require all of its subcontractors to carry the same insurance required herein. The Contractor shall ensure that all policies provide that the CO shall be given thirty (30) days prior written notice in the event the stated limit in the declarations page of the policy is reduced via endorsement or the policy is canceled prior to the expiration date shown on the certificate. The Contractor shall provide the CO with ten (10) days prior written notice in the event of non-payment of premium.

1. Commercial General Liability Insurance. The Contractor shall provide evidence satisfactory to the CO with respect to the services performed that it carries $1,000,000 per occurrence limits; $2,000,000 aggregate; Bodily Injury and Property Damage including, but not limited to: premises-operations; broad form property damage; Products and Completed Operations; Personal and Advertising Injury; contractual liability and independent contractors. The policy coverage shall include the District of Columbia as an additional insured, shall be primary and non-contributory with any other insurance maintained by the District of Columbia, and shall contain a waiver of subrogation. The Contractor shall maintain Completed Operations coverage for five (5) years following final acceptance of the work performed under this contract.

2. Automobile Liability Insurance. The Contractor shall provide automobile liability insurance to cover all owned, hired or non-owned motor vehicles used in conjunction with the performance of this contract. The policy shall provide a $1,000,000 per occurrence combined single limit for bodily injury and property damage.

3. Workers' Compensation Insurance. The Contractor shall provide Workers' Compensation insurance in accordance with the statutory mandates of the District of Columbia or the jurisdiction in which the contract is performed.

4. Employer's Liability Insurance. The Contractor shall provide employer's liability insurance as follows: $500,000 per accident for injury; $500,000 per employee for disease; and $500,000 for policy disease limit.

B. DURATION. The Contractor shall carry all required insurance until all contract work is accepted by the District, and shall carry the required General Liability; any required Professional Liability; and any required Employment Practices Liability insurance for five (5) years following final acceptance of the work performed under this contract.

C. LIABILITY. These are the required minimum insurance requirements established by the District of Columbia. **HOWEVER, THE REQUIRED MINIMUM INSURANCE REQUIREMENTS PROVIDED ABOVE WILL NOT IN ANY WAY LIMIT THE CONTRACTOR'S LIABILITY UNDER THIS CONTRACT.**

D. CONTRACTOR'S PROPERTY. Contractor and subcontractors are solely responsible for any loss or damage to their personal property, including but not limited to tools and equipment, scaffolding and temporary structures, rented machinery, or owned and leased equipment. A waiver of subrogation shall apply in favor of the District of Columbia.

E. MEASURE OF PAYMENT. The District shall not make any separate measure or payment for the cost of insurance and bonds. The Contractor shall include all of the costs of insurance and bonds in the contract price.

F. NOTIFICATION. The Contractor shall immediately provide the CO with written notice in the event that its insurance coverage has or will be substantially changed, canceled or not renewed, and provide an updated certificate of insurance to the CO.

G. CERTIFICATES OF INSURANCE. The Contractor shall submit certificates of insurance giving evidence of the required coverage as specified in this section prior to commencing work. Evidence of insurance shall be submitted to the Contracting Officer.

H. DISCLOSURE OF INFORMATION. The Contractor agrees that the District may disclose the name and contact information of its insurers to any third party which presents a claim against the District for any damages or claims resulting from or arising out of work performed by the Contractor, its agents, employees, servants or subcontractors in the performance of this contract.

I.9 EQUAL EMPLOYMENT OPPORTUNITY

In accordance with the District of Columbia Administrative Issuance System, Mayor's Order 85-85 dated June 10, 1985, the forms for completion of the Equal Employment Opportunity

Information Report are incorporated herein as Section J.3. An award cannot be made to any bidder who has not satisfied the equal employment requirements.

I.10 ORDER OF PRECEDENCE

The contract awarded as a result of this IFB will contain the following clause:

ORDER OF PRECEDENCE

A conflict in language shall be resolved by giving precedence to the document in the highest order of priority that contains language addressing the issue in question. The following documents are incorporated into the contract by reference and made a part of the contract in the following order of precedence:

(1) An applicable Court Order, if any
(2) Contract document
(3) Standard Contract Provisions
(4) Contract attachments other than the Standard Contract Provisions
(5) IFB, as amended
(6) Bid

I.11 DISPUTES

Delete clause 14, Disputes, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following clause 14, Disputes, in its place:

14. Disputes

All disputes arising under or relating to the contract shall be resolved as provided herein.

(a) **Claims by the Contractor against the District**: Claim, as used in paragraph (a) of this clause, means a written assertion by the Contractor seeking, as a matter of right, the payment of money in a sum certain, the adjustment or interpretation of contract terms, or other relief arising under or relating to the contract. A claim arising under a contract, unlike a claim relating to that contract, is a claim that can be resolved under a contract clause that provides for the relief sought by the claimant

(1) All claims by a Contractor against the District arising under or relating to a contract shall be in writing and shall be submitted to the CO for a decision. The Contractor's claim shall contain at least the following:

(i) A description of the claim and the amount in dispute;
(ii) Data or other information in support of the claim;
(iii)A brief description of the Contractor's efforts to resolve the dispute prior to filing the claim; and
(iii)The Contractor's request for relief or other action by the CO.

(2) The CO may meet with the Contractor in a further attempt to resolve the claim by agreement.

(3) The CO shall issue a decision on any claim within 120 calendar days after receipt of the claim. Whenever possible, the CO shall take into account factors such as the size and complexity of the claim and the adequacy of the information in support of the claim provided by the Contractor.

(4) The CO's written decision shall do the following:

(i) Provide a description of the claim or dispute;
(ii) Refer to the pertinent contract terms;
(iii) State the factual areas of agreement and disagreement;
(iv) State the reasons for the decision, including any specific findings of fact, although specific findings of fact are not required and, if made, shall not be binding in any subsequent proceeding;
(v) If all or any part of the claim is determined to be valid, determine the amount of monetary settlement, the contract adjustment to be made, or other relief to be granted;
(vi) Indicate that the written document is the CO's final decision; and
(vii) Inform the Contractor of the right to seek further redress by appealing the decision to the Contract Appeals Board.

(5) Failure by the CO to issue a decision on a contract claim within 120 days of receipt of the claim will be deemed to be a denial of the claim, and will authorize the commencement of an appeal to the Contract Appeals Board as provided by D.C. Official Code § 2-360.04.

(6) If a contractor is unable to support any part of its claim and it is determined that the inability is attributable to a material misrepresentation of fact or fraud on the part of the Contractor, the Contractor shall be liable to the District for an amount equal to the unsupported part of the claim in addition to all costs to the District attributable to the cost of reviewing that part of the Contractor's claim. Liability under this paragraph (a)(6) shall be determined within six (6) years of the commission of the misrepresentation of fact or fraud.

(7) Pending final decision of an appeal, action, or final settlement, the Contractor shall proceed diligently with performance of the contract in accordance with the decision of the CO.

(b) **Claims by the District against the Contractor:** Claim as used in paragraph (b) of this clause, means a written demand or written assertion by the District seeking, as a matter of right, the payment of money in a sum certain, the adjustment of contract terms, or other relief arising under or relating to the contract. A claim arising under a contract, unlike a claim relating to that contract, is a claim that can be resolved under a contract clause that provides for the relief sought by the claimant.

(1) The CO shall decide all claims by the District against a contractor arising under or relating to a contract.

(2) The CO shall send written notice of the claim to the contractor. The CO's written decision shall do the following:

(i) Provide a description of the claim or dispute;
(ii) Refer to the pertinent contract terms;
(iii) State the factual areas of agreement and disagreement;
(iv) State the reasons for the decision, including any specific findings of fact, although specific findings of fact are not required and, if made, shall not be binding in any subsequent proceeding;
(v) If all or any part of the claim is determined to be valid, determine the amount of monetary settlement, the contract adjustment to be made, or other relief to be granted;
(vi) Indicate that the written document is the CO's final decision; and
(vii) Inform the Contractor of the right to seek further redress by appealing the decision to the Contract Appeals Board.

(3) The CO shall support the decision by reasons and shall inform the Contractor of its rights as provided herein.

(4) Before or after issuing the decision, the CO may meet with the Contractor to attempt to resolve the claim by agreement.

(5) The authority contained in this paragraph (b) shall not apply to a claim or dispute for penalties or forfeitures prescribed by statute or regulation which another District agency is specifically authorized to administer, settle or determine.

(6) This paragraph shall not authorize the CO to settle, compromise, pay, or otherwise adjust any claim involving fraud.

(c) Decisions of the CO shall be final and not subject to review unless the Contractor timely commences an administrative appeal for review of the decision, by filing a complaint with the Contract Appeals Board, as authorized by D.C. Official Code § 2-360.04.

(d) Pending final decision of an appeal, action, or final settlement, the Contractor shall proceed diligently with performance of the contract in accordance with the decision of the CO.

I.12 CHANGES

Delete clause 15, Changes, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following clause 15, Changes, in its place:

15. Changes:

(a) The CO may, at any time, by written order, and without notice to the surety, if any, make changes in the contract within the general scope hereof. If such change causes an increase or decrease in the cost of performance of the contract, or in the time required for performance, an equitable adjustment shall be made. Any claim for adjustment for a change within the general scope must be asserted within ten (10) days from the date the change is ordered; provided, however, that the CO, if he or she determines that the facts justify such action, may receive, consider and adjust any such claim asserted at any time prior to the date of final settlement of the contract. If the parties fail to agree upon the adjustment to be made, the dispute shall be determined as provided in **clause 14 Disputes**.

(b) The District shall not require the Contractor, and the Contractor shall not require a subcontractor, to undertake any work that is beyond the original scope of the contract or subcontract, including work under a District-issued change order, when the additional work increases the contract price beyond the not-to-exceed price or negotiated maximum price of this contract, unless the CO:

(1) Agrees with Contractor, and if applicable, the subcontractor on a price for the additional work;
(2) Obtains a certification of funding to pay for the additional work;
(3) Makes a written, binding commitment with the Contractor to pay for the additional work within 30-days after the Contractor submits a proper invoice; and
(4) Provides the Contractor with written notice of the funding certification.

(c) The Contractor shall include in its subcontracts a clause that requires the Contractor to:

(1) Within 5 business days of its receipt of notice the approved additional funding, provide the subcontractor with notice of the amount to be paid to the subcontractor for the additional work to be performed by the subcontractor;
(2) Pay the subcontractor any undisputed amount to which the subcontractor is entitled for the additional work within 10 days of receipt of payment from the District; and
(3) Notify the subcontractor and CO in writing of the reason the Contractor withholds any payment from a subcontractor for the additional work.

(d) Neither the District, Contractor, nor any subcontractor may declare another party to be in default, or assess, claim, or pursue damages for delays, until the parties to agree on a price for the additional work.

I.13 NON-DISCRIMINATION CLAUSE

Delete clause 19, Non-Discrimination Clause, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts and substitute the following clause 19, Non-Discrimination Clause, in its place:

19. Non-Discrimination Clause:

(a) The Contractor shall not discriminate in any manner against any employee or applicant for employment that would constitute a violation of the District of Columbia Human Rights Act, effective December 13, 1977, as amended (D.C. Law 2-38; D.C. Official Code § 2-1401.01 *et seq.)* ("Act", as used in this clause). The Contractor shall include a similar clause in all subcontracts, except subcontracts for standard commercial supplies or raw materials. In addition, the Contractor agrees, and any subcontractor shall agree, to post in conspicuous places, available to employees and applicants for employment, a notice setting forth the provisions of this non-discrimination clause as provided in section 251 of the Act.

(b) Pursuant to Mayor's Order 85-85, (6/10/85), Mayor's Order 2002-175 (10/23/02), Mayor's Order 2011-155 (9/9/11) and the rules of the Office of Human Rights, Chapter 11 of Title 4 of the D.C. Municipal Regulations, the following clauses apply to the contract:

(1) The Contractor shall not discriminate against any employee or applicant for employment because of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, political affiliation, or credit information. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act.

(2) The Contractor agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, political affiliation, or credit information. The affirmative action shall include, but not be limited to the following:

(a) employment, upgrading or transfer;
(b) recruitment, or recruitment advertising;
(c) demotion, layoff or termination;
(d) rates of pay, or other forms of compensation; and
(e) selection for training and apprenticeship.

(3) The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting agency, setting forth the provisions in paragraphs 19(b)(1) and (b)(2) concerning non-discrimination and affirmative action.

(4) The Contractor shall, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment pursuant to the non-discrimination requirements set forth in paragraph 19(b)(2).

(5) The Contractor agrees to send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the contracting agency, advising the said labor union or workers' representative of that contractor's commitments under this nondiscrimination clause and the Act, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(6) The Contractor agrees to permit access to its books, records, and accounts pertaining to its employment practices, by the Chief Procurement Officer or designee, or the Director of the Office of Human Rights or designee, for purposes of investigation to ascertain compliance with the Act, and to require under terms of any subcontractor agreement each subcontractor to permit access of such subcontractors' books, records, and accounts for such purposes.

(7) The Contractor agrees to comply with the provisions of the Act and with all guidelines for equal employment opportunity applicable in the District adopted by the Director of the Office of Human Rights, or any authorized official.

(8) The Contractor shall include in every subcontract the equal opportunity clauses, i.e., paragraphs 19(b)(1) through (b)(9) of this clause, so that such provisions shall be binding upon each subcontractor.

(9) The Contractor shall take such action with respect to any subcontract as the CO may direct as a means of enforcing these provisions, including sanctions for noncompliance; provided, however, that in the event the Contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the Contractor may request the District to enter into such litigation to protect the interest of the District.

I.14 COST AND PRICING DATA

Delete clause 25, Cost and Pricing Data, of the Standard Contract Provisions dated July 2010 for use with District of Columbia Government Supplies and Services Contracts.

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SECTION J: ATTACHMENTS

The following list of attachments is incorporated into the solicitation by reference.

Attachment Number	Document
J.1	Government of the District of Columbia Standard Contract Provisions for Use with the Supplies and Services Contracts (July 2010) available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.2	U.S. Department of Labor Wage Determination No. 2015-4281, dated 4/23/20
J.3	Equal Employment Opportunity Employer Information Report and Mayor's Order 85-85 available at available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.4	Department of Employment Services First Source Employment Agreement available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.5	Way to Work Amendment Act of 2006 - Living Wage Notice available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.6	Way to Work Amendment Act of 2006 - Living Wage Fact Sheet available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.7	Tax Certification Affidavit available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.8	Subcontracting Plan (if required by law) available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"
J.9	First Source Initial Employment Plan (if contract is $300,000 or more) available at http://ocp.dc.gov, under Quick Links click on "Required Solicitation Documents"

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SECTION K: REPRESENTATIONS, CERTIFICATIONS AND OTHER STATEMENTS OF BIDDERS

Bidder/Offeror Certification Form

available at http://ocp.dc.gov,
under Quick Links click on “Required Solicitation Documents”

DocuSign Envelope ID: A98C1808-CC1E-4D62-84A7-DE12D925865C

SECTION L: INSTRUCTIONS, CONDITIONS AND NOTICES TO BIDDERS

L.1 METHOD OF AWARD

L.1.1 The District reserves the right to accept/reject any/all bids resulting from this solicitation. The CO may reject all bids or waive any minor informality or irregularity in bids received whenever it is determined that such action is in the best interest of the District.

L.1.2 The District intends to award a single contract resulting from this solicitation to the responsive and responsible bidder who has the lowest bid.

L.2 PREPARATION AND SUBMISSION OF BIDS

L.2.1 This solicitation will be conducted electronically using the District's Ariba E-Sourcing system. To be considered, a bidder must submit its bid via the Ariba E-Sourcing system before the closing date and time. Paper, telephonic, telegraphic, and facsimile bids may not be accepted.

L.2.2 All attachments shall be submitted as a .pdf file. The District will not be responsible for corruption of any file submitted. If the submitted file cannot be viewed and printed as submitted, it will not be considered.

L.2.2 The District will reject as non-responsive any bid that fails to conform in any material respect to the IFB.

L.2.3 Bidders shall make no changes to the requirements set forth in the solicitation.

L.2.4 The District will reject as non-responsive any bid that fails to include a subcontracting plan that is required by law.

L.2.5 The bidder shall complete, sign and submit its initial First Source Employment Plan and all Representations, Certifications and Acknowledgments as appropriate. Failure to do so may result in a bid rejection.

L.2.6 The bidder must bid on all CLINs to be considered for this award. Failure to bid on all CLINs will render the bid non-responsive and disqualify a bid.

L.3 FAMILIARIZATION WITH CONDITIONS

Bidders shall thoroughly familiarize themselves with the terms and conditions of this solicitation, acquainting themselves with all available information regarding difficulties which may be encountered and the conditions under which the work is be accomplished. Bidders will not be relieved from assuming all responsibility for properly estimating the difficulties and the cost of performing the services required herein due to their failure to investigate the conditions or to become acquainted with all information, schedules and liability concerning the services to be performed.

L.4 BID SUBMISSION DATE AND TIME

Bids must be submitted into the District's E-Sourcing system no later than the closing date and time. The system will not allow late bids, modifications to bids, or requests for withdrawals after the exact closing date and time.

L.5 WITHDRAWAL OR MODIFICATION OF BIDS

A bidder may modify or withdraw its bid via the District's E-Sourcing system at any time before the closing date and time for receipt of bids.

L.6 LATE SUBMISSIONS, LATE MODIFICATIONS, AND LATE WITHDRAWALS

L.6.1 Late Submissions

The District's E-Sourcing system will not accept late bids or modifications to bids after the closing date and time for receipt of bids.

L.6.2 Late Modifications

A late modification of a successful bid which makes its terms more favorable to the District will be considered at any time it is received and may be accepted.

L.7 ERRORS IN BIDS

Bidders are expected to read and understand fully all information and requirements contained in the solicitation; failure to do so will be at the bidder’s risk. In event of a discrepancy between the unit price and the total price, the unit price shall govern.

L.8 QUESTIONS ABOUT THE SOLICITATION

If a prospective bidder has any questions relative to this solicitation, the prospective bidder shall submit the question electronically via the District's E-Sourcing system's instructions. The prospective bidder should submit questions no later than five **(5)** days prior to the closing date and time indicated for this solicitation. The District may not consider any questions received less than five (5) days before the date set for submission of bids. The District will furnish responses via the District's E-Sourcing system's messaging process. An amendment to the solicitation will be issued if the CO decides that information is necessary in submitting bids, or if the lack of it would be prejudicial to any prospective bidder. Oral explanations or instructions given by District officials before the award of the contract will not be binding.

L.9 BID PROTESTS

Any actual or prospective bidder or contractor, who is aggrieved in connection with the solicitation or award of a contract, must file with the D.C. Contract Appeals Board (Board) a protest no later than ten (10) business days after the basis of protest is known or should have

been known, whichever is earlier. A protest based on alleged improprieties in a solicitation which are apparent prior to bid opening or the time set for receipt of initial bids shall be filed with the Board prior to bid opening or the time set for receipt of initial bids. In procurements in which bids are requested, alleged improprieties which do not exist in the initial solicitation, but which are subsequently incorporated into this solicitation, must be protested no later than the next closing time for receipt of bids following the incorporation. The protest shall be filed in writing, with the Contract Appeals Board, 441 4th Street, N.W., Suite 350N, Washington, D.C. 20001. The aggrieved person shall also mail a copy of the protest to the CO for the solicitation.

L.10 ACKNOWLEDGMENT OF AMENDMENTS

The bidder shall acknowledge receipt of any amendment to this solicitation electronically via the District's E-Sourcing system's messaging process. The District must receive the acknowledgment by the date and time specified for receipt of bids. A bidder's failure to acknowledge an amendment may result in rejection of its bid.

L.11 SIGNING OF BIDS

L.11.1 The Contractor shall sign the bid and print or type its name on the Solicitation, Offer and Award form of this solicitation. Each bid must show a full business address and telephone number of the bidder and be signed by the person or persons legally authorized to sign contracts. Erasures or other changes must be initialed by the person signing the bid. Bids signed by an agent shall be accompanied by evidence of that agent's authority, unless that evidence has been previously furnished to the CO.

L.11.2 All correspondence concerning the bid or resulting contract will be mailed to the address shown on the bid in the absence of written instructions from the bidder or contractor to the contrary. Any bid submitted by a partnership must be signed with the partnership name by a general partner with authority to bind the partnership. Any bid submitted by a corporation must be signed with the name of the corporation followed by the signature and title of the person having authority to sign for the corporation.

L.12 BIDS WITH OPTION YEARS

The bidder shall include option year prices in its bid. A bid may be determined to be nonresponsive if it does not include option year pricing.

L.12 LEGAL STATUS OF BIDDER

Each bid must provide the following information:

L.12.1 Name, address, telephone number and federal tax identification number of bidder;

L.12.2 A copy of each District of Columbia license, registration or certification that the bidder is required by law to obtain. If the bidder is a corporation or partnership and does not provide a copy of its license, registration or certification to transact business in the District of

Columbia, the bid shall certify its intent to obtain the necessary license, registration or certification prior to contract award or its exemption from such requirements; and

L.12.3 If the bidder is a partnership or joint venture, the names and addresses of the general partners or individual members of the joint venture, and copies of any joint venture or teaming agreements.

L.13 BID OPENING

The District shall make publicly available the name of each bidder, the bid price, and other information that is deemed appropriate.

L.14 CERTIFICATES OF INSURANCE

Prior to commencing work, the Contractor shall have its insurance broker or insurance company submit certificates of insurance giving evidence of the required coverages to the CO. **Each certificate of insurance must identify the contract or solicitation number.**

L.15 GENERAL STANDARDS OF RESPONSIBILITY

L.15.1 To be determined responsible, a prospective contractor must demonstrate that it:

(a) Has adequate financial resources, or the ability to obtain such resources, required to perform the contract;

(b) Is able to comply with the required or proposed delivery or performance schedule, taking into consideration all existing commercial and government contract commitments;

(c) Has a satisfactory performance record;

(d) Has a satisfactory record of integrity and business ethics;

(e) Has a satisfactory record of compliance with the applicable District licensing and tax laws and regulations;

(f) Has a satisfactory record of compliance with the law, including labor and civil rights laws and rules, and the First Source Employment Agreement Act of 1984, , D.C. Official Code § 2-219.01 *et seq*., as amended;

(g) Has, or has the ability to obtain, the necessary organization, experience, accounting, and operational control, and technical skills;

(h) Has, or has the ability to obtain, the necessary production, construction, technical equipment, and facilities;

(i) Has not exhibited a pattern of overcharging the District;

(j) Does not have an outstanding debt with the District or the federal government in a delinquent status; and

(k) Is otherwise qualified and is eligible to receive an award under applicable laws and regulations.

(l) Contractor shall be CJIS compliant. The FBI CJIS Security Policy may be found at: https://www.fbi.gov/about-us/cjis/cjis-security-policy-resource-center

L.15.2 If the prospective contractor fails to supply the information requested, the CO shall make the determination of responsibility or nonresponsibility based upon available information. If the available information is insufficient to make a determination of responsibility, the CO shall determine the prospective contractor to be nonresponsible.

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SECTION M: EVALUATION FACTORS

The evaluation is based on the following:

Invitation for Bid (IFB) is the method used for the sealed bid process. The contract is awarded to the responsible lowest bidder whose bid conforms with all requirements the invitation and will be advantageous to the government in terms of price, and price-related factors included in the invitation.

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GENERAL ORDER

METROPOLITAN POLICE

DISTRICT OF COLUMBIA

Subject
Procedures for Obtaining Pretrial Eyewitness Identification

Topic	Series	Number
PCA	304	07

Effective Date
April 18, 2013

Replaces:
General Order 304.7 (Procedures for Obtaining Pretrial Eyewitness Identification), Effective Date June 15, 2007

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I. BACKGROUND

The Metropolitan Police Department (MPD) understands the critical role eyewitnesses play in our criminal justice system. Eyewitness identification is essential not only to establish probable cause for an arrest, but also to focus the investigation and obtain search warrants. Eyewitnesses may help exonerate the innocent, as well as inculpate the guilty. For these reasons, accurate and reliable eyewitness evidence is essential.

The purpose of this order is to establish procedures to promote the accuracy and reliability of eyewitness identifications.

While it is clear that current eyewitness identification procedures fully comport with federal constitutional requirements and decisions of the District of Columbia Court of Appeals, and produce accurate and reliable identifications, the adoption of this General Order may further enhance the accuracy and reliability of eyewitness identifications and thus strengthen the prosecution of cases. The issuance of this General Order shall in no way be used to imply that identifications made without these procedures, however, are inadmissible, inaccurate or unreliable.

II. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated:

1. Blind – Method of conducting a photo array where the administrator of the photo array does not know which photo is of the suspect and which are fillers.

2. Confirmation Photo – The display of a single photograph, to confirm whom the witness means, when the perpetrator is known to the witness in a context other than the commission of the offense.

3. Critical/Serious Condition Viewing – A show-up that occurs when either the suspect or the witness is in the hospital in critical or serious condition.

4. Filler – A person or photograph of a person other than the suspect who generally fits the witness's description of the perpetrator or who has the same general characteristics as the suspect (age, weight, race, complexion, distinctive features).

5. Line-up – A group of six (6) or more persons, including one (1) or more suspects, and the remainder are fillers, who are displayed in person to a witness or witnesses.

6. Modified-blind – Method of conducting a photo array where the investigator conducting a photo array, because of procedural precautions taken, is unable to discern during the identification procedure which photograph the witness is viewing.

7. Other Identification Procedure – The display of a group of persons or photographs to the witness when the witness or investigator believes that the perpetrator may belong to a certain group but there is insufficient information to identify a suspect. Other identification procedures may include, but are not limited to, viewing a yearbook; team photographs; persons entering or leaving a certain building or other location.

8. Photo Array – A group of nine (9) or more individual photographs, or a live scan array, one (1) of which depicts the suspect and the remainder are fillers.

9. Second Sighting – A sighting of the perpetrator by a witness or complainant, on his/her own, some time after the offense.

10. Sequential Identification Procedure – A photo array or line-up in which only one (1) person or one (1) photograph at a time is displayed to the witness.

11. Show-up – The display of a single suspect to a witness within a reasonable amount of time after the offense.

12. Simultaneous Identification Procedure – A photo array or line-up in which all the persons or all photographs are displayed to the witness at the same time.

13. Witness – A person who has witnessed the offense or circumstances surrounding the offense and includes the victim of the offense.

III. REGULATION

For the purposes of this general order, identification procedures shall be categorized as show-ups (including critical condition viewing), second sightings, photo arrays, line-ups, confirmation photos, and other identification procedures.

IV. PROCEDURES

A. General Instructions for Investigators

1. Investigating members shall use the identification procedure that is likely to produce the most reliable identification under the circumstances.

2. When multiple persons or photographs are to be displayed to the witness, no single person or photograph shall stand out.

3. Except for line-ups, whenever there is more than one (1) witness, the investigator shall separate each witness from all of the others prior to any showing and give instructions regarding the identification procedures to each witness separately. If there are exceptional circumstances where this is not possible, the reasons shall be fully documented.

4. The investigator shall obtain a description of the perpetrator at the earliest possible time during the investigation and in all cases prior to conducting an identification procedure. The witness shall also be asked about the conditions under which he/she observed the perpetrator including location, time, distance, weather, lighting, and obstructions, if any.

5. The investigator shall ask the witness whether he or she needs glasses or contact lenses to see up close or for distance. If so, the investigator shall ask whether the witness was wearing them at the time of the offense and note if the witness is wearing them at the time of the identification procedure.

6. **All identification procedures** shall be conducted with each witness individually and privately. To the extent feasible, witnesses who have already participated in the identification procedure shall be separated physically from those who have not yet participated in the identification procedure.

7. If it is not possible under the circumstances to keep witnesses apart physically, a sworn member shall be posted to ensure that the witnesses do not talk to each other regarding any identification they may make or have made.

8. Neither the investigator nor any other member shall, at any time before, during or after the identification procedure, indicate to the witness by words, sounds, or actions, directly or indirectly, which person or photograph is the suspect.

9. Neither the investigator nor any other member shall indicate to the witness by words, sounds, or actions, directly or indirectly, whether the witness has identified "the right" person or "the wrong" person. This does not prevent the investigator or another member from informing the victim at any other time that an arrest has been made and the status of the case as required by the Victims' Rights Act of 2000 and the Omnibus Juvenile Justice Act of 2004, and keeping other witnesses similarly informed.

10. In order to ascertain the witness's level of confidence, where certainty is not evident, the investigator shall ask the witness: "What do you mean by "[insert the words the witness used]," such as "I think it's him" or "Maybe Number 2." The investigator may have to probe further if the witness's response does not convey the witness's level of confidence.

11. The investigator shall document the identification procedures thoroughly and completely, including:

a. The date, time, and location of the procedure and the names of all persons present.

b. The conditions including weather, lighting, distance and obstructions, if any, when the identification procedure is being conducted outside.

c. The procedure employed (e.g., sequential photo array, simultaneous line-up, show-up).

d. The name and other identifying information (e.g., date of birth, PDID or other law enforcement identification number, date of photo used) of each person or photograph displayed to each witness.

e. If a photo identification procedure is used, the type of photo used (e.g., PDID, DMV Photo, yearbook, sports team photo).

f. The name and other identifying information (e.g., address, phone number) of each witness participating in the identification procedure.

g. The results of the procedure, including the exact words spoken by each witness and any expression, gesture, or body language such as pointing, nodding, shaking one's head, or showing emotion during the identification procedure.

h. The number of times that the witness views a sequential procedure.

12. The investigator shall preserve all photographs displayed to the witness(es) and the photograph and videotape of a line-up procedure.

13. A new array should be used for each witness. However, where the witness signs and dates or otherwise writes on a photograph and circumstances are such that the same array must be subsequently displayed to another witness, make sure that such marks are not visible.

B. Identification Instructions given to Witness(es)

The investigator shall advise each witness participating in a show-up, photo array, line-up, or other identification procedure as follows:

1. Advise each witness not to discuss the identity or identification of the suspect with any other witness(es), either before or after the identification procedure.

2. Explain the identification procedure the investigator will use:

   a. Show-up, including critical/serious condition viewing;

   b. Photo array, either simultaneous or sequential;

   c. Confirmation photo;

   d. Line-up, either simultaneous or sequential; or

   e. Other identification procedure.

3. Tell the witness that the perpetrator may or may not be present in the identification procedure.

4. Caution the witness that at times people (or photographs of people) may look different for many reasons (e.g., a hat, facial hair, age, or lighting of the photo). Witnesses should, therefore, try to focus on facial features.

5. Inform the witness to go at his/her own pace in viewing the photographs.

6. Instruct the witness to tell you if he/she sees the perpetrator; or anyone else in the array whom he/she recognizes.

7. Tell the witness that, if he/she selects a person or photograph, you may ask some follow up questions.

8. If you are using a sequential procedure, inform the witness that if he/she selects a photograph, you will ask him/her to view the remaining photographs or line-up participants.

9. Inform the witness that, if the witness selects a person or photograph, you will not tell the witness if he/she identified the "right" person or the "wrong" person.

10. Assure the witness that the Department will continue to investigate the offense regardless of whether the witness makes an identification or not.

11. At the conclusion of the procedure, remind the witness not to discuss the procedure or the results of the procedure with any other witness.

C. Show-ups

1. One (1) member shall be responsible for conducting and documenting any show-up identifications.

   a. If a detective is on the scene, he or she shall remain on scene to conduct the show-up.

   b. If there is no detective on the scene and the crime is a Part I felony that involves an unknown suspect, the member shall request a detective to respond to the scene to handle the show-up. If a detective is unavailable, the first unit on the scene shall fulfill that role.

2. In the event that a member makes a statement over the radio that suggests that the police have stopped the perpetrator and the statement is overheard by a witness, the member shall notify the detective who shall document the statements in the case file.

3. If a suspect is stopped within a reasonable amount of time of an alleged offense and within an area reasonably proximate to the scene of the crime:

   a. If feasible, the witness(es) shall be brought to the place where the suspect(s) is being detained; or

   b. The witness(es) and the suspect (s) shall be brought to a neutral location.

   c. If it is necessary to bring the suspect(s) back to the scene of the crime, take measures to avoid potential contamination of the scene or exposure to the media.

4. If more than one (1) suspect is detained, each suspect shall be shown to each witness separately outside the hearing of other persons.

5. Ensure that the suspect is presented in the least suggestive manner possible under the circumstances.

6. Conduct the show-up.

7. If there is more than one (1) witness, the investigator shall determine whether, under the circumstances, a different identification procedure

shall be used for the remaining witnesses if one (1) or more of them make an identification.

8. As appropriate, arrest or release the suspect and provide all information to the reporting member for documentation in the original paperwork [e.g., PD Form 251 (Incident-Based Event Report), PD Form 252 (Supplement Report), PD Form 76 (Stop and Contact Report)].

9. Provide a list of all persons involved in the show-up procedure for documentation in the narrative, including the names and other identifying information of all persons who were stopped and released. Document the information required in Part IV.A.11 of this order (e.g., PD Form 251, PD Form 252, PD Form 76).

D. Critical/Serious Condition Viewing

1. If a suspect is admitted to a hospital in critical or serious condition and the hospital permits it, the witness(es) may be taken to the hospital for a show-up identification within a reasonable amount of time after the offense. Similarly, if a witness is admitted to a hospital in critical or serious condition, and the hospital permits it, the suspect may be taken to the hospital for a show-up identification within a reasonable amount of time after the offense.

2. The same procedures outlined for conducting and documenting show-up identifications outlined in Part IV.C.4-7 of this order shall be followed**.**

E. Second Sightings

1. As a general rule, a second sighting occurs when a witness on his/her own sees the perpetrator of a crime some time after the commission of the crime and notifies the police.

a. Members are allowed a reasonable amount of time from the time of this second sighting in which to attempt to locate the suspect.

b. If the suspect is not in the witness’s line of sight when stopped, members may transport the witness to the suspect's location for a show-up identification. (If it is not feasible to transport the witness to the suspect, the suspect may be transported to the witness.)

c. Members shall conduct and document show-up identifications as outlined in Part IV.C.4-7 of this order.

d. Spontaneous Identifications

If a witness is driving around with a member and spots the perpetrator, the member shall request another unit to stop the subject. The member shall record exactly what the witness stated (e.g., “There he is right there, the one with the red hat”). The member shall also note if there were any other persons near the suspect when spotted by the witness.

2. When necessary, members shall initiate a flash look-out as a part of the second sighting identification procedure.

F. Photo Arrays

1. There are two (2) methods of conducting photo arrays: simultaneous and sequential. The investigator may elect which method to use.

2. Investigators shall conduct simultaneous and sequential photo arrays using a blind or modified-blind method unless it is not practicable to do so.

3. When preparing a photo array the investigator shall follow the following protocols:

   a. Except in extraordinary circumstances (e.g., brothers), a photo array may not include more than one (1) person suspected of committing a particular crime or series of crimes.

   b. Select eight (8) or more fillers who have the same general characteristics as the suspect (age, weight, race, complexion, distinctive features). The suspect's photograph shall not stand out from the others.

   c. Avoid using fillers who so closely resemble the suspect, that a person familiar with the suspect might find it difficult to distinguish the suspect from the fillers. Uniformity of features is not required.

   d. When a new suspect is identified and it is necessary to display a second or subsequent photo array to the same witness(es), do not use any filler whose photograph was included in an earlier array.

   e. Ensure the suspect is positioned randomly in each array.

   f. If a blind or modified blind procedure is not practicable, document the reasons why.

g. If a modified-blind procedure is being used, have another member shuffle the order in which the photographs will be displayed (either simultaneously or sequentially) and give the array to the investigator in a folder or envelope so that the investigator does not know in which position the suspect appears. The array should be shuffled separately for each witness, if practicable.

h. At the conclusion of the procedure:

(1) Complete the PD Form 122-A (Identification Instruction Viewing Sheet).

(2) Ask the witness to circle the photograph he/she has chosen, if any, in a simultaneous array and sign and date the back of it. Ask the witness to sign and date the back of photograph he/she has chosen, if any, in a sequential array. In both circumstances, the member shall also write the witness's exact words on the back of the photograph.

(3) Preserve the array or record the information regarding the array including the PDID numbers and dates the photographs were taken, and the order in which the photographs were displayed.

4. Simultaneous Photo Arrays

a. When conducting a ***blind simultaneous photo array***, the administrator shall:

(1) Give the instructions to the witness detailed in Part IV.B of this order.

(2) Explain how the procedure works and answer any questions the witness may have.

(3) Present the witness with the live scan array or other array.

b. When conducting a modified-blind, simultaneous photo array, the investigator shall:

(1) Give the instructions to the witness detailed in Part IV.B of this order.

(2) Explain how the procedure works and answer any questions the witness may have.

(3) Hand the folder that contains the photographs that were shuffled by someone else to the witness.

(4) Stand behind and to the right or left of the witness so that he/she cannot tell which photograph the witness is looking at. Any other method by which the investigator cannot tell which photograph the witness is looking at also is acceptable.

5. Sequential Photo Arrays

a. When conducting a **blind, sequential photo array**, the administrator shall:

(1) Give the instructions to the witness detailed in Part IV.B of this order.

(2) Explain how the procedure works and answer any questions the witness may have.

(3) Give/display the photographs to the witness and instruct him/her to view them one (1) at a time, turning over each photograph before the next one (1) is viewed. Any other system that displays photographs one (1) at a time is also acceptable.

(4) If the witness identifies a photograph as that of the perpetrator before viewing all of the photographs, the administrator shall instruct the witness to continue through the remainder of the photographs or shall display the remaining photographs to the witness.

(5) If the witness proceeds through the array, and asks to review the array again, the array may be reviewed again in its entirety, as many times as the witness asks to do so.

b. When conducting a modified-blind, sequential photo array, the investigator shall:

(1) Have another member scramble/shuffle the photographs and record the new order before returning the array/folder back to the investigator.

(2) Have the other member place the photographs in a stack in a folder/envelope.

(3) Give the instructions to the witness detailed in Part IV.B of this order.

(4) Explain how the procedure works and answer any questions the witness may have.

(5) Hand the folder/envelope to the witness.

(6) Ask the witness to remove the photographs from the folder/envelope and look at them one (1) at a time in a manner that will not permit the investigator to see it, and either move each photograph to the back of the stack or turn it over when he/she has finished looking at it.

G. Confirmation Photographs

1. A confirmation photograph can be used when the perpetrator is known to the witness in a context other than the commission of the crime.

2. The investigator shall ascertain and record how long and under what circumstances the witness has known or is acquainted with the perpetrator. If the investigator is satisfied that the witness is sufficiently familiar with the perpetrator, he or she may proceed with a confirmation photograph.

3. The investigator shall obtain a photograph of the person named/described/identified by the witness as the perpetrator and present it to the witness to confirm that this is the person to whom he/she referred.

   a. The photo may be any photograph of the person named/described/identified as the perpetrator including, but not limited to, a snapshot, family photo, Department of Motor Vehicle (DMV) photo, school yearbook photo, work photo, government photo, police photo or passport photo.

   b. Efforts shall be made to obtain a recent photograph of the perpetrator. To the extent practicable, a photograph shall be displayed in a way that does not reveal the name of the person depicted.

H. Other Identification Procedures

Depending on the circumstances of a case other identification methods may be used to identify a perpetrator.

1. If the perpetrator was wearing a team jacket, it would be appropriate to show the witness a photograph of the team to see if the perpetrator is seen in the photograph.

2. When information is provided that the perpetrator attends a particular school, it would be appropriate to show the witness a yearbook from that school.

3. If there is reason to believe the perpetrator is employed or attends school at a particular place, the investigator and witness may observe persons entering and leaving that work place or school.

I. Line-up Procedures

1. The papering member is responsible for requesting a line-up order to be presented to a judge for signature. If witnesses to multiple offenses are to view the line-up, the papering member must provide information to the U.S. Attorney's Office (USAO) or the Office of the Attorney General (OAG) pertaining to each separate offense, including the lead charge, date, time, location, and names of the witnesses.

   a. Special line-ups - Special line-ups are used when the defendant has one (1) or more physical characteristics that are so unusual that extra attention may be required to find line-up fillers. See Attachment B of this order.

   b. Regular line-ups - Regular line-ups are used when the description of the defendant is general and generic enough that several defendants can stand in the same line-up without drawing undue attention to any one (1) of them. Regular line-ups may have several suspects accused of committing different offenses but, except in extraordinary circumstances (e.g., brothers), shall not have more than one (1) person accused of committing a particular crime or series of crimes in it. See Attachment B of this order.

2. Obtaining fillers - It is necessary for officials of the Department to assist each other by providing members to stand in line-ups as fillers. Officers who fit the same general description as the suspect (age, height, weight, race, complexion, distinctive features) will be required to stand as fillers so that a fair and impartial line-up can be constructed.

Selection to stand as a filler in a line-up is a duty assignment and shall be responded to as such. See Attachment B of this order.

a. The line-up administrator may use other sources of fillers, including but not limited to the USAO, the OAG, and the Court Services and Offender Supervision Agency.

b. If it is necessary to display a second or subsequent line-up to the same witness(es), the line-up administrator shall not use any filler who was used in an earlier line-up.

J. Composing Line-ups

In composing a line-up, the line-up administrator shall abide by the following protocols:

1. Except in unusual circumstances (e.g., brothers), a line-up shall not include more than one (1) person suspected of committing a particular crime or series of crimes, but may include persons suspected of committing totally separate crimes or series of crimes.

2. Five (5) fillers who fit the general description of the suspect (age, weight, race, complexion, distinguishing features) shall be used, unless more than one (1) suspect will stand in the line, in which case eight (8) fillers shall be used. The suspect (s) shall not stand out from the others.

3. A unique or unusual characteristic (e.g., a scar or tattoo) of a suspect shall be concealed or replicated if possible. Replicated characteristics do not have to be identical, but shall resemble that of the suspect's characteristic.

4. Fillers shall not be used who so closely resemble the suspect that a person familiar with the suspect might find it difficult to distinguish the suspect from the fillers.

5. Position the suspect(s) randomly in each line-up.

6. When showing a different suspect to a witness, do not use any filler who was shown to the witness in an earlier photo array or line-up.

K. Conducting the Line-up

1. There are two methods of conducting line-ups: simultaneous or sequential. The line-up administrator may elect which method to use.

2. In conducting a simultaneous line-up procedure, the line-up administrator shall:

    a. Give the instructions to the witness detailed in Part IV.B of this order.

    b. Explain that the entire line will be shown to the witness at one time.

    c. Inform the witness that he/she can ask the persons in the line to do or say something.

    d. Explain how this procedure will work and answer any questions the witness may have.

    e. Display the line to the witness(es).

    f. If the witness requests that one person do or say something, tell all persons in the line-up to do or say the same thing.

3. In conducting a sequential line-up procedure, the line-up administrator shall:

    a. Give the instructions to the witness detailed in Part IV.B of this order.

    b. Explain that the people in the line-up will be shown to the witness one at a time and that everyone in the line-up will be shown to the witness.

    c. Inform the witness that he/she can ask the persons in the line-up to do or say something, and they all will be asked to do or say the same thing.

    d. Explain how this procedure will work and answer any questions the witness may have.

    e. Display the persons to the witness one (1) at a time.

    f. If and when the witness identifies a person as the perpetrator, remind the witness that the remaining persons will be displayed to the witness.

        NOTE: If the witness views all of the persons in the line-up and asks to review the line again, the line may be presented again in its entirety, as many times as the witness asks to see it.

g. If the witness requests that one person do or say something, tell all the remaining persons in a sequential line-up to do or say the same thing.

L. Notifying Witnesses of Line-ups

The papering member shall:

1. Notify the victim/witness of the date and time to attend the line-up.

2. Inform witnesses **not** to arrive at MPD Headquarters earlier than the scheduled time. See Attachment B of this order.

3. Inform a witness who sees the suspect or any filler when he or she is arriving that he/she will not be allowed to view the line-up.

M. Interviewing Witnesses at Line-ups

1. The defense is **not** permitted to interview the victim/witnesses while on Department property before, during, or after the line-up.

2. Witnesses who want to speak with defense members shall not be stopped from doing so. However, the witness may be informed that he/she is not required to speak to anyone, either from the defense or prosecution.

3. No information about the victim's/witness's identity shall be provided to the defense.

4. Defense investigators will not be allowed to view the line-up proceedings without a written court order.

N. Legal Counsel Responsibilities for Line-ups

1. The USAO or the OAG is responsible for:

a. Preparing an order for a judge’s signature for a defendant to appear in a line-up.

(1) The line-up order shall instruct the defendant not to change his appearance before the line-up.

(2) When the defendant is in custody, the order shall direct the United States Marshals Service to bring the suspect

to MPD Headquarters and return him/her to the Department of Corrections.

b. Ensuring that the defense counsel and the defendant are served with the order.

c. Having a representative present during a court-ordered line-up.

NOTE: The line-up will commence whether an Assistant United States Attorney or an Assistant Attorney General is present or not.

2. Presence of Counsel during Line-ups

a. The United States Supreme Court has ruled that a line-up is a critical part of a criminal prosecution and that the defendant has the right to have his/her attorney present during the line-up.

b. The USAO/OAG will notify the defense attorney of the date, time and location of the line-up at the time of presentment. If the defense attorney or his designee is not present for a line-up, another defense attorney present in the line-up room shall be asked to act as stand-in counsel.

c. If no such defense attorney is present, the line-up administrator shall call the Defender Services Office (DSO) to request that stand-in counsel be sent over immediately.

d. If the DSO Office is not able to do so, the line-up administrator shall contact the Chambers of the Chief Judge of the Superior Court for assistance.

e. A line-up **shall not** be conducted unless a defense attorney is present.

O. Major Violators Section Line-up Responsibilities

1. The Section Administrator, Major Violators Section shall:

a. Ensure members conduct line-ups in a fair and impartial way.

b. Provide adequate staffing to cover line-ups.

c. Maintain order throughout proceedings.

d. Respond to the United States Attorney's Office and the Office of the Attorney General, Court Papering, each work day to pick up all pending Court Ordered Line-up SC-1 Forms (U.S. Department of Justice Line-up Sheet).

e. Submit a teletype message regarding line-up fillers, on the same day the request was received, with authorization from the Assistant Chief of Police, Investigative Services Bureau, providing the date, time and physical description of officers (fillers) needed for the line-up.

f. Ensure that line-ups are set properly; the date, time and line-up information on the letter board is correct; an armed, full-duty member is positioned and assigned to secure the defendant; and that order is maintained.

2. Members assigned to the Major Violators Section shall:

a. Conduct all court -ordered line-ups in a fair and impartial way.

b. Verify the accuracy of the offense time, date and location and victim/witness names, when presented.

c. Prepare a jacket for each line-up with a PD Form 122 (Court-Ordered Line-ups) for each victim/witness that will attend the line-up, and take all measures to safeguard the victim/witness information.

d. Notify the Watch Commander, Criminal Investigations Division (CID), of all line-ups, and if needed the Watch Commander, CID, shall notify the Field Commander if additional personnel are needed.

e. Ensure that the line-up room is ready, the witness sheets are properly prepared, and the audio/video equipment is in working order. Filler officers and the suspect, if on release, shall be greeted on the C-Street side of the 4th floor and escorted to the line-up waiting room.

f. Make certain all line-ups are video-recorded.

P. District Commander Line-up Responsibilities

District commanders shall query their units and notify the Major Violators Section of the names of the members available to be detailed as fillers or notification that no fillers are available.

V. CROSS REFERENCES

A GO-SPT-302.02 (Radio Broadcasts and Flash Look-Outs)

B. General Order 302.04 (Transmitting of Telecommunications Messages)

C. General Order 304.01 (Operation and Management of Criminal Investigations)

D. GO-OPS- 304.10 (Confidential Sources, Confidential Informants, and Cooperating Witnesses)

VI. ATTACHMENTS

1. Attachment A: PD Form 122-A (Photograph Identification Viewing Sheet)

2. Attachment B: (List of Line-up Reporting Times and Location)

Cathy L. Lanier
Chief of Police

CLL:PAB:MOC

PD FORM 122-A

METROPOLITAN POLICE DEPARTMENT
Criminal Investigations Division

PHOTOGRAPH IDENTIFICATION VIEWING INSTRUCTION SHEET

UNIT_____ ADMINISTRATOR_____

In a moment, you will be shown some photographs. The group of photographs may or may not contain a photograph of the person who committed the crime of which you are the victim/witness. Sometimes a person looks different in a photograph than in real life because, for example, the perpetrator was wearing a hat at the time, or his/her hairstyle, facial hair, weight or age have changed. Keep in mind that how a photograph was taken or developed may make a person's complexion look lighter or darker than it looks in real life. So pay attention to facial features.

Take as much or as little time as you need to look at each photograph. Do not assume that I know who the perpetrator is. Let me know if you see the person who committed the crime. If you pick out one of the photographs, I may ask you some follow-up questions. I cannot tell you whether you picked the "right" person or the "wrong" person. The Metropolitan Police Department will continue to investigate this crime whether or not you pick someone from the group of photographs. Tell me too if you see anyone else you recognize.

[For sequential photo arrays only: I am going to show the photographs to you one at a time. Our regulations require that you look at all of the photographs in this array. So if you select one of the photographs before you get to the end, I will still ask you to look at the rest.]

Please do not to discuss this procedure or any photograph you selected (or did not select) with [the victim or] any other witness to this crime.

Do you have any questions before we begin?

PHOTO ARRAY (SHOWN IN THE FOLLOWING PDID # ORDER, IF APPLICABLE)

1. PDID#	_____	6. PDID#	_____
2. PDID#	_____	7. PDID#	_____
3. PDID#	_____	8. PDID#	_____
4. PDID#	_____	9. PDID#	_____
5. PDID#	_____		

PD FORM 122-A

DATE OF VIEWING: _____

TIME OF VIEWING: START _____

END _____

LOCATION OF VIEWING: _____

VIEWER'S NAME: _____

VIEWER'S ADDRESS: _____

OTHER PERSON(S) PRESENT: _____

STATEMENT MADE BY VIEWER:

_____

_____

_____

_____

_____

EXPRESSIONS, GESTURES, BODY LANGUAGE, IF ANY, USED BY VIEWER:

_____

_____

_____

Photo identified by viewer _____

Signature of viewer _____

Witnessed by _____
(Print Name and CAD Number)

CCN: _____

Line-up Reporting Times and Location

I. Special Line-ups:

- Special line-ups are scheduled on Tuesdays, Wednesdays, and Thursdays at 1300 hours.
- Victims/Witnesses for a special line-up are to respond to MPD headquarters at 1245 hours.

II. Regular Line-ups:

- Regular line-ups are scheduled on Tuesday and Wednesday evenings at 1800 hours.
- Victims/witnesses for a regular line-up are to respond to MPD headquarters at 1745 hours.

III. Officers and Other Persons Serving as Fillers:

- In a special line-up shall report to MPD headquarters at 1200 hours.
- In a regular line-up shall report to MPD headquarters at 1700 hours.
- To avoid being seen by witnesses, enter MPD headquarters on the C Street, NW side of the building and use the elevator bank directly in front of that entrance to the 4th floor where they will be met by a member of the Major Violators Section and taken to the line-up room.

IV. Notifying Witnesses:

Instruct witnesses to enter MPD Headquarters on the Indiana Avenue, NW, side of the building and use the elevator bank directly in front of that entrance.

EXECUTIVE ORDER

DISTRICT OF COLUMBIA

Subject:
Revised PD Form 122-A (Photo Array Identification Instructions and Viewing Sheet) and PD Form 122-B (Show-Up Identification Instructions and Viewing Sheet)

Number
EO-17-035

Effective Date
December 12, 2017

Related To:
GO-PCA-304.07 (Procedures for Obtaining Pretrial Eyewitness Identification)

Rescinds:
EO-17-029 [Revised PD Form 122-A (Photo Array Identification Instructions) and PD Form 122-B (Show-Up Identification Instruction and Viewing Sheet)], Effective Date October 6, 2017

The purpose of this executive order is to announce revisions made to the PD Form 122-A (Photo Array Identification Instructions and Viewing Sheet) (Attachment A) and PD Form 122-B (Show-Up Identification Instructions and Viewing Sheet) (Attachment B). When eliciting a statement of confidence from a witness, if a witness does not volunteer one, the forms provide revised instructions directing members to remind the witness that they were told that the member is required to ask them for a statement of confidence.

The updated forms are available on MPD Online Forms on the MPD Intranet. Members shall discard previous versions of these two forms and begin using the revised forms immediately.

Peter Newsham
Chief of Police

PN:KDO:MOC:BK

PD Form 122-A

METROPOLITAN POLICE DEPARTMENT

Investigative Services Bureau

UNIT _____ INVESTIGATOR _____

(1) PHOTO ARRAY IDENTIFICATION INSTRUCTIONS

In a moment, you will be shown some photographs. The group of photographs may or may not contain a photograph of the person/one of the people who:

(a) For the victims: [detective shall insert the name of crime, such as robbed, assaulted] _____ you;

(b) For a witness to the crime: you saw ***[detective shall insert the name of crime, such as rob, assault]*** _____ the victim***; or***

(c) For a witness to circumstances, but not the crime: you saw ***[detective shall insert what the witness said they saw]*** _____ ***.***

As you know, a person may look different in a photograph than in real life because of changes in hair styles, facial hair, glasses, and so forth. Keep in mind that how a photograph was taken or developed may make a person's complexion look lighter or darker than in real life.

Let me know if you see the person who ***[insert from (a), (b) or (c) above]***. Do not assume that I know who it is. If you select one of the photographs, I am required to ask you how confident you are. I cannot tell you whether you selected the "right" person or the "wrong" person. The Metropolitan Police Department will continue to investigate this crime whether or not you pick someone from the group of photographs.

[For sequential photo arrays only] I am going to show the photographs to you one at a time. Our regulations require that you look at all of the photographs in this array. So if you select one of the photographs before you get to the end, I will still ask you to look at the rest.

Please do not discuss this procedure or any photograph you selected (or did not select) with any victim or witness to this crime.

Do you have any questions before we begin? Yes ☐ No ☐

Witness signature before array shown: _____

WITNESS NAME (print): _____

PD Form 122-A

(2) PHOTO ARRAY IDENTIFICATION SHEET

- DID THE WITNESS IDENTIFY A PHOTOGRAPH? Yes ☐ No ☐
  - If Yes, did the witness identify the photograph IMMEDIATELY? Yes ☐ No ☐
    - If not immediately, APPROXIMATELY how many seconds after he or she looked at the array/photograph did he or she identify the witness?
- NUMBER of the photograph the witness selected:
- WHAT DID THE WITNESS SAY?
- DID THE WITNESS DISPLAY ANY EMOTIONS, GESTURES, BODY LANGUAGE? Yes ☐ No ☐
  - If Yes, describe:
- STATEMENT OF CONFIDENCE IF THE WITNESS SELECTS SOMEONE: (***If the witness does not volunteer a statement of confidence, remind the witness:*** "As I just told you, I am required to ask you for a statement of confidence. Can you tell me how confident you are?")
- IF MORE THAN ONE PERSON/PARTICIPANT: "Can you briefly describe what you saw this person do?"

(3) RECOGNITION OF ANYONE ELSE

- DO YOU RECOGNIZE ANYONE ELSE IN THE ARRAY? Yes ☐ No ☐ NUMBER
- IF SO, HOW OR WHERE DO YOU RECOGNIZE OR KNOW HIM OR HER FROM?

Signature of WITNESS after he or she makes a decision:

Witnessed by:

(signature)

(print name and badge number)

PD Form 122-A

(4) LAW ENFORCEMENT RESTRICTED INFORMATION

CCN:

PHOTO ARRAY (SHOWN IN THE FOLLOWING PDID # ORDER)

1. PDID#
2. PDID#
3. PDID#
4. PDID#
5. PDID#
6. PDID#
7. PDID#
8. PDID#
9. PDID#

OTHER PERSON(S) PRESENT:

DATE OF VIEWING:

TIME OF VIEWING: START END

LOCATION OF VIEWING:

PD Form 122-B

METROPOLITAN POLICE DEPARTMENT

Investigative Services Bureau

UNIT _____ INVESTIGATOR _____

(1) SHOW UP IDENTIFICATION INSTRUCTIONS

We have located someone we want you to take a look at. This person may or may not be the person/one of the people who:

(a) For the victims: [detective shall insert the name of crime, such as robbed, assaulted] _____ you***;***

(b) For a witness to the crime: you saw ***[detective shall insert the name of crime, such as rob, assault]*** _____ the victim***; or***

(c) For a witness to circumstances, but not the crime: you saw ***[detective shall insert what the witness said they saw]*** _____***.***

Let me know if it is the person. If you make an identification, I am required to ask you how confident you are. The Metropolitan Police Department will continue to investigate this crime whether or not you identify him/her. Please do not discuss this procedure or any person you selected (or did not select) with any victim or witness to this crime.

Do you have any questions? Yes ☐ No ☐

LOCATION OF VIEWING: _____

WITNESS NAME (print): _____

PD Form 122-B

(2) SHOW UP IDENTIFICATION SHEET

- DID THE WITNESS IDENTIFY THE PERSON? Yes ☐ No ☐
  - If Yes, did the witness identify the person IMMEDIATELY? Yes ☐ No ☐
    - If not immediately, APPROXIMATELY how many seconds after he or she looked at the person did the witness identify the person?
- WHAT DID THE WITNESS SAY?
- DID THE WITNESS DISPLAY ANY EMOTIONS, GESTURES, BODY LANGUAGE? Yes ☐ No ☐
  - If Yes, describe:
- STATEMENT OF CONFIDENCE IF THE WITNESS IDENTIFIES THE PERSON: (***If the witness does not volunteer a statement of confidence, remind the witness:*** "As I just told you, I am required to ask you for a statement of confidence. Can you tell me how confident you are?")
- IF MORE THAN ONE PERSON/PARTICIPANT: ("Can you briefly describe what you saw this person do?")

Signature of WITNESS after he or she makes a decision:

PD Form 122-B

(3) LAW ENFORCEMENT RESTRICTED INFORMATION

CCN:	
NAME OF PERSON SHOWN TO WITNESS:	
ADDRESS/TELEPHONE #/CELLPHONE # OF PERSON SHOWN TO WITNESS:	

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SPECIAL ORDER

DISTRICT OF COLUMBIA

Title
Cell Phone Recovery Process
Number
15-08
Effective Date
April 14, 2015
Related to: GO-SPT-601.1 (Recording, Handling, and Disposition of Property Coming into the Custody of the Department)

I.	Background	Page 1
II.	Regulations	Page 1
III.	Procedures	Page 2
IV.	Cross Reference	Page 4

I. BACKGROUND

The vast majority of citizens in the District of Columbia carry some type of cell phone which may be targeted for theft by criminals. Criminals also tend to carry their own cell phones which may be used to communicate with other criminal associates, document their crimes via video or photograph, or send incriminating text messages. Cell phone GPS data and cell site data can also place a cell phone (and presumably the person who has the cell phone) at a specific location during a specific time frame.

Therefore, a suspect's electronic device may have information of evidentiary value, or a stolen cell phone found in a suspect's possession may link him or her to the theft. In these cases, cell phones contain evidentiary information that may be used to solve criminal offenses or assist in the prosecution of the offender. The Metropolitan Police Department (MPD) purchased cell phone investigative kiosks which allow users to extract data from cell phones and put it into a report for use by investigators.

The purpose of this order is to outline procedures for the recovery of cell phones and seized cell phone locations, and for the use of the Department's cell phone investigative kiosks.

II. REGULATIONS

A. Members shall not attempt to locate or track a seized cell phone's location or search digital information on a cell phone seized from an individual who has been arrested unless:

1. A search warrant is obtained;

2. Exigent circumstances exist; or

3. The arrestee grants consent for the search. If the arrestee grants consent for the search, members shall use the PD Form 781 (Consent to Search) or their notebook to document the consent and the time the consent was given.

B. When consent has been given to search a cell phone, the member should ask the arrestee for the password and/or other access information. When consent has not been given, but the arrestee has waived his Miranda rights, the member should ask for the password and/or other access information.

C. Only those members who have received training and are authorized by a captain of the Criminal Investigations Division in the Investigative Services Bureau shall use the cell phone investigative kiosk.

D. There may be other electronic devices that have cell service and contain information of evidentiary value. If a suspect has such a device, members shall follow the same rules of recovery for a cell phone as outlined in this order. In such cases, a detective will determine the necessary course of action after the device is recovered.

E. Members handling a cell phone or other electronic device that has cell service as evidence shall note the chain-of-custody on the PD Form 81 (Property Record).

F. Under no circumstances shall any member use a cell phone investigative kiosk to search any device for personal reasons.

G. Members shall ensure that all requests for searches are related to an official MPD investigation.

III. PROCEDURES

A. When members recover cell phones as “Found Property”, absent any circumstances or evidence indicating the cell phone is linked to a criminal offense, they shall handle the cell phones in accordance with GO-SPT-601.1 (Recording, Handling, and Disposition of Property Coming into the Custody of the Department). In these cases, members can conduct a peripheral search of the phone to try to identify the owner, but shall not attempt to “unlock” a phone that is password-protected.

B. When members recover cell phones from arrestees, and there is no reason to believe the phone has any evidentiary value or is stolen,

members shall handle the cell phones as “Prisoner’s Property” in accordance with GO-SPT-601.1.

C. When members recover cell phones from arrestees who are charged with any felony offenses, theft-related offenses, or any offenses in which there is reason to believe the device has evidentiary value:

1. The recovering member shall:

a. Seize the cell phone as evidence.

b. Not answer the phone if it rings unless the member can identify an exigency that requires the phone to be answered. However, if the phone rings, members may document the incoming phone number when it is visible on the screen (i.e., in “plain view”).

c. Place the cell phone in airplane mode if the member believes there is potential for the cell phone to be remotely wiped of data.

d. Complete a PD Form 81 and list the phone as “Evidence” on the Property Book.

e. Deliver the cell phone along with a copy of the PD Form 81 to a detective of the member’s respective element who shall be responsible for storing the phone in the cell phone investigative kiosk storage locker, or in cases involving crimes investigated by units outside of the District Investigations Branch (e.g. Homicide Branch, Sexual Assault Unit), ensure the cell phone is delivered to a detective of that unit. If a detective is unavailable:

(1) The member shall ensure the phone is secured with the respective District Property Clerk or if after hours, with station personnel.

(2) The member shall notify the lieutenant assigned to the respective detective unit via email of the cell phone recovery.

2. Detectives receiving the phone shall note on the property book when the phone is placed in the cell phone investigative kiosk storage locker.

3. Detective lieutenants who receive notification of a cell phone recovery shall ensure the cell phone is retrieved from the Property Office and stored in the cell phone investigative kiosk storage locker pending a search warrant and recovery of evidentiary information.

4. Assigned detectives shall:

   a. Ensure the cell phone is seized as evidence.

   b. Ensure the phone is turned off.

   c. Ensure an application for a search warrant or court order is presented for the cell phone as soon as possible but no later than 48 hours after the recovery.

   d. Upon receipt of a search warrant, give a copy of the warrant to the cell phone investigative kiosk Technician.

5. The cell phone investigative kiosk technician shall:

   a. Process the phone.

   b. Turn over the completed report along with the cell phone to the assigned detective.

6. After the cell phone investigative kiosk technician returns the phone, the assigned detective shall turn the cell phone over to the District property clerk for handling according to the appropriate category (e.g., “Found Property,” “Evidence”).

IV. CROSS REFERENCE

1. GO-SPT-601.1 (Recording, Handling, and Disposition of Property Coming into the Custody of the Department)

Cathy L. Lanier
Chief of Police

CLL:PAB:MOC:AWS:JC

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GENERAL ORDER

Title
Oleoresin Capsicum (OC) Spray Dispensers

Series / Number
GO – RAR – 901.04

Effective Date **October 7, 2002**

Distribution **B**

Replaces / Rescinds
General Order 901.4 (Aerosol Oleoresin Capsicum Spray Dispensers)

DISTRICT OF COLUMBIA

I. Background……..…..……Page 1
II. Policy……..……Page 1
III. Rules and Regulations .....Page 2
IV. Procedural Guidelines…….Page 3
V. Cross References ...……Page 8

I. BACKGROUND

Oleoresin Capsicum (OC) is a naturally inflammatory agent derived from the pepper plant. As an inflammatory agent, aerosol OC Spray causes an almost immediate swelling of the eyes and breathing passages. Additionally, there is an intense burning sensation of the eyes, throat, and sprayed areas of the skin. When OC is inhaled, the respiratory tract becomes inflamed and breathing is restricted, limited to short and shallow breaths. Physical effects may include involuntary closing of the eyes, coughing, choking, lack of upper body strength and coordination and nausea. Psychological effects such as disorientation and fear may also occur.

When properly used, OC Spray is usually quite effective on both humans and animals and will incapacitate most subjects for a period of 30 minutes without permanent injury. Because Oleoresin Capsicum is a natural and biodegradable substance, decontamination procedures include proper ventilation, removing any contact lenses and providing access to cool water. (CALEA 1.3.4)

II. POLICY

The policy of the Metropolitan Police Department is to consider the use of aerosol OC Spray dispensers by members as a Use of Force governed by appropriate directives of the Department and as constrained by District of Columbia law and the standards set forth by the United States Supreme Court. See General Order RAR - 901.07 (Use of Force)

Further, the policy of the Metropolitan Police Department is to value and preserve human life when exercising lawful authority to use force. Therefore, officers of the Metropolitan Police Department shall use the minimum amount of force that an objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of members or others.

III. RULES AND REGULATIONS

A. Use of Force Continuum

1. The Department recognizes and employs the Use of Force Continuum. Members in response to resistant or dangerous individuals may apply escalating options of force (see Use of Force Continuum Chart). The options include:

   a. Cooperative Controls, such as verbal persuasion;

   b. Contact Controls, such as hand control procedures, firm grip, escort and control holds;

   c. Compliance Techniques, such as Oleoresin Capsicum (OC) Spray (non-deadly);

   d. Defensive Tactics, such as less-than-lethal weapons, including impact weapons, such as a baton, or ASP, and including less-than lethal projectiles used by the Emergency Response Team and during times of civil disobedience (e.g., 12 gauge shotgun, 37mm gas guns, and rubber bullets), and canines.

   e. Deadly Force, defined as any use of force likely to cause death or serious physical injury, including but not limited to the use of a firearm or a strike to the head with a hard object (including potentially lethal applications of less-than-lethal weapons).

2. In determining what level of force to use, it is important to consider the seriousness of the crime, the level of threat or resistance presented by the suspect, the imminence of danger, and the suspect's mental state. Members shall use only the minimum level of force needed to obtain control that an objectively reasonable officer would use in light of the circumstances.

3. Members who encounter a situation where the possibility of violence or resistance to a lawful arrest is present should, if possible, defuse the situation through warning and verbal persuasion.

4. Members shall not use tactics designed to intentionally escalate the level of force, e.g., taunting, verbal abuse, or ignoring a reasonable citizen request for information.

5. If there is a supervisor on the scene where there is a violent or resisting subject, he or she shall direct and control all activity by subordinates.

B. Prohibited Uses of OC Spray

1. Officers shall not use OC Spray unless the officer has legal cause to detain, take into legal custody or maintain custody of a subject who is, at a minimum, actively resisting the officer.

2. Officers shall not use OC Spray against children (under the age of 8) absent exceptional circumstances (e.g., where the officer's only alternative is to escalate the level of force used).

3. Officers shall not use OC Spray against elderly persons (65 or older) unless exceptional circumstances are presented.

4. Officers are prohibited from using OC Spray to prevent property damage unless the officer has probable cause to detain, take into legal custody or maintain in custody a subject who is, at a minimum, actively resisting the officer.

5. Officers are prohibited from using OC Spray to disperse crowds or others unless those crowds or others are committing acts of disobedience that endanger public safety and security.

C. Penalties for Violation of OC Spray Prohibitions

Officers shall be subject to disciplinary action and potential criminal prosecution for violating the above prohibitions or for otherwise misusing OC Spray.

IV. PROCEDURAL GUIDELINES

A. Carrying Aerosol OC Spray Dispensers

1. The Department-issued aerosol OC Spray dispenser for uniform personnel shall be carried by all members while on patrol duty. (CALEA 1.3.9)

2. The aerosol OC Spray dispenser for uniform personnel shall be carried in the specially designed holster provided by the department, which shall be worn on the Sam Browne belt on the opposite side from the service pistol.

3. Members of the plainclothes force shall carry the Department-issued miniature aerosol OC Spray dispenser when such action would not interfere with practical police functions. (CALEA 1.3.9)

4. The miniature aerosol OC Spray dispenser for plainclothes personnel shall be carried with its protective cap in place and clipped to the shirt,

blouse or coat pocket. It shall not be carried in any other place since the unit may be accidentally discharged.

5. Each member who is issued an aerosol OC Spray dispenser shall be held accountable for the equipment.

6. MPD vehicles will be equipped with Department-issued bottles of flushing solution by the Fleet Management Division.

B. Use of the Aerosol OC Spray Dispensers

1. OC Spray may be used when cooperative controls are insufficient to control or stop an aggressive act or act of resistance. Members of the force are reminded that the effectiveness of OC Spray varies from individual to individual.

2. When using OC Spray, members shall:

   a. Issue a warning that OC Spray is going to be used against the subject, unless resistance ends provided that a warning would not endanger the officer or others.

   b. Ensure that, prior to discharging the OC Spray, the member permits a reasonable period of time to allow compliance with the warning, when feasible.

   c. Use the aerosol OC Spray dispenser only as prescribed by Department training. The dosage when utilizing the spray is two (2) one-second bursts.

   d. Not use the dispenser at any distance less than 3 feet from the subject unless absolutely necessary. (i.e. struggling with a suspect, etc). Effective range is approximately 12 feet.

   e. Aim for the individual's face. OC Spray is most effective when it comes in contact with the skin of the face and eyes. Upon facial contact, the spray will cause an intense burning sensation to the subject's face and eyes, resulting in profuse tearing and temporary loss of vision.

   f. Use extreme caution when approaching or handling a subject who has been sprayed with the OC Spray dispenser and is obviously not affected by its use.

3. When OC Spray has been used on a subject, the following procedures should be followed:

   a. The subject shall be provided the opportunity to wash the affected areas within 20 minutes after the application of the spray, absent exceptional circumstances.

b. Members shall not use any creams, ointments, or bandages on affected areas.

c. Officers may not keep a sprayed subject in a face-down position any longer than necessary to end the threat of harm or escape and handcuff the subject, in order to avoid positional asphyxia.

d. Members shall transport subjects on whom the OC Spray has been used to a hospital for medical treatment in accordance with Department orders regarding treatment of injured prisoners, under the below listed circumstances: (CALEA 1.3.5)

(1) Subjects who complain of or exhibit continued effects after having flushed the affected areas;

(2) Subjects who indicate that they have a pre-existing medical condition (asthma, emphysema, bronchitis, heart ailment, etc.) that may be aggravated by OC Spray;

(3) If at any point after exposure the subject displays a reaction not consistent with the expected reaction to aerosol OC Spray, medical attention is to be summoned immediately.

C. Maintaining Aerosol OC Spray Dispensers

1. Members of the force shall periodically check the fluid levels of their aerosol OC Spray dispensers. This can be accomplished by shaking the dispenser.

2. If as a result of this check or for any other reason, a member suspects that the dispenser is not working properly, he or she shall ask their supervisor to test the dispenser.

3. Supervisors are authorized to test the dispenser by firing a short one-second burst in an appropriate area outside of the station house.

4. Defective or expended OC Spray dispensers shall be submitted to the Range for replacement.

D. Reporting the Use of Aerosol OC Spray Dispensers

1. Initial Response

   a. When OC Spray is used, the first responsibilities of the officer shall be to ensure that the scene is safe, render first aid if applicable, secure the scene's integrity, and notify a supervisor.

   b. District Watch Commanders and/or appropriate element supervisors shall respond immediately to the scene of the use of OC Spray, and ensure that the Communications Division and the Synchronized Operations Command Center (SOCC) are notified. The SOCC shall notify the Force Investigation Team if appropriate.

2. Member Responsibilities

   a. When a discharge of OC Spray, whether intentional or unintentional, affects an individual so that first aid or treatment is needed, the occasion requires the filing of a PD Form 901-e (Use of Force Incident Report) by the involved member and a chain of command investigation.

   b. Members shall notify their supervisor and complete a PD Form 901-e (Use of Force Incident Report) immediately following any use of OC Spray requiring first aid or treatment.

3. Supervisor Responsibilities

   When a member has declined to complete the Use of Force Incident Report immediately following an incident, the supervisor shall compel the member to complete the report following a declination by the U. S. Attorney's Office and/or issuance of an authorized Reverse-Garrity warning.

E. Investigating the Use of Aerosol OC Spray Dispensers

Members shall be guided by GO RAR-901.08 (Use of Force Investigations) as to investigative responsibilities when a use of OC Spray occurs.

   a. The Force Investigation Team (FIT) shall be responsible for investigating all incidents involving serious use of force or the use of force indicating potential criminal misconduct by an officer as defined by GO-RAR-901.08. When the discharge of OC Spray results in admittance of the subject to a hospital, FIT shall investigate.

b. The Office of the Superintendent of Detectives shall be responsible for investigating the underlying offense that led to the use of force, where applicable.

c. The member's chain of command officials (of higher rank than the involved member) shall be responsible for the investigation of all use of force incidents not involving a serious use of force or a use of force indicating potential criminal misconduct by an officer.

d. The affected Watch Commander shall notify OPR and obtain a tracking number within one hour of the incident and shall fax a copy of the preliminary report and any supporting documentation to OPR prior to being relieved from duty.

e. At the discretion of the Chief of Police or his designee, any incident that may be investigated by chain of command supervisors may be assigned to the Force Investigation Team.

F. Training Requirements

The Director, Institute of Police Science, shall ensure that:

a. Copies of and instructions on the Department's Use of Force policy are provided to members prior to being authorized to carry Department-issued OC Spray.

b. The Institute of Police Science documents that members have received proficiency training on the use of OC Spray before they are certified to carry and/or use the spray.

G. Review and Analysis of OC Spray Incidents

1. The Use of Force Review Board shall conduct timely reviews of all use of force investigations pursuant to GO RAR – 901.09 (Use of Force Review Board).

2. The Office of Professional Responsibility (OPR), in conjunction with the Use of Force Review Board, shall be responsible for conducting an annual analysis of the Use of Force Incident Reports to determine any patterns or trends that indicate the need for retraining, policy revisions and/or equipment needs involving the use of OC Spray. (CALEA 1.3.13)

V. CROSS REFERENCES

A. Related Directives

1. GO RAR-901.07 (Use of Force)
2. GO RAR-901.08 (Use of Force Investigations)
3. GO RAR-901.09 (Use of Force Review Board)

B. Related Forms

1. PD Form 901-e (Use of Force Incident Report)
2. MPD Use of Force Continuum Chart

// SIGNED //
Charles H. Ramsey
Chief of Police

Attachment: PD Form 901-hc (Use of Force Incident Report) [interim hard-copy version]

CHR:NMJ:JE:MAR:NM:AFA:afa

GENERAL ORDER

DISTRICT OF COLUMBIA

Title		
Use of Force		
Topic	Series	Number
RAR	**901**	**07**
Effective Date		
November 3, 2017		

Replaces:
GO-RAR -901.07 (Use of Force), Effective Date December 1, 2016
Related to:
GO-OPS-301.03 (Vehicular Pursuits)
GO-RAR-306.01 (Canine Teams)
GO-RAR-901.01 (Handling of Service Weapons)
GO-RAR-901.04 [Oleoresin Capsicum (OC) Spray Dispensers]
GO-RAR-901.08 (Use of Force Investigations)
GO-RAR-901.09 (Use of Force Review Board)
GO-RAR-901.11 (Force-Related Duty Status Determination)

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I. BACKGROUND

Regulations pertaining to the use of force by law enforcement officers are outlined in chapter six of the District of Columbia Code of Municipal Regulations (DCMR), the Fourth Amendment of the United States (U.S.) Constitution, and various other sections in the Official Code of the District of Colombia (D.C. Official Code). The DCMR provides guidance regarding a law enforcement officer's use of force including, but not limited to, outlining the circumstances permitting appropriate levels of force and imposing restrictions on firearm discharges. The Fourth Amendment of

the U.S. Constitution guarantees people "the right to be secure in their persons" and provides a framework in which the courts can evaluate the use of force by law enforcement officers, including the "objective reasonableness" standard established in *Graham v. Connor* 490 U.S. 386 (1989). The purpose of this order is to outline when members may use force.

II. POLICY

The policy of the Metropolitan Police Department (MPD) is to value and preserve the sanctity of human life at all times, especially when lawfully exercising the use of force. Therefore, MPD members shall use the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of the member or others. When using force, members shall continuously reassess the perceived threat in order to select the reasonable use of force response, or one that is proportional to the threat faced by him, her, or others.

III. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated:

1. Active resistance – physically evasive movements to defeat or deflect the member's attempts to control a subject, including but not limited to, bracing, tensing, pushing, or verbally signaling an intention not to be taken into or retained in custody, provided that the intent to resist has been clearly manifested.

2. Carotid artery hold ("sleeper hold" or "v hold") – any technique which is applied in an effort to control or disable a person by applying pressure or force to the carotid artery or the jugular vein or the sides of the neck with the intent or purpose of controlling a person's movement or rendering a person unconscious by constricting the flow of blood to and from the brain (D.C. Official Code, § 5-125).

3. Less lethal weapon – any object or device deployed with the intent or purpose of nullifying a threat without causing death (e.g., rubber bullets, oleoresin capsicum spray, and tactical batons).

4. Member – sworn or civilian employee of MPD or MPD Reserve Corps member.

5. Non-deadly force – any use of force that, when employed in accordance with Department training, is neither likely nor intended to cause death or serious physical injury.

6. Objective reasonableness – the standard requiring the reasonableness of a particular use of force must be judged from the perspective of a reasonable member on the scene in light of the facts and circumstances confronting the member.

7. Resisted handcuffing – occurs when a person actively resists being placed in handcuffs, and the member must forcibly move the person's wrists or arms, or physically maneuver the person's body so that the handcuffs can be applied. The "resistance" may range from an active struggle to a person simply "locking" his or he arms to prevent their being moved to the handcuff position.

8. Serious physical injury – any injury or illness that results in admission to the hospital or that creates a substantial risk of death, serious disfigurement, loss of consciousness, disability, a broken bone, or protracted loss or impairment of the functioning of any body part or organ.

   NOTE: Admission to the hospital must be *directly associated* with the use of force, and should not include treatment or hospitalization for those injuries incurred prior to the use of force (e.g., drug or alcohol use, medical conditions such as high blood pressure).

9. Serious use of force – actions by members including:

   a. All firearm discharges by a member with the exception of range and training incidents, and discharges at animals;

   b. All uses of force by a member resulting in a serious physical injury;

   c. All head strikes with an impact weapon;

   d. All uses of force by a member resulting in a loss of consciousness, or that create a substantial risk of death, serious disfigurement, disability or impairment of the functioning of any body part or organ;

   e. All incidents where a person receives a bite from an MPD canine;

   f. All uses of force by an MPD member involving the use of neck restraints or techniques intended to restrict a subject's ability to breathe; and

   g. All other uses of force by a member resulting in a death.

10. Service weapon – any instrument issued or authorized by the Department that is used to control or overcome a subject, carried or kept readily available by MPD members.

11. Take down – maneuver in which a subject is forcibly brought to the ground.

12. Trachea hold ("arm bar hold" or "bar-arm hold") – any technique using the member's arm, a long or short police baton, or a flashlight or other firm object that attempts to control or disable a person by applying force or pressure against the trachea, windpipe, or the frontal area of the neck with the purpose or intent of controlling a person's movement or rendering a person unconscious by blocking the passage of air through the windpipe. (D.C. Official Code, § 5-125.02)

13. Use of force – any physical coercion used to effect, influence or persuade an individual to comply with an order from an officer.

    a. The following actions are designated "reportable uses of force":

        (1) Deadly force;

        (2) Serious use of force;

        (3) Use of a less-than-lethal weapon;

        (4) Any use of force indicating potential criminal conduct by a member; and

        (5) Any use of force resulting in injury or a complaint of injury or pain where the injury or pain is directly associated with a member's use of force.

    b. The following actions are designated "reportable force incidents" as long as the use of force does not result in injury or a complaint of injury or pain:

        (1) All solo or team takedowns, where there is no complaint of pain or injury; and

        (2) The drawing and pointing of a firearm at, or in the direction of, another person when no other force was used.

    NOTE: Minor injury or discomfort resulting from the application and general wearing of handcuffs is not, in and of itself, considered a "reportable use of force" or a "reportable force incident".

14. Use of force framework – an adaptation of the decision making model (Attachment A) specifically applicable to situations potentially resulting in the use of force. The use of force framework contains five categories of perceived threats and responses, all of which are fluid, dynamic, and non-sequential. The use of force framework allows officers to

determine which action or actions are objectively reasonable and proportional, given the perceived threat.

15. Use of force indicating potential criminal conduct by a member – includes, but is not limited to, all strikes, blows, kicks or other similar uses of force against a handcuffed subject and all accusations or complaints of excessive force made against the member. This includes any use of force that **clearly** goes beyond that which an objectively reasonable officer would use in light of the circumstances under which the force was used, or any use of force which may rise to the level of a criminal act.

16. Vehicle ramming attack – form of attack in which a perpetrator deliberately rams, or attempts to ram, a motor vehicle at a crowd of people with the intent to inflict fatal injuries.

IV. REGULATIONS

A. All members who encounter a situation where the possibility of violence or resistance to lawful arrest is present, shall, if possible, first attempt to defuse the situation through advice, warning, verbal persuasion, tactical communication, or other de-escalation techniques. Members shall attempt to defuse use of force situations with de-escalation techniques whenever feasible.

B. When using force, members must be able to articulate the facts and circumstances surrounding their tactics, decision making, and the extent of force used in any given situation.

C. When any force response is employed, members shall:

1. Conduct a visual and verbal check of the subject to ascertain whether the subject is in need of medical care.

2. Summon medical assistance immediately if a person is injured, complains of pain, or demonstrates life-threatening symptoms as established in GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners).

3. Render first aid as soon as the scene is safe.

D. Any excessive force by a member may subject him or her to disciplinary action and possible criminal prosecution or civil liability.

E. Use of Force Framework (Attachment B)

1. The use of force framework contains five categories of perceived threats and responses, all of which are fluid, dynamic, and non-sequential.

a. Member's Perception of the Threat:

(1) Cooperative – the subject responds in a positive way to a member's presence and is easily directed with verbal requests and commands. The subject who requires control or searching offers no resistance.

(2) Passive resister – the subject displays a low level of noncompliant resistance. The noncompliance is passive, and offers no physical or mechanical energy. The subject does not respond to a member's lawful request or commands and may be argumentative.

(3) Active resister – the subject is uncooperative and will not comply with the member's requests or comments. The subject exhibits physical and mechanical defiance, including evasive movements to defeat the member's attempt at control, including but not limited to, bracing, tensing, pushing, or verbally signaling an intention not to be taken into or retained in custody, provided that the intent to resist has been clearly manifested.

(4) Assaultive – the subject has gone beyond the level of simple non-cooperativeness, and is actively and aggressively resisting the officer's attempt to arrest. The subject has demonstrated a lack of concern for the member's safety; however, the subject does not pose an immediate threat of death or serious bodily injury to the member or others.

(5) Serious injury or death – the subject poses an immediate danger of death or serious physical injury to the member or to another person, but not himself or herself. The subject's actions demonstrate his or her intent to inflict death or serious injury upon the member or another person immediately.

b. Member's Force Response:

(1) Cooperative controls – the least physical force response category on the use of force framework. Cooperative controls include communication skills with cooperative subjects and are often achieved by non-verbal acts such as gestures, stance, and facial expressions in accordance with Department training and standards.

(2) Contact controls – low-level mental and physical tactics to gain control and cooperation. The contact controls can

be psychologically manipulative (e.g., strong verbal persuasion) as well as physical (e.g., soft empty hand control, firm grip, and escorting), and can include additional verbal persuasion skills or waiting for backup to show strength in numbers in accordance with Department training and standards.

(3) Compliance techniques – actions [e.g., control holds, joint locks, and oleoresin capsicum (OC) spray, solo or team takedowns] that may induce pain or cause discomfort to the subject who is actively resisting until control is achieved, but will not generally cause an injury when used in accordance with Department training and standards.

(4) Defensive tactics – actions to forcibly render the subject into submission; however, these actions are not likely nor designed to cause death or serious physical injury. The purpose of defensive tactics is primarily the safety of the member and others. Examples of "defensive tactics" include the use of ASP baton strikes, chemical agents, and electronic control devices (ECDs) in accordance with Department training and standards.

(5) Deadly force – any use of force likely to cause death or serious physical injury. The primary purpose of deadly force is to neutralize a subject who poses an immediate threat of death or serious injury to the member or others; however, this does not include a subject who poses a threat solely to himself or herself. Examples include, but are not limited to, the use of a firearm or a strike to the head with a hard object.

2. In response to a perceived threat, members shall apply the proportionate and objectively reasonable force response, as outlined in the use of force framework. To ensure the force response is objectively reasonable and proportionate to the perceived threat, members shall:

a. Continuously assess the threat and develop strategies, consider their authority and Department policies, identify options and contingencies, take action and review, and gather information. This approach requires members to:

(1) Consider the seriousness of the crime, the level of threat or resistance presented by the suspect, the imminence of danger, the suspect's mental capacity, his or her access to weapons, agency policies, and available options (e.g., calling upon members with specialized training for assistance).

(2) Initiate the proportionate and objectively reasonable force response, when feasible, to overcome resistance.

(3) Modify their level of force in relation to the amount of resistance offered by a suspect. As the subject offers less resistance, the member shall lower the amount or type of force used. Conversely, if resistance escalates, members are authorized to respond in an objectively reasonable manner.

(4) Intervene in and subsequently report any use of force incident in which they observe another member utilizing excessive force or engaging in any type of misconduct.

3. Members shall not use techniques or defensive weapons when employing force unless they have received the requisite training and the technique or weapon has been approved for use by the Department. However, members may employ force as necessary to protect the life of a civilian or member subject to the imminent threat of death or serious physical injury, when no other options are feasible, and the force is objectively reasonable and proportionate to the perceived threat.

F. Conditions that May Authorize the Use of Non-Deadly Force

1. A member's decision to use non-deadly force shall involve one or more of the following considerations:

a. To protect life or property;

b. To make a lawful arrest;

c. To prevent the escape of a person in custody;

d. To control a situation, or subdue and restrain a resisting individual; or

e. To effect a lawful stop of a fleeing individual.

2. A member shall use the force response that is reasonably necessary to bring the situation under control. If de-escalation tactics are not effective, the member may use an increasing level of force to overcome the level of resistance, as long as the force response remains proportionate to the perceived threat. As soon as the incident is under control, the member's use of force response shall diminish proportionally.

G. Conditions that May Authorize the Use of Deadly Force

1. Authorized Use of Deadly Force:

a. Defense of Life

Members may use deadly force in the performance of police duties under the following circumstances:

(1) When it is necessary and objectively reasonable; **and**

(2) To defend themselves or another from an actual or threatened attack that is imminent and could result in death or serious bodily injury; **and**

(3) When all other options have been exhausted **or** do not reasonably lend themselves to the circumstances.

b. Fleeing Felon

To apprehend a fleeing felon **only** when every other reasonable means of affecting the arrest or preventing the escape has been exhausted; **and**

(1) The suspect fleeing poses an immediate threat of death or serious bodily harm to the member or others; **or**

(2) There is probable cause to believe the crime committed or attempted was a felony that involved an actual or threatened attack that could result in death or serious bodily harm; **and**

(a) There is probable cause to believe the person fleeing committed or attempted to commit the crime, **and**

(b) Failure to immediately apprehend the person places a member or the public in immediate danger of death or serious bodily injury; **and**

(c) The lives of innocent persons will not be endangered if deadly force is used.

2. Unauthorized Use of Deadly Force

a. Members shall not use deadly force in any circumstance other than those outlined Part IV.G.1.

b. Members shall not utilize deadly force against subjects that only present a threat of harm to themselves.

H. Less Lethal Weapons

1. The objective of less lethal weapons is to preserve human life and prevent further escalation of force.

2. Less lethal weapons may only be used by members with the appropriate specialized training.

3. During instances of civil disobedience, members shall follow use of force procedures outlined in Department SOP-16-01 (Handling First Amendment Assemblies and Mass Demonstrations).

I. Positional Asphyxia Precautions

1. In order to avoid asphyxiation, members shall:

a. Whenever possible, avoid tactics that may impede a subject's ability to breathe, result in chest or throat compressions, or airway blockage.

b. Position the individual in a manner to allow free breathing once the subject has been controlled and placed under custodial restraint using handcuffs or other authorized methods.

c. Seek medical assistance immediately if a person appears to be having difficulty breathing or is otherwise demonstrating life-threatening symptoms. An official shall direct that alternative means to maintain custody be utilized, if appropriate.

2. Members are prohibited from:

a. Placing a person in a prone position (i.e., lying face down) for a prolonged period of time or during transport except during exigent circumstances. Prisoners shall be carefully monitored while in a prone position as a prone position may be a contributing factor to cause a prisoner to suffocate, also referred to as positional asphyxiation.

b. Employing unauthorized use of restraints while transporting a subject in a vehicle.

c. Attaching handcuffs or flex-cuffs to leg restraints in such fashion that forces the legs and hands to be close to one another (i.e., "hog-tying").

J. Neck Restraints

1. The use of neck restraints of any kind including, but not limited to, the use of "trachea holds" and "carotid artery holds" as they are defined in D.C. Official Code § 5-125.02 are not authorized use of force options and are prohibited.

   NOTE: Members are reminded of the legal restrictions against certain types of neck restraints outlined in D.C. Official Code § 5-125.01, *et seq.* (Limitation on Chokehold), and that members who use a "trachea hold" or "carotid artery hold" may be found in violation of the law.

2. In the event that a member employs a neck restraint or chokehold of any kind, he or she shall request emergency medical services immediately.

K. Use of the Department-Issued Firearm

1. When feasible, members shall identify themselves as a police officer and issue a verbal warning before discharging a firearm.

2. No member shall discharge his or her firearm under the following circumstances:

   a. As a warning;

   b. Into a crowd;

   c. In a felony case which does not involve an actual attack, but involves a threatened attack, unless the member has reasonable cause to believe the threatened attack is imminent and could result in death or serious bodily injury;

   d. In any misdemeanor offense, unless under exceptional circumstances;

   e. Solely to protect property interests; or

   f. To stop an individual on mere suspicion of a crime simply because the individual flees.

3. Members shall not discharge their firearms either at or from a moving vehicle unless deadly force is being used against the member or another person. For purposes of this order, a moving vehicle is not considered deadly force except when it is reasonable to believe that the moving vehicle is being used to conduct a vehicle ramming attack. Members shall, as a rule, avoid tactics that could place them in a position where a vehicle could be used against them.

4. No member shall draw and point a firearm at or in the direction of another person unless there is a reasonable perception of a substantial

risk that the situation may escalate to the point where deadly force would be permitted.

a. When it is determined that the use of deadly force is not necessary, as soon as practicable, firearms shall be secured or holstered.

b. Drawing and pointing a firearm at or in the direction of a person is a reportable incident and members shall notify an official in accordance with SO-06-06 [Instructions for Completing the Reportable Incident Form (RIF: PD Forms 901-g and 901-h).

5. In accordance with GO-RAR-901.01 (Handling of Service Weapons), no member of the Department shall carry, use, or discharge any unauthorized ammunition in their issued service weapons. Members shall not obtain service ammunition from any source except through official Department channels. Members are further required to carry only the requisite amount of service ammunition as applicable to the authorized service weapon they are utilizing.

L. Carrying Prohibited Weapons

1. Members shall not:

a. In the normal exercise of their responsibilities, carry, use or discharge any firearm or other weapon, except those issued or approved for use by the MPD under direction of the Chief of Police.

b. Carry any Department-issued weapon prior to successfully completing Department-approved training courses directed by the Chief of Police.

c. Carry a non-Department-issued weapon (e.g., blackjack, sap, nunchaku, kenpo stick, brass knuckle, or weighted glove).

M. Pain or Injury Associated with Handcuffing

1. Members are reminded the proper application and general wearing of handcuffs may lead to complaints of minor pain or injury (e.g., pinching of skin or scratches).

2. When a subject complains of pain or injury that is associated with the application or wearing of handcuffs, members shall notify an official.

a. The official shall investigate the complaint or injury and document his or her findings in the PD Form 313 (Prisoner Illness/Injury Report) in accordance with GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners).

(1) If the investigating official determines the subject's injury or complaint of pain is exclusively the result of the application and wearing of handcuffs, no further force-related investigation or reporting is necessary.

Example: A member places handcuffs on a non-resistant subject. The subject claims the handcuffs are causing him discomfort but the official concludes the pain is due exclusively to discomfort associated with wearing handcuffs.

(2) If the investigating official determines the subject's injury or complaint of pain is not exclusively the result of the application and wearing of handcuffs or force was required to apply the handcuffs, he or she shall initiate a use of force investigation in accordance with GO-RAR-901.08 (Use of Force Investigations).

Example: The subject complains of discomfort in his right wrist. During the investigation, the arresting member tells the official he had to twist the subject's right wrist in order to place him in handcuffs. The official concludes the subject's discomfort is associated with the member's action of twisting the subject's wrist, not exclusively the discomfort associated with wearing handcuffs.

b. Investigating officials shall provide counseling and conduct an administrative investigation as appropriate for policy violations in cases where, based on the totality of circumstances, a member applied the handcuffs improperly, but the associated injury does not warrant a use of force investigation.

Example: The arresting member places handcuffs on an unresisting subject but neglects to activate the double-lock function. Since the handcuffs are not double-locked, the subject inadvertently tightens them on himself while he is transported back to the station. The tightening of the handcuffs results in a minor rash on the prisoner's right wrist. This injury is due to the wearing of handcuffs and is therefore not a reportable use of force; however, it would not have occurred if the member had applied the handcuffs properly.

N. Members are prohibited from employing any use of force technique or defensive weapon against a subject in handcuffs **unless** the subject is engaged in assaultive behavior as described in this order or the subject is attempting to escape police custody or resisting members' efforts to maintain custody of the individual (e.g., the subject will not get out of the transport vehicle). In these cases, members shall limit their force responses to the

minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control.

O. Civilian Employees of the Department

1. Civilian employees of the department are prohibited from receiving or carrying Department-issued weapons of any kind.

   NOTE: Civilian employees may handle weapons when required as part of their assigned duties (e.g., civilian firearm instructors, civilian firearm examination technicians, civilian evidence technicians).

2. Civilian members shall only use force in defense of themselves or others.

P. Reporting Use of Force Incidents

1. All incidents involving a reportable use of force, as defined in Part III.13.A of this order, shall be reported in accordance with SO-10-14 [Instructions for Completing the Use of Force Incident Report (UFIR: PD Forms 901-e and 901-f)]. All reportable force incidents shall be reported in accordance with SO-06-06 [Instructions for Completing the Reportable Incident Form (RIF: PD Forms 901-g and 901-h)].

   Example 1: A member uses OC Spray on a subject. This is a reportable use of force and requires the completion of a PD Form 901-e (commonly referred to as a "UFIR") in accordance with SO-10-14.

   Example 2: A member employs a takedown technique to bring a resistive subject to the ground so he or she can be placed in handcuffs. The takedown and handcuffing does not result in injury or complaint of pain or injury. The use of a takedown is a reportable force incident and requires the completion of a PD Form 901-g (commonly referred to as a "RIF") in accordance with SO-06-06.

2. Members who are aware of a complaint regarding the use of force by another member shall notify their supervisor.

V. ATTACHMENTS

Attachment A: Decision Making Model

Attachment B: Use of Force Framework

VI. CROSS REFERENCES

A. Directives

1. GO-OPS-304.10 (Police-Citizen Contacts, Stops, and Frisks)

2. GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners)

3. GO-RAR-901.01 (Handling of Service Weapons)

4. SO-06-06 [Instructions for Completing the Reportable Incident Form (RIF: PD Forms 901-g and 901-h)]

5. SO-10-14 [Instructions for Completing the Use of Force Incident Report (UFIR: PD Forms 901-e and 901-f)]

6. SOP-16-01 (Handling First Amendment Assemblies and Mass Demonstrations)

B. D.C. Official Code

1. D.C. Official Code, § 5-125 (Limitation on Chokeholds)

Peter Newsham
Chief of Police

PN:KDO:MOC:SMM

Amendment #	*Page #*	*Description of Change*	*Effective Date of Change*	*Name and Title of Authorizing Member*
1	11	Revised Part IV.K.2.outline format to include the previously missing letter “d”.	11/7/2017	Maureen O’Connell, Director, Policy and Standards Branch

Metropolitan Police Department

Decision Making Model

The goal of every encounter is Voluntary Compliance!

Officers must continually

- ***Gather information and assess the threat.***
- ***Consider authority, policy and tactics.***
- ***Identify options and contingencies.***
- ***Develop a strategy.***
- ***Take action and review.***

Threat Assessment Observation should include the subject's:

- ***Emotional state.***
- ***Resistive Tension.***
- ***Early warning signs.***
- ***Pre-attack postures or Gestures.***
- ***Access to a Weapon.***
- ***Apparent willingness to sustain injury.***

Metropolitan Police Department

Use of Force Framework

The goal of every encounter is Voluntary Compliance!

Officers must continually

- *Gather information and assess the threat.*
- *Consider authority, policy and tactics.*
- *Identify options and contingencies.*
- *Develop a strategy.*
- *Take action and review.*

Resistance and response are dynamic. The subject's behavior and the use of force to control it may escalate or de-escalate during any given altercation until complete control of the subject is achieved.

Immediately summon emergency medical assistance and render first aid as soon as the scene is safe.

GO-RAR-901.07 (Use of Force)
Attachment B - Use of Force Framework
November 3, 2017

GENERAL ORDER

DISTRICT OF COLUMBIA

Title		
Extended Impact Weapons		
Topic	**Series**	**Number**
RAR	**901**	**12**
Effective Date		
July 29, 2016		
Related to: GO-RAR-901.07 (Use of Force) GO-RAR-901.08 (Use of Force Investigations) SO-10-14 [Instructions for Completing the Use of Force Incident Report (UFIR: PD Forms 901-e and 901-f)]		

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I. PURPOSE

The purpose of this order is to describe the procedures for the deployment, use, reporting, and investigation of less-lethal extended impact weapons for trained and designated patrol members.

II. POLICY

The policy of the Metropolitan Police Department (MPD) is to value and preserve the dignity of human life at all times, especially when lawfully exercising the use of force. Therefore, MPD members shall use the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of the member or others. When using force, a member shall continuously reassess the perceived threat in order to select the reasonable use of force response, or one that is proportional to threat faced by him, her, or others.

III. DEFINITIONS

For the purpose of this order, the following terms shall have the meaning designated:

1. Extended impact weapon – a device capable of firing a 40mm sponge projectile (either marking or non-marking) at a high velocity for the purpose of temporarily incapacitating an aggressive, non-compliant

subject who is armed with a weapon **and** who is engaged in dangerous or assaultive behavior toward themselves, the member, or others.

2. Less lethal weapon – any object or device deployed with the intent or purpose of nullifying a threat without causing death (e.g., rubber bullets, oleoresin capsicum spray, and tactical batons).

3. Member – sworn or civilian employee of the MPD or MPD Reserve Corps member.

IV. REGULATIONS

A. Consistent with MPD's use of force policy, members are reminded that:

1. All members who encounter a situation where the possibility of violence or resistance to lawful arrest is present, if possible, shall first attempt to defuse the situation through advice, warning, verbal persuasion, or other de-escalation techniques.

2. Upon arriving at a situation where the possibility of violence or resistance to lawful arrest is present, proper use of distance and cover can provide the member with additional protection and time to react should the situation change suddenly. As the situation continues to unfold, members should continue to re-evaluate their positioning, and create distance or move as needed.

3. When using force, members must be able to articulate the facts and circumstances surrounding their tactics, decision making, and the extent of force used in any given situation.

4. Failure to abide by the regulations outlined in D.C. Official Code, DCMR, or Department directives related to use of force, if sustained, shall subject both civilian and sworn employees of the Department, as well as MPD reserve officers, to disciplinary action and possible criminal prosecution or civil liability.

B. Members shall treat extended impact weapons with the same care and caution as weapons loaded with "conventional" munitions (e.g., pistols, shotguns).

C. Authorized Use of Extended Impact Weapons

1. Extended impact weapons shall only be issued to full-duty members who have been trained in their use and meet all Department qualification and re-qualification requirements. Members must requalify with extended impact weapons on an annual basis.

2. Extended impact weapons shall be used against subjects who are armed with weapons **and** who are engaged in dangerous or assaultive behavior toward themselves, the member or others.

   NOTE: The use of extended impact weapons falls under the "Defensive Tactics" category of use of force response.

3. Members shall not use extended impact weapons against a subject unless it is tactically safe to do so (i.e., there is adequate cover and time to deploy the weapon), and, absent exigent circumstances, at least one other member is present at the scene.

   NOTE: Having another member present during the deployment enhances officer safety and ensures that the accompanying member can provide cover for the deploying member and assist with handcuffing post-deployment.

4. When feasible, before using an extended impact weapon, the member shall identify himself or herself as a police officer and issue the designated verbal warning (i.e., by announcing "Less-lethal, less-lethal;") prior to firing the extended impact weapon.

   NOTE: The purpose of announcing the designated warning is to alert other members on scene of the utilization of the extended impact weapon. It is critical other members know about the utilization of the extended impact weapon, as its deployment may cause an immediate change in the subject's behavior that may require immediate police action (i.e., surrender or flight).

5. When confronted by an animal that is an active threat to a member, person, another animal, or that needs to be captured for public safety purposes, members shall consider deploying an extended impact weapon in lieu of deadly force.

D. Members shall deploy only extended impact weapons that are color-coded orange, identified by stock and barrel or by orange marking tape applied to the device.

   NOTE: The purpose of the orange coloring is to designate the device as a less lethal weapon.

E. Medical Assistance

   Members shall request medical assistance in accordance with GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners) for all incidents involving deployment of an extended impact weapon, whether or not there is an actual, perceived, or alleged injury.

F. Extended Impact Weapons Prohibitions

1. Members shall not:

   a. Use extended impact weapons on subjects in handcuffs or who are otherwise restrained.

   b. Alter the appearance of an extended impact weapon, including but not limited to changing the color of the weapon.

   c. Attempt to modify or repair extended impact weapons.

   d. Carry extended impact weapons or ammunition that have not been approved and issued by the Department.

2. Members shall not use extended impact weapons in the following circumstances, unless exigent circumstances exist:

   a. The subject appears to be no closer than 6 feet and no further than 165 feet;

   b. The subject is in physical control of a vehicle in motion (e.g., automobiles, motorcycles, ATVs, scooters, bicycles);

   c. The subject is visibly pregnant;

   d. The subject is holding a firearm and the member lacks the tactical safety conditions enumerated in Part IV.C.3;

   e. The subject appears to be under the age of 12 or over the age of 65;

   f. In any situation where the member has a reasonable belief that the subject might fall resulting in death or serious physical injury, and the circumstances presented do not justify that risk; or

   g. Against an animal that does not pose an immediate threat to the safety of an officer, person, property, or another animal (i.e., the animal is a nuisance but is not a threat to the safety of others).

G. The regulations and procedures outlined this directive, notwithstanding, members are reminded that the extended impact weapon may be employed in any means necessary if required to protect the life of a civilian or law enforcement officer subject to the imminent threat of death or serious physical injury, and no other options are feasible.

H. Unless already assigned to a priority assignment, members equipped with the extended impact weapon shall respond to the following events, regardless of their assigned PSA:

a. "Man/Woman With A Knife" or other weapon radio runs;

b. Armed individuals in the midst of a mental health crisis; and

c. Any priority assignment involving an armed suspect.

V. PROCEDURES

A. Deployment of Extended Impact Weapons

1. In accordance with Part IV.C.1 of this order, extended impact weapons shall only be issued to full-duty members who have been trained in their use and meet all Department qualification and re-qualification requirements.

2. Roll call officials shall:

a. When feasible, ensure at least two extended impact weapons are deployed on each shift. The extended impact weapons shall be assigned only to those members who have successfully completed the requisite extended impact weapons training.

b. Ensure members who are deployed with extended impact weapons are noted on the roll call and deployment statistical sheets.

c. Inform the Command Information Center (CIC) of the number of members deployed with extended impact weapons at the beginning of every shift.

d. Ensure members conduct a brief pre-shift test in accordance with Department training to ensure the device is functioning properly.

3. Members to whom extended impact weapons are assigned shall indicate they are equipped with the device when coming into service and logging into the Mobile Data Computer.

B. Use of Extended Impact Weapons

1. Members shall aim and fire extended impact weapons in a manner consistent with Department training (Attachment A).

2. Members shall make every effort to avoid aiming at a subject's head, face, neck, heart, chest, and genitals.

3. Once the subject is temporarily incapacitated, members shall be prepared to immediately place the subject in handcuffs.

4. When medical personnel respond to the scene, members shall issue them an Extended Impact Weapon Information Card (Attachment B).

   NOTE: The Extended Impact Weapon Information Card communicates essential information to medical personnel, such as the weight and velocity of the projectile.

C. Reporting Requirements

1. Upon using an extended impact weapon, members shall:

   a. In cases where an official is not already present, immediately notify an official to respond to the scene.

   b. Follow the use of force protocols established in GO-RAR-901.07 (Use of Force) and GO-RAR-901.08 (Use of Force Investigations), and SO-10-14 [Instructions for Completing the Use of Force Incident Report (UFIR: PD Forms 901-e)].

D. Investigations

1. The Internal Affairs Division (IAD) shall investigate all use of force incidents involving extended impact weapons in accordance with GO-RAR-901.08 (Use of Force Investigations) except discharges at animals and training incidents.

2. The assigned IAD investigator shall complete and submit a preliminary report, through his or her chain of command, to the Chief of Police no later than 24 hours after use of force incident.

3. Use of force investigations involving discharges at animals and training incidents shall be investigated by the member's chain of command, unless there is evidence of serious misconduct.

E. Storage and Maintenance of Extended Impact Weapons

1. When not in use, extended impact weapons shall be stored in the district's designated storage area, in the designated "soft cases" issued to each district or element.

2. Members to whom an extended impact weapons has been assigned shall carry the device and its associated rounds in the designated carrying case in the passenger seat of his or her MPD vehicle.

3. Members to whom an extended impact weapon has been assigned shall ensure his or her vehicle remains locked at all times.

4. Members shall not perform maintenance on extended impact weapons other than changing the batteries for the weapon sights.

V. CROSS REFERENCES

A. GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners)

B. GO-RAR-901.07 (Use of Force)

C. GO-RAR-901.08 (Use of Force Investigations)

D. SO-10-14 [Instructions for Completing the Use of Force Incident Report (UFIR: PD Forms 901-e and 901-f)]

VI. ATTACHMENTS

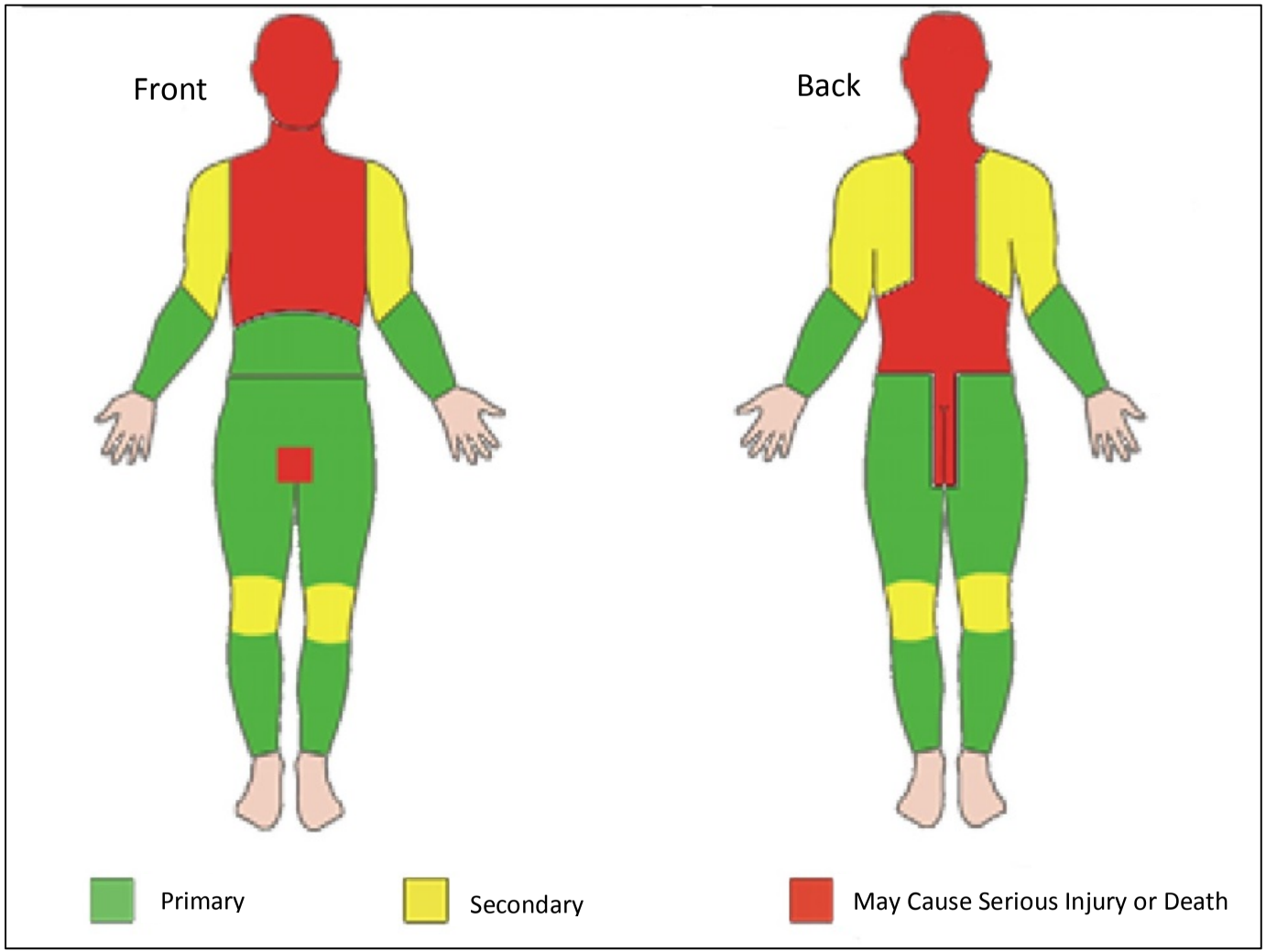
Attachment A: Less Lethal Target Zones

Attachment B: Extended Impact Weapon Information Card

Cathy L. Lanier
Chief of Police

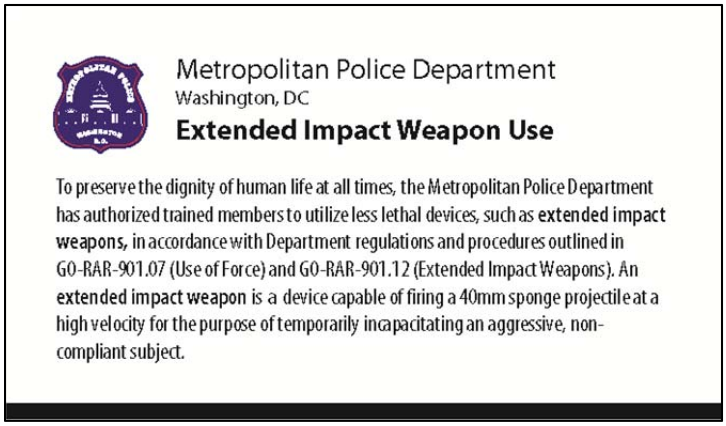
CLL:MBH:MOC:DMH

Extended Impact Weapon Target Zones



GO-RAR-901.12 (Extended Impact Weapons)
Attachment A – Extended Impact Weapon Target Zones
Page 1 of 1
July 29, 2016

Extended Impact Weapon Information Cards

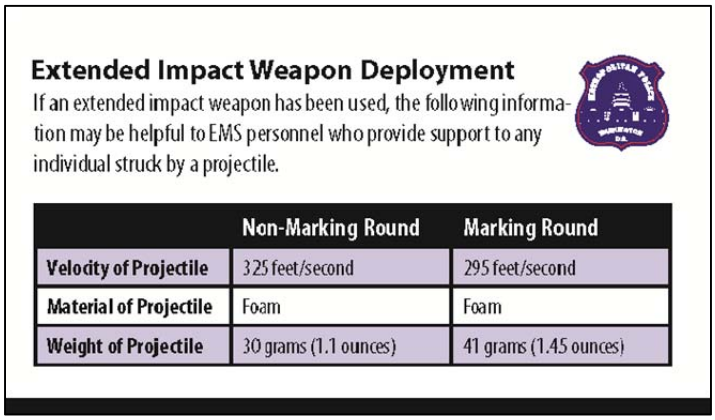


Metropolitan Police Department
Washington, DC

Extended Impact Weapon Use

To preserve the dignity of human life at all times, the Metropolitan Police Department has authorized trained members to utilize less lethal devices, such as **extended impact weapons,** in accordance with Department regulations and procedures outlined in GO-RAR-901.07 (Use of Force) and GO-RAR-901.12 (Extended Impact Weapons). An **extended impact weapon** is a device capable of firing a 40mm sponge projectile at a high velocity for the purpose of temporarily incapacitating an aggressive, non-compliant subject.

Front of Card



Extended Impact Weapon Deployment

If an extended impact weapon has been used, the following information may be helpful to EMS personnel who provide support to any individual struck by a projectile.

	Non-Marking Round	Marking Round
Velocity of Projectile	325 feet/second	295 feet/second
Material of Projectile	Foam	Foam
Weight of Projectile	30 grams (1.1 ounces)	41 grams (1.45 ounces)

Back of Card

EXECUTIVE ORDER

DISTRICT OF COLUMBIA

Subject:
Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020
Number
EO-20-044
Effective Date
July 30, 2020
Rescinds: EO-20-041 (Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020), Issued July 22, 2020
Related to: GO-PER-120.25 (Processing Complaints Against Metropolitan Police Department Members) GO-SPT-302.13 (Body-Worn Camera Program) GO-RAR-901.07 (Use of Force) GO-RAR-901.09 (Use of Force Review Board) SOP-16-01 (Handling First Amendment Assemblies and Mass Demonstrations)

The purpose of this executive order is to inform members of the enactment of the *Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020*. The changes will become effective no later than July 22, 2020. Among the provisions of the law are new requirements that must be met for an officer to use deadly force, a new definition for what constitutes a neck restraint, and a prohibition against members' reviewing body-worn camera (BWC) recordings prior to completing initial reports. **Members must ensure they review this executive order immediately to ensure compliance with the requirements of the new law.**

The law also contains new requirements for conducting consent searches which will go into effect August 15, 2020. Additional guidance and training on those new requirements will be issued separately in the coming weeks.

A)	***Use of Force*** *The new law codifies requirements for the use of deadly force and are largely consistent with existing MPD policy.*
Prohibits	1. A law enforcement officer shall not use **deadly force** against a person unless: a. The law enforcement officer reasonably believes that deadly force is immediately necessary to protect the law enforcement officer or another person, other than the subject of the use of deadly force, from the threat of serious bodily injury or death; b. The law enforcement officer's actions are reasonable, given the totality of the circumstances; **and** c. All other options have been exhausted or do not reasonably lend themselves to the circumstances.
New Definitions	2. Definitions a. "Deadly force" means any force that is likely or intended to cause serious bodily injury or death.

	b. "Deadly weapon" means any object, other than a body part or stationary object that in the manner of its actual, attempted, or threatened use is likely to cause serious bodily injury or death. c. "Serious bodily injury" means extreme physical pain, illness, or impairment of physical condition, including physical injury, that involves:: (i) a substantial risk of death; (ii) protracted and obvious disfigurement; (iii) protracted loss or impairment of the function of a bodily member or organ; or (iv) protracted loss of consciousness.
B)	***Neck Restraints*** *Neck restraints continue to be prohibited consistent with existing MPD policy. However, the law provides a new definition for what constitutes a neck restraint.*
New Definition	1. "Neck restraint" means the use of any body part or object to attempt to control or disable a person by applying pressure against the person's neck, including the trachea or carotid artery, with the purpose, intent, or effect of controlling or restricting the person's movement or restricting their blood flow or breathing.
Prohibits	2. It shall be unlawful for: a. Any law enforcement officer or special police officer ("officer") to apply a neck restraint; and b. Any officer who applies a neck restraint and any officer who is able to observe another officer's application of a neck restraint to fail to: i. Immediately render, or cause to be rendered, first aid on the person on whom the neck restraint was applied; or ii. Immediately request emergency medical services for the person on whom the neck restraint was applied.
Penalty	Any officer who violates the provisions shall be fined up to $25,000, or incarcerated for no more than 10 years, or both.
Reference	DC Official Code § 5-125.01 *et seq*., DC Official Code § 22-3571.01
C)	***Body-Worn Camera*** *The law prohibits members from reviewing BWC recordings to assist in initial report writing and provides new requirements for the release of BWC recordings related to officer-involved deaths and serious uses of force.*
Need to Know	**1. Members shall not review their BWC recordings or BWC recordings that have been shared with them to assist in initial report writing.** a. Initial reports are those reports completed by members in response to calls for service or self-initiated police action that are submitted prior to the end of their shift to document their response to an event including,

but not limited to, initial reports completed in Cobalt (e.g., Incident/Offense Report, Arrest Report, Traffic Crash Report, Missing Person Report), Notices of Infraction, PD Forms 313 (Arrestee's Injury/Illness Report), FD-12s, and Force Incident Reports.

b. Members may review BWC recordings as part of follow-up investigations and activities including, but not limited to, preparing Supplement Reports in Cobalt, preparing for papering or court appearances, preparing affidavits for search or arrest warrants, completing forcible entry documentation, and detectives and investigators who are completing their case management documentation including their initial case resumes.

c. Supervisors shall review BWC recordings when reviewing and approving Part I arrest reports. Supervisors shall review the BWC footage of the member completing the report and any additional BWC footage as reasonably necessary to ensure consistency between the BWC footage and the arrest report.

2. <u>Notwithstanding any other law, the Mayor:</u>

a. **<u>Shall, within 5 business days after an officer-involved death or the serious use of force, publicly release the names and body-worn camera recordings of all officers who committed the officer-involved death or serious use of force</u>**; and

b. Shall, by August 15, 2020, publicly release the names and body-worn camera recordings of all officers who have committed an officer-involved death since the Body-Worn Camera Program was launched on October 1, 2014.

c. May, on a case-by-case basis in matters of significant public interest and after consultation with the Chief of Police, the United States Attorney's Office for the District of Columbia, and the Office of the Attorney General, publicly release any other body-worn camera recordings that may not otherwise be releasable pursuant to a FOIA request.

3. Notwithstanding any other law, within 5 business days after a request from the Chairperson of the Council Committee with jurisdiction over the Metropolitan Police Department, the Department shall provide unredacted copies of the requested BWC recordings to the Chairperson. BWC recordings in the possession of the Council shall not be publicly disclosed by the Chairperson or the Council.

Members are reminded that a **<u>serious use of force</u>** is defined as actions by members including:

	Serious Use of Force a. All firearm discharges by a member with the exception of range and training incidents, and discharges at animals; b. All uses of force by a member resulting in a serious physical injury; c. All head strikes with an impact weapon; d. All uses of force by a member resulting in a loss of consciousness, or that create a substantial risk of death, serious disfigurement, disability or impairment of the functioning of any body part or organ; e. All incidents where a person receives a bite from an MPD canine; f. All uses of force by an MPD member involving the use of neck restraints or techniques intended to restrict a subject's ability to breathe; and g. All other uses of force by a member resulting in a death. **Under the new law, within 5 business days after an officer-involved death or the serious use of force, the Mayor is required to publicly release the names and body-worn camera recordings of all officers who committed the officer-involved death or serious use of force.**
Reference	DC Official Code § 5-116.33; DCMR 24-3900.9-10; DCMR 24-3901.2 and 4; and DCMR 24-3999.1
D) Need to Know Reference	***Expansion of Office of Police Complaints (OPC) Investigative Authority*** The OPC can now initiate an investigation if OPC discovers evidence of abuse or misuse of police powers that was not alleged by the complainant in the complaint including, but not limited to, instances where an officer fails to (i) intervene in or subsequently report an officer using excessive force or engaging in any type of misconduct, or (ii) immediately report to their supervisor any violations of the rules and regulations of the MPD committed by any other MPD officer, and each instance of their use of force or a use of force committed by another MPD officer. DC Official Code § 5-1107
E)	***Repealed Laws*** *The following laws have been repealed.* **1. Failure to Arrest Crime (DC Official Code § 5-115.03)** "If any member of the police force shall neglect making any arrest for an offense against the laws of the United States committed in his presence, he shall be deemed guilty of a misdemeanor and shall be punishable by imprisonment in the District Jail or Penitentiary not exceeding 2 years, or by a fine not exceeding $500. A member of the police force who deals with an individual in accordance with § 24-604(b) shall not be considered as having violated this section." **2. Anti-Mask Law (DC Official Code § 22-3312 *et seq.*; 22-3312.03)** Wearing any mask, hood, or device whereby any portion of the face is hidden, concealed, or covered as to conceal the identity of the wearer is no longer illegal.

F)

Additional Provisions

Listed below is a summary of other key provisions of the law. Members may review a complete copy of the law at: https://lims.dccouncil.us/.

1. **Disciplinary Reforms**
   The chief of police may increase the recommended disciplinary penalty of a trial board.

2. **Expansion of Mandatory Continuing Education**
   The law codifies several requirements already covered in training including that members receive training on racism, white supremacy, limiting use of force and de-escalation, neck restraints, consent searches, and duty to intervene.

3. **Expansion of Police Complaints Board (PCB)**
   The Police Complaints Board will be expanded from 5 members to 9. No members shall be affiliated with any law enforcement agency to include MPD.

4. **Expansion of Use of Force Review Board**
   The Use of Force Review Board will be expanded to include the following voting members: Executive Director of the OPC, three civilian members appointed by the Mayor, and two civilian members appointed by the DC Council.

5. **Identification Requirements of MPD Officers During First Amendment Assembly as Local Law Enforcement**
   During a First Amendment assembly, the uniforms and helmets of officers policing the assembly shall prominently identify the officers' affiliation with local law enforcement.

6. **Limitations on the Use of Internationally Banned Chemical Weapons, Riot Gear, and Less-Lethal Projectiles**
   Outlines requirements for First Amendment assemblies including, but not limited to: (i) no officers in riot gear may be deployed unless there is an immediate risk to officers of significant bodily injury; (ii) the deployment of officers in riot gear may not be used as a tactic to disperse First Amendment assemblies, and (iii) chemical irritants and less-lethal projectiles shall not be used by MPD to disperse First Amendment assemblies.

7. **Assault on a Police Officer (APO)**
   APO is now a jury demandable offense.

References

6A DCMR 1001.5 (Repealed); DC Official Code § 5-107.01 *et seq.*; DC Official Code § 5-1101 *et seq.*; DC Official Code § 1-523.01(e)); DC Official Code § 5-331.09; D.C. Official Code § 5-331.01 *et seq.*; DC Official Code § 16-705(b)(1)

The emergency legislation will be replaced by temporary legislation at a later date. Members will be notified of any changes at that time.

To the extent that provisions in this executive order conflict with existing directives, the provisions set forth in this executive order shall prevail.

Peter Newsham
Chief of Police

PN:KDO:MOC:JC

EXECUTIVE ORDER

Subject:
40mm Extended Impact Weapon
Number
EO-20-008
Effective Date
February 16, 2020
Related To:
GO-RAR-901.07 (Use of Force)
GO-RAR-901.12 (Extended Impact Weapons)

DISTRICT OF COLUMBIA

The purpose of this executive order is to amend GO-RAR-901.12 (Extended Impact Weapons) part IV.C.2. To the extent that the provisions in this executive order conflict with existing directives, the provisions set forth in this executive order shall prevail.

A. The 40mm extended impact weapon shall only be used against subjects who are armed with weapons and engaged in dangerous or assaultive behavior toward themselves, the member, or others. The only exceptions are those cases where other less lethal force options have been exhausted in order to subdue unarmed subjects who, despite all other efforts, are still engaged in dangerous or assaultive behavior.

NOTE: The use of 40mm extended impact weapons falls under the "Defensive Tactics" category of use of force response.

Peter Newsham
Chief of Police

PN:KDO:MOC:SMM

STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES AND MASS DEMONSTRATIONS

SOP-16-01 (Handling First Amendment Assemblies and Mass Demonstrations)
Effective Date December 13, 2016

Rescinds SOP-11-01 (Handling First Amendment Assemblies and Mass Demonstrations)
Effective Date January 20, 2011

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES
AND MASS DEMONSTRATIONS

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ATTACHMENTS

A. First Amendment Assembly Provisions of the First Amendment Rights and Police Standards Act of 2004
B. Records Retention
C. High Volume Arrest Prisoner Control System
D. JOCC and CIC Activation and Operations
E. Civil Disturbance Unit (CDU) Use of Force
F. PD Form 759 (Field Arrest Form)
G. Warning Format for High Volume Arrests
H. Pre-High Volume Arrest Checklist
I. PD Form 759-b (Commander's Mass Demonstration Event Log)
J. Rights Notification
K. Public Information During First Amendment Assemblies and Mass Demonstrations
L. Handling Use of Force and Misconduct Allegations
M. PD Form 901-m (Assembly or Demonstration Reportable Force Report)
N. Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances
O. Legal Charges for Protests and Civil Disturbances

I. INTRODUCTION

The purpose of this standard operating procedure (SOP) is to ensure that the Metropolitan Police Department (MPD) is prepared to respond effectively and efficiently in accordance with applicable law and District of Columbia policy to any unlawful conduct occurring in the context of First Amendment assemblies. The Department has become the national model for protecting the First amendment rights and safety of demonstrators, while safeguarding persons and property in the District of Columbia. This SOP incorporates revisions to the manner in which the MPD responds to demonstrations and other assemblies on District of Columbia public space that the District has implemented in resolving litigation. This manual also reflects measures mandated by the *First Amendment Rights and Police Standards Act of 2004*.

This SOP sets forth the policy and procedures for all members carrying out the mission of the MPD when interacting with demonstrations, rallies, marches, picket lines, or other similar gatherings conducted for the purpose of persons expressing their political, social, or religious views. This policy is intended to exceed constitutional requirements and satisfy the heightened requirements of local statutory law and best practices.

This SOP is designed around the concept of operational flexibility within the requirements of the National Incident Management System (NIMS). It is impossible to devise specific standard operating procedures for handling all possible situations, for each has its own characteristics and challenges. The overall police philosophy must be one of moderation, flexibility and controlled response. Since each situation is unique, both commanding and supervisory officials must plan to respond according to the nature and size of the crowd. The tactical procedures established within this manual are a guide, and not a substitute for the exercise of sound judgment and proper command and supervision within the context of general Department policy.

It is imperative that members of the force understand the role of the MPD during mass demonstrations and major disturbances in our city and the manner by which the Department prepares itself to fulfill this role. It is to this end that this manual is dedicated.

II. POLICY

A. Statement of Policy

It is the declared policy of the District of Columbia that persons and groups have a right to organize and participate in peaceful First Amendment assemblies on the streets, sidewalks, and other public ways, and in the parks of the District of Columbia, and to engage in First Amendment assembly near the object of their protest so they may be seen and heard, subject to reasonable restrictions designed to protect public safety, persons, and property, and to accommodate the interest of persons not participating in the assemblies to use the streets, sidewalks, and other public ways to travel to

their intended destinations, and use the parks for recreational purposes.

It is the statutory responsibility of the MPD to preserve the public peace, to prevent crime, arrest offenders, and to protect the rights of persons and their property. As part of this responsibility, the Department provides trained personnel to respond to the scene of First Amendment assemblies in our city in order to preserve peace while protecting the constitutional and statutory rights of people to assemble peacefully and exercise free speech. In fulfilling these responsibilities, the Department will make reasonable efforts to employ non-arrest methods of crowd management as the primary means of maintaining order. Should such methods prove unsuccessful, arrests shall be made for violations of the law.

All arrests shall be based on probable cause, and arresting members shall use only the minimum necessary force to make and maintain the arrest. To the extent possible under the circumstances, arrests shall be made in an organized manner by units at the direction of the Chief of Police or his or her designee. All arrests shall be fully documented. Prisoners shall be safeguarded and adequately cared for, and shall be expeditiously processed for court or release.

The *First Amendment Rights and Police Standards Act of 2004* contains First Amendment assembly provisions that control the MPD's response to demonstrations. The MPD shall comply with all provisions of the *First Amendment Rights and Police Standards Act of 2004* including the *First Amendment Assemblies Act of 2004* as outlined in Attachment A.

It is the policy of MPD to index, retain, and store all documents related to First Amendment assemblies (originals and copies) for a period of no less than three years [see Attachment B (Records Retention)].

B. Organizational Policy

The Chief of Police, or an official or member designated by him or her directly, through operation of the chain of command, by virtue of deployment of personnel pursuant to an operational plan or in response to a First Amendment assembly, or lawful order, will be the incident commander at scenes of First Amendment assemblies.

Incident command responsibility, once established, does not pass from one member or official to another simply by virtue of the appearance or arrival at the scene of a First Amendment assembly of an official senior in rank to the member or official operating as the incident commander. Incident command responsibility passes in such instances only upon acceptance of that responsibility by the senior official.

Requests for mutual aid assistance from outside jurisdictions, when necessary, shall be handled in accordance with GO-RAR-310.04 (Mutual Aid Agreement).

C. Body-Worn Camera Policy

It is the policy of the MPD to ensure that members activate their assigned body-worn cameras when responding to First Amendment assemblies in accordance with GO-SPT-302.13 (Body-Worn Camera Program). In accordance with D.C. Official Code § 5-333.09 (Preliminary Inquiries Relating to First Amendment Assemblies), members **shall not** record First Amendment assemblies for the purpose of identifying and recording the presence of individual participants who are not engaged in unlawful conduct.

III. PLANNED AND PERMITTED FIRST AMENDMENT ASSEMBLIES

A. Planned events are those that the Department is aware of in advance, either through the submission of a permit request or other means that allow for the advance planning of resources and response procedures. When large-scale, planned or permitted First Amendment assemblies are anticipated:

1. The Chief of Police shall designate command officials to serve as area or incident commanders at various sites to manage events.

2. The Commander of the Special Operations Division (SOD), under the direction of the Chief of Police, is responsible for preparing the necessary details and tactical plans for events that are scheduled to occur within the District of Columbia. In this capacity he or she shall:

   a. Coordinate all aspects of the event plan with the affected elements, units, and personnel.

   b. Coordinate activities with other law enforcement, District government and federal agencies, as necessary.

   c. Designate liaison officers to work with demonstration leaders before, during, and after the demonstration.

3. Planning Committees

   a. In order to perform its mission of protecting the rights of demonstrators, counter-demonstrators, and non-demonstrators alike, it is the policy of the MPD to engage in advance planning to facilitate demonstrations where the Department is provided advance notification through the permit application process or learns of a planned First Amendment assembly.

   b. The creation of various subcommittees that are convened shall be dependent upon the type of event. The responsibilities of each committee shall be at the discretion of the Commander of the SOD. The following committees shall be considered when planning for an event:

(1) Venue security;

(2) Sanitation;

(3) Crisis management;

(4) Consequence management;

(5) Transportation;

(6) Traffic;

(7) Legal; and

(8) Media relations.

IV. UNPLANNED EVENTS

A. Unplanned events are events that the Department has no prior knowledge of. Such events may consist of spontaneous gatherings and large-scale demonstrations. Unplanned events are often peaceful and pose little problem for law enforcement; however, peaceful gatherings can turn violent, requiring that contingency plans are in place for members to respond as necessary to safeguard life and property.

B. First Member Response to Unplanned First Amendment Assemblies

1. The first units to arrive on the scene of an unplanned First Amendment assembly shall:

a. Observe the situation to determine if the gathering is peaceful or has the potential to turn violent.

b. Notify the Command Information Center (CIC) and the Office of Unified Communications (OUC) of the nature and size of the assembly and request the assistance of a supervisor.

c. Attempt to identify and make contact with the group organizers or leaders to determine the duration of the event, the number of persons expected to attend, and if civil disobedience is anticipated or planned.

d. If criminal activity has occurred, attempt to identify those individuals who were involved.

C. In large gatherings, the Commander of the SOD or on-duty SOD official shall be requested to respond to the scene. If an SOD official is unavailable, the district watch commander shall respond to the scene and assume command of the demonstration as the incident commander. However, incident

commander responsibilities outlined below apply regardless of rank and should be implemented as soon as possible.

D. Incident Commander Responsibilities

1. The primary responsibility of the incident commander is the rapid assembly of sufficient staffing to provide a safe environment for the gathering and ensure that disruptions to the area are minimized.

2. The incident commander shall immediately:

a. Assess the situation for seriousness and its potential for escalation. If the assembly is peaceful and adequate resources are available, efforts shall be made to allow for the protest action to continue by redirecting vehicular and pedestrian traffic around the incident.

b. Ensure that the following information about the incident is continuously provided to the OUC and CIC:

(1) Location of disturbance;

(2) Number of participants;

(3) Activities of the participants (e.g., marching peacefully, blocking traffic, destruction of property);

(4) Direction of movement of the participants; and

(5) Ingress and egress routes for emergency vehicles.

c. If a peaceful assembly escalates to a civil disturbance beyond the capacity of present personnel to effectively handle the situation, the official in charge shall:

(1) Make an evaluation as to the additional staffing required to manage the situation.

(2) Notify the OUC and CIC of the situation.

(3) Determine if a partial or full activation of Civil Disturbance Unit (CDU) personnel will be necessary. Activation of CDU personnel shall be carried-out in accordance with GO-HSC-805.01 [Civil Disturbance Unit (CDU)].

(4) Determine if a recall of off-duty personnel may be necessary. Recall of personnel to respond to a disturbance shall be handled in accordance with GO-OPS-803.04 (Emergency Response Plan).

(5) Determine the level of personal protective equipment (PPE) to be utilized and the tactics employed in response.

d. Members of the MPD are reminded that the charge of "Parading without a Permit" is not an offense and shall not be used to detain anyone.

E. Violent and Non-Violent Civil Disobedience

1. Civil disobedience may involve groups of individuals who engage in unlawful conduct. This conduct may be non-violent, such as blocking traffic or the entry to a building, or it may be violent involving property damage or assaults on members.

2. In either case, the incident commander has several options for dealing with the groups involved:

a. Issuance of formal orders to disperse using public address equipment to ensure notification to all leaders and crowd members, and to maximize the legal effects of such notifications. Dispersal orders shall be given in accordance with Part IX.G of this SOP.

b. Use of tactical maneuvers and other crowd management formations to promote dispersal of those acting in violation of the law through the application of force.

c. When necessary, effect arrests based on probable cause of those participating in violations of law.

d. Use of less lethal weapons.

V. VIOLENT CIVIL DISTURBANCES

A. Unplanned civil disturbances may arise from a number of causes such as political grievances, economic conflicts, community unrest, or in response to police action in neighborhoods. Unplanned civil disturbances may occur in the midst of a crowded street, park, or public place. Civil disturbance participants come from all walks of life and cover the entire political spectrum.

B. Whenever an unplanned First Amendment assembly arises, the first member on the scene shall serve as the initial incident commander. That member shall be responsible for conducting an assessment of the scene, notifying the OUC, the CIC, and the element watch commander of the situation, and requesting assistance from the SOD.

C. The basic human element sparking a civil disturbance is usually the presence of a crowd. Civil disturbances usually arise when a crowd:

1. Gathers to air grievances on issues, and transfers its anger from the issues to the people dealing with the issues.

2. Swells uncontrollably as curious bystanders and sympathetic onlookers join forces with the activists or protestors.

3. Is incited to irrational action by skillful agitators.

D. In civil disturbances, crowds employ any number of tactics to achieve their goals. Their tactics may be unplanned or planned, and include non-violent or violent confrontations.

E. As indicated, the situations that could evolve into a violent civil disturbance are numerous and varied. Often there will be little or no warning before the onset of violence or property damage. In a few instances, it may be possible to predict a level of civil disorder by the nature of a pre-planned event. However, each civil disturbance situation is unique, and commanding and supervisory officials shall plan and respond according to the nature and size of the disturbance. The policies and procedures presented in this SOP are based upon the concept of operational flexibility, and it is expected that officials will exercise sound judgment and proper command and supervisory responsibility in the control of a civil disturbance.

F. In a violent civil disturbance, the primary objectives of the incident commander shall be to:

1. Protect non-participants, participants, and property.

2. Disperse disorderly or threatening crowds in order to eliminate the immediate risks of continued escalation and further violence. Dispersal orders shall be given in accordance with Part IX.G of this SOP.

3. Deploy personnel to isolate and contain the people within a crowd who are acting unlawfully and effect the arrest of those individual law violators based on probable cause.

G. Police lines shall not be used to encircle demonstrators unless it is necessary for their protection or a decision has been made to arrest those participants that are being isolated.

H. In the area outside the perimeter surrounding the disorder site, the incident commander shall:

1. Move and reroute pedestrian and vehicular traffic around the disorder area.

2. Limit access to the disorder area only to those persons approved by the incident commander.

3. Control unauthorized egress from the disorder area by participants who are subject to arrest based on probable cause.

4. Repulse attempts to assist or reinforce the incident participants from outside the area.

I. The incident commander shall establish a field command post at or near the location of the disorder, from which he or she will control and coordinate police tactical operations.

1. A staging area shall also be established for all responding emergency personnel and equipment.

2. Deployment of the personnel and equipment into the disorder area shall be at the express direction of the incident commander.

J. Authorization of Personal Protective Equipment (PPE)

1. The incident commander shall authorize the wearing of hard PPE (e.g, helmets, gloves, chest protectors, shin guards) only when the donning of such equipment is consistent with the District policy on First Amendment assemblies (Attachment A) and only where there is a danger of violence.

2. Following any deployment of members in PPE, the incident commander shall make a written report to the Chief of Police within 48 hours and that report shall be made available to the public upon request.

K. Mobilization of Personnel

1. Upon being informed of a civil disturbance and the need for the mobilization of personnel, the Chief of Police or his or her designee shall review and evaluate all information pertaining to the civil disorder and make a determination as to which level of mobilization shall be implemented [adhering to the guidelines of GO-OPS-803.04 (Emergency Response Plan)].

2. Upon being notified that the Department has implemented one of the mobilization levels, each bureau head shall ensure that all officials under his or her command are notified and carry out their duties and responsibilities as required.

3. The MPD is the primary law enforcement authority during an unlawful assembly or riot situation in the District of Columbia. Assistance may be obtained from other city departments and from law enforcement mutual aid and military assistance agreements as necessary.

L. Providing Security for D.C. Fire and Emergency Medical Services (DCFEMS) and Other Responders

The incident commander shall ensure that all necessary police security is provided to DCFEMS personnel, as well as to other medical and public utility responders, to ensure their safety within the disorder area while performing emergency tasks.

M. The procedures in this section deal with spontaneous occurrences but they are also applicable to a planned event that degenerates into an unlawful assembly or riot.

VI. ORGANIZATION OF CIVIL DISTURBANCE UNITS

A. The organizational structure of CDUs is designed to facilitate command, control, and communication. Additionally, the structure allows for authority and accountability. In compliance with the NIMS, the civil disturbance platoons (i.e., “mobile field forces” in NIMS terminology) will be organized as follows:

1. CDU squad: Seven members commanded by one sergeant.

2. CDU platoon: Four squads commanded by one lieutenant.

3. CDU district: A number of platoons from the same patrol district. The district’s staffing levels determine the total number of platoons required.

4. District CDU commander: The captain in command of all CDU platoons from one district.

B. The patrol districts shall maintain a minimum of 28 CDU platoons. Additional CDU platoons shall be maintained by non-patrol units at the direction of the Chief of Police. The platoons are assigned numerical designations based on their patrol district and platoon number. Each district shall maintain a certain number of platoons based on the patrol district’s staffing levels, which will be organized as follows:

1. One scooter or mountain bike platoon.

2. One car platoon.

3. Remaining platoons shall be denoted as foot platoons and will be provided vans or buses during deployments.

C. Each platoon can perform any crowd control formation currently used by the Department.

D. Each platoon shall be comprised of four squads and shall have two grenadier-trained members per squad.

E. The CDU captains from each district shall be responsible for ensuring that all members are certified in the use of all Department less lethal and chemical weapons.

Minimum MPD CDU Staffing

Captains	7
Lieutenants	28
Sergeants	112
Officers	784
Total:	931

F. SOD Personnel

All members of the SOD are required to be CDU-certified and shall be considered operational resources during CDU activation.

VII. COMMAND ASSIGMENTS AND RESPONSIBILITIES

During periods in which the Department is fully mobilized for mass demonstration operations, the following command assignments and responsibilities shall be in effect:

A. The Chief of Police, as the commanding official of the MPD, shall oversee all police activities during CDU activation.

B. The Chief Operating Officer of the Executive Office of the Chief of Police shall assist the Chief of Police and oversee the procurement of items and equipment required during the course of operations during CDU activation.

C. The Assistant Chief of the Homeland Security Bureau shall have command authority over all arrangements and activities within the Homeland Security Bureau, to include the coordination and operational functions specific to the Intelligence Unit, the SOD, and the CDU.

D. All others assistant chiefs shall be assigned specific duties and responsibilities as designated by the Chief of Police.

E. The Commander of the SOD is designated as the CDU Commanding Official and shall coordinate, command, and direct all CDU and SOD activities. The Commander of the SOD shall manage all traffic control activity and demonstrator activities, and shall coordinate the collection and dissemination of pertinent demonstration or civil disturbance-related information.

F. The Commander of the Criminal investigations Division shall manage all

plainclothes details and assume operational control of the Joint Operations Command Center (JOCC) and CIC.

G. The Director of the Office of Communications shall provide staff from the Media Productions Unit for the purpose of video recording any situation that might later be of legitimate value to the Department.

H. The Commander of the Narcotics and Special Investigations Division shall be tasked with coordinating and implementing operations for prisoner processing for high volume arrests, as described in Attachment C (High Volume Arrest Prisoner Control System).

I. The Commander of the Police Business Services Division shall be responsible for coordinating and implementing:

1. Emergency property receiving procedures for processing property taken into custody during mass demonstrations and civil disturbances.

2. Feeding of MPD personnel.

J. The General Counsel shall:

1. Provide field assistance to the Chief of Police and other command personnel, and perform liaison functions with courts, the United States Attorney's Office, the Office of the Attorney General, bar associations, and other legal organizations as applicable.

2. Coordinate the implementation of court orders pertaining to the Department and responses to inquiries from judges and other members of the legal community.

3. Ensure all court orders and inquiries from judges are immediately brought to the attention of the Chief of Police.

K. The Commander of the Joint Strategic and Tactical Analysis Command Center shall ensure:

1. The CIC and JOCC are prepared to handle major events.

2. Video capabilities and downlink for Falcon (the Department's helicopter) are operational.

3. Proper staffing is on hand to record and coordinate the movement of personnel [see Attachment D (JOCC and CIC Activation and Operations)].

L. Non-CDU captains and inspectors shall be trained as emergency liaison officers (ELOs) to operate in an Emergency Operations Center (EOC) environment. During event planning, EOC assignments shall be made from

this trained group. ELOs shall be used to staff the various command posts (e.g., United States Capitol Command Center, United States Secret Service Command Center) that may be established during large events.

VIII. FULL MOBILIZATION OF PERSONNEL IN SUPPORT OF EVENTS

When a full mobilization of personnel is necessary to support large events or First Amendment assemblies, the following units shall provide support as enumerated below:

A. Internal Affairs Bureau (IAB)

The IAB has the responsibility for monitoring, assessing, and investigating allegations or instances of misconduct and use of force through the Internal Affairs Division (IAD). The IAD shall investigate all incidents involving the use of force arising from a First Amendment assembly as outlined in Attachment E (Civil Disturbance Unit Use of Force).

B. Specialized Equipment Support Unit (SESU)

1. The SESU was established to assist CDU platoons and arrest teams in removing protesters from improvised locking devices. By employing devices made from cement, steel, wood, and other materials, protesters may intentionally block roadways, entrances to public or private property, and resist arrest.

2. SESU members are trained, certified, and equipped with special extracting tools to defeat improvised locking devices used by demonstrators. When it is apparent that demonstrators have locked themselves into improvised locking devices, the platoon commander shall notify the JOCC (or the CIC, if the JOCC is not activated) that the services of SESU are needed.

C. Medical Services Division (MSD)

1. The purpose of the MSD is to facilitate the health and welfare of all members by taking reasonable steps to ensure medical assistance is available to them during times of large demonstrations. When CDU has been activated, the optional sick leave program may be suspended.

2. When the optional sick leave program is suspended:

a. All members reporting sick are required to report to the MSD for an evaluation.

b. Members reporting for evaluation at the MSD or the hospital emergency room shall respond attired in the uniform of the day

and have in their possession all necessary equipment to assume their duty assignments.

c. When the MSD is closed, members who have medical emergencies, or need urgent care medical services for on-duty injuries and illnesses, shall report to the Urgent Care facility at Washington Hospital Center or Providence Hospital to the extent possible, according to the following:

(1) Members whose last names begin with “A through K” shall report to the Urgent Care facility at Washington Hospital Center.

(2) Members whose last names begin with “L through Z” shall report to the Urgent Care facility at Providence Hospital.

3. Whenever medical treatment is required for members as a result of a civil disturbance, or when the injury is the result of an assault and an arrest has been made for an "Assault on a Police Officer":

a. For minor injuries, members who are equipped with Department cell phones with the AXON Capture application shall be responsible for photographing the injuries.

b. For serious injuries, evidence technicians assigned to the Crime Scene Investigations Division (CSID) or the Department of Forensic Sciences (DFS) shall be responsible for photographing the injuries.

c. When applicable, the case shall be processed in accordance with the provisions in GO-PCA-701.03 (Handling Assaults on Police Officers).

D. Explosive Ordinance Unit

Members shall abide by the procedures outlined in GO-HSC-805.04 (Bomb Threats and Explosive Devices), GO-HSC-802.04 (Hazardous Materials Incidents) and CIR-09-03 (Hazardous Materials Information) and shall consult those orders for a more detailed list of duties and responsibilities regarding suspicious packages and unknown substances.

E. DCFEMS and Member Injuries

When it has been determined that a civil disturbance of major proportions is contemplated or underway, a request shall be made to the DCFEMS to provide the necessary units and assistance to be staged for response to medical requests.

F. Relief and Feeding of Personnel

1. Each unit commander shall be responsible for arranging a schedule of relief for personnel under his or her command. In this regard, commanders shall arrange a location where food and facilities will be available to their personnel. Every effort shall be made to ensure that personnel are given a period of relief as conditions allow.

2. The official designated in charge of the commissary detail shall arrange for the delivery of food and beverages to pre-determined locations at pre-determined times. Should a subsequent feeding of personnel become necessary, and it is necessary to change the delivery locations, the official shall coordinate through the incident commander those locations most accessible to personnel.

IX. OPERATIONAL PROCEDURES FOR MASS DEMONSTRATIONS

A. Mass demonstrations and circumstances or events surrounding them do, on occasion, give rise to situations in which substantial numbers of persons engage in unlawful conduct jointly or simultaneously within close proximity of one another.

B. It is the policy of the MPD to ensure that persons may enjoy free and open expression in this city with the utmost confidence that their constitutional rights will be respected.

C. Accordingly, it is the policy of the MPD to avoid making arrests of substantial numbers of persons in response to such incidents when arrest avoidance is reasonably possible in the interests of safety and security.

D. To implement these policies, this manual sets forth procedures and guidelines to be employed in policing large First Amendment assemblies (i.e., mass demonstrations). These procedures apply when, by virtue of the number of persons acting jointly or simultaneously within close proximity, there exists a reasonable likelihood that MPD personnel, in accordance with the requirements of the United States Constitution, may have to:

1. Direct those persons to cease and desist in their activities and to disperse from the location for reasons of safety and security; or

2. Direct the arrest of such a substantial number of persons for reasons of safety and security that arrest processing of those individuals could not reasonably be anticipated to be accomplished within four hours of the time of arrest through routine processing measures.

E. Preparation for Events that May Result in High Volume Arrests

In some cases, groups planning to engage in illegal conduct will make their

intentions known in advance. In such cases, the Department shall ensure that the necessary resources and staffing are in place to respond to such events while minimizing the disruption to routine police services. In these cases, contingency planning for high volume arrests shall include the following:

1. The Commander of the SOD shall coordinate all planning relative to the Department's preparation for responding to a mass demonstration.

2. The Department's response will be based on the best available information as to the size, purpose, and expected type of activity of those participating in the demonstration. Other essential elements of information necessary to effectively plan the MPD's response are:

    a. Time and location of demonstration;

    b. Special circumstances of individuals involved (e.g., special needs, disabilities);

    c. Estimated number of participants;

    d. Identity of demonstration leaders;

    e. Assembly areas; and

    f. Plans and expected activities of the demonstrations.

3. Every effort shall be made to obtain the above information during advance negotiations with the leaders of the demonstration.

4. After evaluating and determining the type and level of activity to be expected during the demonstration, the Commander of the SOD shall prepare a Department action plan that sets forth particulars by which the Department will deal with a specific event. The plan shall contain provisions for the following:

    a. Command assignments and responsibilities;

    b. Staffing, unit structure, and deployment;

    c. Liaison with demonstration leaders;

    d. Liaison with external agencies;

    e. Release of information to the news media;

    f. Transportation and feeding of personnel;

    g. Traffic arrangements;

h. First aid stations and ambulances;

i. Redeployment of vehicles;

j. Prisoner detention areas;

k. Transportation and feeding of potential arrestees; and

l. Reiteration of the policies regarding arrests, the use of field arrest forms [see Attachment F (PD Form 759)], and the use of force.

5. The Commander of the SOD shall disseminate copies of the action plan to all supervisory officials and establish an incident command post at or near the location of the event for the purpose of providing command, control, and coordination of the event.

6. Each CDU commander shall be designated a specific staging area, from which the operations of the unit can be coordinated with subordinate and superior officials.

7. CDU commanders shall ensure that all subordinate officials and members are wearing their badges and nameplates properly and that badge numbers and nameplates are not concealed, damaged, or tampered with, so as to interfere with the ability of the member to be identified in accordance with GO-PER-110.11 (Uniforms and Equipment) and the *First Amendment Rights and Police Standards Act of 2004*.

8. When members are directed to don CDU protective gear, the CDU Commander (or appropriate supervisor) shall ensure that all members have their assigned badge numbers affixed to their helmets and are reminded that members are prohibited from removing or tampering with their badges or nameplates and are required to verbally identify themselves when asked their identities.

F. Crowd Management

1. Where the threat of violence is expected, a minimum number of personnel shall be positioned as crowd managers who shall be:

a. Dressed in the uniform of the day.

b. Positioned, where possible, in such arrangements that physical contact with the assemblage can be kept to a minimum.

2. Crowd managers shall assess the mood of the crowd and respond to changes in crowd behavior as directed by the incident commander.

3. Supervisors must be aware of the type of crowd that is being managed, and remind members at the staging area of what to expect from the participants and what types of alternative responses the members may anticipate.

4. Absent exigent circumstances, the incident commander shall determine the type of response deemed necessary for crowd management.

5. Members shall not engage in demonstration-related discussion with participants and shall conduct themselves so as to display an attitude of neutrality. However, members shall be courteous and helpful, mindful that expressions of friendliness are a valuable tool in maintaining peace.

6. Communication is an essential tool in crowd management. It ensures unity of action among members, and that police officials and crowd leaders understand one another. Communication must be constant, clear, and immediate, and on many occasions, can serve to defuse threatening situations.

7. Supervisors shall:

   a. Constantly observe and speak with members under their charge to ensure that they are complying with the orders of the unit commander and ensure that they are completely aware of probable responses to crowd attitude change.

   b. Ensure that members who are showing strain are provided temporary relief.

8. CDU commanders shall establish communication with demonstration leaders as soon as possible, and maintain communication as a sign of cooperation, as a means of obtaining first-hand knowledge of crowd mood, and as a tool to facilitate negotiations and maintain the peace.

G. Crowd Dispersal and the Issuance of Warnings

1. As a first means of dispersing a crowd under static conditions, the unit commander shall attempt to verbally persuade the crowd to disperse of its own accord by announcing available exit routes.

2. General orders to disperse a First Amendment assembly shall not be given unless a significant number of the participants fail to adhere to reasonable restrictions or a significant number of the participants are engaging in, or are about to engage in, unlawful disorderly conduct or violence towards persons or property.

3. When the intensity level of a crowd rises and unlawful disruption, either through violent or passive means, is occurring to the extent that the incident commander determines there is a need to take police action, he or she will instruct the affected CDU commanders or other designated officials to issue warnings to the crowd to disperse.

   NOTE: Dispersal orders may also be given when a public-safety emergency has been declared by the Mayor and Chief of Police or his or her designee determines that the emergency is sufficient to require the dispersal of the assembly.

4. Whenever possible, an official deeming it necessary to issue warnings shall confer with the unit commander to explain the official's basis for believing that a warning should be issued. The commanding official shall make any inquiries necessary to satisfy himself or herself whether the issuance is justified and direct that the issuing official act accordingly. This process shall be repeated as necessary during the course of the demonstration.

5. The issuance of warnings shall be of such amplification (i.e., through the use of an amplification device) and repetition that they are reasonably calculated to be heard by the entire assemblage.

6. When the incident commander has reason to believe that members of the crowd are limited or non-English proficient, he or she shall make every effort to ensure warnings are provided in appropriate languages consistent with GO-SPT-304.18 (Language Access Program).

7. At least one warning shall be issued and, absent exigent circumstances, a total of three warnings shall be issued. The time of the warnings shall be documented in accordance with procedures pertaining to High Volume Arrests [see Attachment G (Warning Format for High Volume Arrests)].

8. The designated official shall issue the warnings from stationary vantage points that are observable to the crowd.

9. Additional warnings, where necessary, shall be given from police vehicles, equipped with public address systems, moving around the crowd.

10. Participants shall be allowed a reasonable amount of time to disperse.

11. The entire warning process shall be documented by means of an audio-visual recording, if available. If this is not available, then written documentation must be retained and made a part of any arrest files.

H. Arrest

1. An assembly of persons shall not be arrested simply because the group does not possess a permit. Such an arrest may only occur after an order to disperse has been clearly communicated in a manner that is reasonably calculated to be heard by each of the persons in the group and a reasonable opportunity to disperse has been afforded, but not used by members of the assembly**.**

2. The issuing official shall recommend to the incident commander whether arrests should be made. If the issuing official recommends that high volume arrests be commenced, the incident commander shall satisfy himself or herself that probable cause exists for the arrest of each person to be arrested. The incident commander should make the inquiries reflected on the “Pre-High Volume Arrest Checklist” in order to verify that a high volume arrest is proper and lawful [see Attachment H (Pre-High Volume Arrest Checklist)].

3. The arrest of each person must be supported by probable cause. An issuing official shall not recommend the arrest of any person unless probable cause to support the arrest of that person exists.

4. The incident commander shall not order the arrest of any person for whom he or she has not verified the existence of probable cause to arrest. The number of warnings given, the method used, and the time intervals between warnings shall be recorded on the commander's event log.

5. Documentation of the procedures shall be made pictorially and audibly, if possible. The documentation of procedures must reflect the availability and location of exit routes available to the crowd, and of any persons who leave the area.

I. Commander's Mass Demonstration Event Log

1. The incident commander and unit commanders (i.e, platoon lieutenants) shall designate one member of their unit to serve as the unit recorder for the purpose of entering on the Commander's Mass Demonstration Event Log all significant events associated with the operation of the unit [see Attachment I – (PD Form 759-B)].

2. Entries into the log will be made at the direction of the unit or incident commander.

3. When it becomes necessary for subordinate supervisory officials to initiate any independent action, or engage in or observe events that could be considered significant, they shall, as soon as possible, advise the unit commander for inclusion in the event log. Examples of events warranting entry in the log would be:

a. Occasions requiring the use of force. Entries shall include the circumstances, type of force used, duration, and effect;

b. Tactical orders issued to personnel;

c. Orders received from higher authority;

d. Significant acts on the part of the demonstrators;

e. Incidents involving high volume arrests;

f. Complaints alleging serious police misconduct as defined in GO-PER-120.23 (Serious Misconduct Investigations); and

g. Issuance of warnings for high volume arrests.

J. Termination of Mass Demonstrations Details

When conditions have subsided, the incident commander shall survey the affected areas and determine whether additional police personnel are still needed at a particular location. If it is determined by the incident commander that no further police action is required, other than normal patrol, the detail shall be terminated.

K. Accountability of Equipment

1. Prior to relieving members of their command, unit commanders shall ensure items of equipment that were issued by the SOD or from the CDU storeroom are accounted for and returned to that unit by the required due date and time. This includes coordination with the SOD or CDU storeroom to return any rented vehicles.

2. District, division, and platoon commanders shall prepare an after-action report and submit it to the Commander of the SOD within five calendar days of the return to normal operations.

3. The after-action report shall contain a list of all events that occurred in chronological order to include:

a. The date and time that each event occurred;

b. A brief description of the event;

c. The unit actions taken;

d. The outcomes, such as number of persons arrested; and

e. A complete and detailed report of:

(1) Problem areas encountered;

(2) Highlights of significant events and unsatisfactory conditions;

(3) Any recommendations for improvement; and

(4) Negative reports as required.

X. CONSEQUENCE MANAGEMENT

A. In the event that damage or destruction occurs within the District of Columbia, either at the hands of demonstrators or as a result of an unrelated incident, the District's Homeland Security and Emergency Management Agency (HSEMA) will be the lead agency coordinating the city's response to incidents of man-made destruction, instances of power, water, or infrastructure failure, or natural disasters.

B. HSEMA will:

1. Have rapid response teams available to respond to spilled debris, broken windows, or scenes requiring emergency repairs.

2. Have immediate access to the various utility companies in case they are required for emergency situations.

3. Coordinate the removal of excessive trash or other debris in areas where it may create hazards with possible demonstrator activities. Requests for the services of HSEMA shall be made through the JOCC or CIC, which will coordinate with the MPD representative assigned to the HSEMA Command Post.

XI. CROSS REFERENCES

A. GO-PER-110.11 (Uniforms and Equipment)

B. GO-PER-120.23 (Serious Misconduct Investigations)

C. GO-SPT-302.13 (Body-Worn Camera Program)

D. GO-RAR-310.04 (Mutual Aid Agreement)

E. GO-PCA-701.03 (Handling Assaults on Police Officers)

F. GO-HSC-802.04 (Hazardous Materials Incidents)

G. GO-OPS-803.04 (Emergency Response Plan)

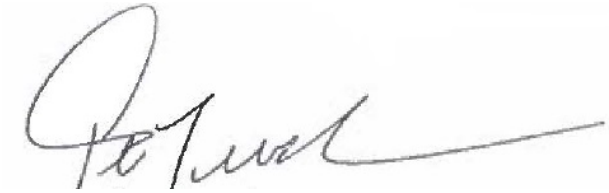
H. GO-HSC-805.01 [Civil Disturbance Unit (CDU)]

I. GO-HSC-805.04 (Bomb Threats and Explosive Devices)

J. CIR-09-03 (Hazardous Materials Information)

K. *First Amendment Rights and Police Standards Act of 2004*

L. D.C. Official Code § 5-333.09 (Preliminary inquiries relating to First Amendment Assemblies)



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METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES
AND MASS DEMONSTRATIONS

First Amendment Assembly Provisions of the First Amendment Rights and Police Standards Act of 2004

§ 5-331.01. Short title

This subchapter may be cited as the "First Amendment Assemblies Act of 2004".

§ 5-331.02. Definitions

For the purposes of this subchapter, the term:

(1) "First Amendment assembly" means a demonstration, rally, parade, march, picket line, or other similar gathering conducted for the purpose of persons expressing their political, social, or religious views.

(2) "MPD" means the Metropolitan Police Department.

§ 5-331.03. Policy on First Amendment assemblies

It is the declared public policy of the District of Columbia that persons and groups have a right to organize and participate in peaceful First Amendment assemblies on the streets, sidewalks, and other public ways, and in the parks of the District of Columbia, and to engage in First Amendment assembly near the object of their protest so they may be seen and heard, subject to reasonable restrictions designed to protect public safety, persons, and property, and to accommodate the interest of persons not participating in the assemblies to use the streets, sidewalks, and other public ways to travel to their intended destinations, and use the parks for recreational purposes.

§ 5-331.04. Reasonable time, place, and manner restrictions on First Amendment assemblies

(a) The MPD shall recognize and implement the District policy on First Amendment assemblies established in § 5-331.03 when enforcing any restrictions on First Amendment assemblies held on District streets, sidewalks, or other public ways, or in District parks.

(b) The MPD may enforce reasonable time, place, and manner restrictions on First Amendment assemblies by:

(1) Establishing reasonable restrictions on a proposed assembly prior to its planned occurrence though the approval of a plan, where the organizers of the assembly give notice;

(2) Enforcing reasonable restrictions during the occurrence of an assembly for which a plan has been approved, which are in addition to the restrictions set forth in the approved plan, where the additional restrictions are:

(A) Ancillary to the restrictions set forth in the approved plan and are designed to implement the substance and intent in the approval of the plan;

(B) Enforced in response to the occurrence of actions or events unrelated to the assembly that were not anticipated at the time of the approval of the plan and that were not caused by the plan-holder, counter-demonstrators, or the police; or

(C) Enforced to address a determination by the MPD during the pendency of the assembly that there exists an imminent likelihood of violence endangering persons or threatening to cause significant property damage; or

(3) Enforcing reasonable restrictions on a First Amendment assembly during its occurrence where a plan was not approved for the assembly.

(c) No time, place, or manner restriction regarding a First Amendment assembly shall be based on the content of the beliefs expressed or anticipated to be expressed during the assembly, or on factors such as the attire or appearance of persons participating or expected to participate in an assembly, nor may such restrictions favor non-First Amendment activities over First Amendment activities.

§ 5-331.05. Notice and plan approval process for First Amendment assemblies -- generally.

(a) It shall not be an offense to assemble or parade on a District street, sidewalk, or other public way, or in a District park, without having provided notice or obtained an approved assembly plan.

(b) The purpose of the notice and plan approval process is to avoid situations where more than one group seeks to use the same space at the same time and to provide the MPD and other District agencies the ability to provide appropriate police protection, traffic control, and other support for participants and other individuals.

(c) Except as provided in subsection (d) of this section, a person or group who wishes to conduct a First Amendment assembly on a District street, sidewalk, or other public way, or in a District park, shall give notice and apply for approval of an assembly plan before conducting the assembly.

(d) A person or group who wishes to conduct a First Amendment assembly on a District street, sidewalk, or other public way, or in a District park, is not required to give notice or apply for approval of an assembly plan before conducting the assembly where:

(1) The assembly will take place on public sidewalks and crosswalks and will not prevent other pedestrians from using the sidewalks and crosswalks;

(2) The person or group reasonably anticipates that fewer than 50 persons will participate in the assembly, and the assembly will not occur on a District street; or

(3) The assembly is for the purpose of an immediate and spontaneous expression of views in response to a public event.

(e) The Mayor shall not enforce any user fees on persons or groups that organize or conduct First Amendment assemblies.

(f) The Mayor shall not require, separate from or in addition to the requirements for giving notice of or applying for approval of an assembly plan for a First Amendment assembly, that persons give notice to, or obtain a permit or plan from, the Chief of Police, or other District officials or agencies, as a prerequisite for making or delivering an address, speech, or sermon regarding any political, social, or religious subject in any District street, sidewalk, other public way, or park.

(g) The Mayor shall not require, separate from or in addition to the requirements for giving notice of or applying for approval of an assembly plan for a First Amendment assembly, that persons give notice to, or obtain a permit or plan from the Chief of Police, the Department of Consumer and Regulatory Affairs, or any other District official or agency as a prerequisite for using a stand or structure in connection with such an assembly; provided, that a First Amendment assembly plan may contain limits on the nature, size, or number of stands or structures to be used as required to maintain public safety. Individuals conducting a First Amendment assembly under subsection (d) of this section may use a stand or structure so long as it does not prevent others from using the sidewalk.

(h) The Mayor shall not require, separate from or in addition to the requirements for giving notice of or applying for approval of an assembly plan for a First Amendment assembly, that persons give notice to, or obtain a permit or plan from, the Chief of Police, the Director of the Department of Consumer and Regulatory Affairs, or any other District official or agency as a prerequisite for selling demonstration-related merchandise within an area covered by an approved plan or within an assembly covered by subsection (d) of this section; provided, that nothing in this subsection shall be construed to authorize any person to sell merchandise in a plan-approved area contrary to the wishes of the plan-holder.

§ 5-331.06. Notice and plan approval process for First Amendment assemblies -- processing applications; appeals; rules

(a) (1) Subject to the appeal process set forth in subsection (d) of this section, the authority to receive and review a notice of and an application for approval of a plan for a First Amendment assembly on District streets, sidewalks, and other public ways, and in

District parks, and to grant, deny, or revoke an assembly plan, is vested exclusively with the Chief of Police or his or her designee.

(2) Persons or groups providing notice to and applying for approval of a plan from the District government to conduct a First Amendment assembly on a District street, sidewalk, or other public way, or in a District park, shall not be required to obtain approval for the assembly from any other official, agency, or entity in the District government, including the District of Columbia Emergency Management Agency, the Mayor's Special Events Task Group, or the Department of Parks and Recreation.

(b) (1) The Chief of Police shall take final action on a notice of and an application for approval of a plan for a First Amendment assembly within a reasonably prompt period of time following receipt of the completed application, considering such factors as the anticipated size of the assembly, the proposed date and location, and the number of days between the application date and the proposed assembly date, and shall establish specific timetables for processing an application by rules issued pursuant to subsection (e) of this section.

(2) Except as provided in paragraph (3) of this subsection, where a complete application for approval of a First Amendment assembly plan is filed 60 days or more prior to the proposed assembly date, the application shall receive final action no later than 30 days prior to the proposed assembly.

(3) Following the approval of an assembly plan in response to an application pursuant to paragraph (2) of this subsection, the Chief of Police may, after consultations with the person or group giving notice of the assembly, amend the plan to make reasonable modifications to the assembly location or route up until 10 days prior to the assembly date based on considerations of public safety.

(c) The Chief of Police shall inform the person or group giving notice of an assembly, in writing, of the reasons for any decision to:

(1) Deny an application for approval of a First Amendment assembly plan;

(2) Revoke an assembly plan prior to the date of the planned assembly; or

(3) Approve an assembly plan subject to time, place, or manner restrictions that the applicant has advised the Chief of Police are objectionable to the applicant.

(d) (1) Any applicant whose proposed assembly plan has been denied, revoked prior to the date of the planned assembly, or granted subject to time, place, or manner restrictions deemed objectionable by the applicant, may appeal such decision to the Mayor or the Mayor's designee, who shall concur with, modify, or overrule the decision of the Chief of Police.

(2) The Mayor shall make a decision on appeal expeditiously and prior to the date and time the assembly is planned to commence, and shall explain in writing the reasons for the decision.

(e) (1) Within 90 days of April 13, 2005, the Mayor, pursuant to subchapter I of Chapter 5 of Title 2, and in accordance with this subchapter, shall issue rules governing the approval of plans to persons or groups seeking to conduct a First Amendment assembly on District streets, sidewalks, or other public ways, or in District parks.

(2) Existing procedures for the issuance of permits to persons or groups seeking to conduct a First Amendment assembly on District streets, sidewalks, or other public ways, or in District parks, that are not inconsistent with this subchapter shall remain in effect pending the issuance of the rules promulgated under paragraph (1) of this subsection.

§ 5-331.07. Police handling and response to First Amendment assemblies

(a) The MPD's handling of, and response to, all First Amendment assemblies shall be designed and implemented to carry out the District policy on First Amendment assemblies established in § 5-331.03.

(b) (1) Where participants in a First Amendment assembly fail to comply with reasonable time, place, and manner restrictions, the MPD shall, to the extent reasonably possible, first seek to enforce the restrictions through voluntary compliance and then seek, as appropriate, to enforce the restrictions by issuing citations to, or by arresting, the specific non-compliant persons, where probable cause to issue a citation or to arrest is present.

(2) Nothing in this subsection is intended to restrict the authority of the MPD to arrest persons who engage in unlawful disorderly conduct, or violence directed at persons or property.

(c) Where participants in a First Amendment assembly, or other persons at the location of the assembly, engage in unlawful disorderly conduct, violence toward persons or property, or unlawfully threaten violence, the MPD shall, to the extent reasonably possible, respond by dispersing, controlling, or arresting the persons engaging in such conduct, and not by issuing a general order to disperse, thus allowing the First Amendment assembly to continue.

(d) The MPD shall not issue a general order to disperse to participants in a First Amendment assembly except where:

(1) A significant number or percentage of the assembly participants fail to adhere to the imposed time, place, and manner restrictions, and either the compliance measures set forth in subsection (b) of this section have failed to result in

substantial compliance or there is no reasonable likelihood that the measures set forth in subsection (b) of this section will result in substantial compliance;

(2) A significant number or percentage of the assembly participants are engaging in, or are about to engage in, unlawful disorderly conduct or violence toward persons or property; or

(3) A public safety emergency has been declared by the Mayor that is not based solely on the fact that the First Amendment assembly is occurring, and the Chief of Police determines that the public safety concerns that prompted the declaration require that the First Amendment assembly be dispersed.

(e) (1) If and when the MPD determines that a First Amendment assembly, or part thereof, should be dispersed, the MPD shall issue at least one clearly audible and understandable order to disperse using an amplification system or device, and shall provide the participants a reasonable and adequate time to disperse and a clear and safe route for dispersal.

(2) Except where there is imminent danger of personal injury or significant damage to property, the MPD shall issue multiple dispersal orders and, if appropriate, shall issue the orders from multiple locations. The orders shall inform persons of the route or routes by which they may disperse and shall state that refusal to disperse will subject them to arrest.

(3) Whenever possible, MPD shall make an audio or video recording of orders to disperse.

(f) (1) Where a First Amendment assembly is held on a District street, sidewalk, or other public way, or in a District park, and an assembly plan has not been approved, the MPD shall, consistent with the interests of public safety, seek to respond to and handle the assembly in substantially the same manner as it responds to and handles assemblies with approved plans.

(2) An order to disperse or arrest assembly participants shall not be based solely on the fact that a plan has not been approved for the assembly.

(3) When responding to and handling a First Amendment assembly for which a plan has not been approved, the MPD may take into account any actual diminution, caused by the lack of advance notice, in its ability, or the ability of other governmental agencies, appropriately to organize and allocate their personnel and resources so as to protect the rights of both persons exercising free speech and other persons wishing to use the streets, sidewalks, other public ways, and parks.

§ 5-331.08. Use of police lines

No emergency area or zone will be established by using a police line to encircle, or substantially encircle, a demonstration, rally, parade, march, picket line, or other similar assembly (or subpart thereof) conducted for the purpose of persons expressing their political, social, or religious views except where there is probable cause to believe that a significant number or percentage of the persons located in the area or zone have committed unlawful acts (other than failure to have an approved assembly plan) and the police have the ability to identify those individuals and have decided to arrest them; provided, that this section does not prohibit the use of a police line to encircle an assembly for the safety of the demonstrators.

§ 5-331.09. Identification of MPD personnel policing First Amendment assemblies

The MPD shall implement a method for enhancing the visibility to the public of the name or badge number of officers policing a First Amendment assembly by modifying the manner in which those officers' names or badge numbers are affixed to the officers' uniforms or helmets. The MPD shall ensure that all uniformed officers assigned to police First Amendment assemblies are equipped with the enhanced identification and may be identified even if wearing riot gear.

§ 5-331.10. Documentation of arrests in connection with a First Amendment assembly

(a) The MPD shall cause every arrest in connection with a First Amendment assembly to be documented, in writing or electronically, by the officer at the scene who makes the arrest.

(b) Except as provided in subsection (c) of this section, the arrest documentation shall be completed at a time reasonably contemporaneous with the arrest, and shall include:

(1) The name of the person arrested;

(2) The date and time of the arrest;

(3) Each offense charged;

(4) The location of the arrest, and of each offense;

(5) A brief statement of the facts and evidence establishing the basis to arrest the person for each offense;

(6) An identification of the arresting officer (name and badge number); and

(7) Any other information the MPD may determine is necessary.

(c) (1) The Chief of Police may implement a procedure for documenting arrests in connection with a First Amendment assembly different from that set forth in subsection (b) of this section where the Chief determines that an emergency

exists with regard to a specific First Amendment assembly, and that implementation of the alternative procedure is necessary to assist police in protecting persons, property, or preventing unlawful conduct; provided, that any such procedure shall adequately document the basis that existed for each individual arrest.

(2) The determination of the Chief of Police made pursuant to paragraph (1) of this subsection shall be made in writing and shall include an explanation of the circumstances justifying the determination.

(3) The determination of the Chief of Police made pursuant to paragraph (1) of this subsection shall be valid for a period of 24 hours, and may be renewed by the Chief, or in the Chief's absence, the Chief's designee.

§ 5-331.11. Use of handcuffs, plastic cuffs, or other physical restraints on persons arrested in connection with a First Amendment assembly.

(a) The MPD shall adhere to the standard set forth in subsection (b) of this section in using handcuffs, plastic cuffs, or other physical restraints on any person arrested in connection with a First Amendment assembly who is being held in custody in the following circumstances:

(1) The arrestee is being held in a police processing center:

(A) To determine whether the arrestee should be released or the method for release;

(B) To determine whether the arrestee should be presented to court; or

(C) Pending presentation to court;

(2) The arrestee is being held in an unsecured processing center, and is not being held in a cell; or

(3) The arrestee is charged solely with one or more misdemeanor offenses, none of which have, as one of their elements, the commission of a violent act toward another person or a threat to commit such an act, or the destruction of property, or a threat to destroy property.

(b) With regard to any person who is being held in custody by the MPD in the circumstances identified in subsection (a) of this section, the MPD shall use handcuffs, plastic cuffs, or other physical restraints only to the extent reasonably necessary, and in a manner reasonably necessary, for the safety of officers and arrestees; provided, that no such person shall be restrained by connecting his or her wrist to his or her ankle, and no such person shall be restrained in any other manner that forces the person to remain in a physically painful position.

(c) Nothing in this section is intended to restrict the otherwise lawful authority of the MPD to use handcuffs, plastic cuffs, or other physical restraints on persons arrested in connection with a First Amendment assembly at the time of or immediately following arrest, while arrestees are being transported to a processing center, or while arrestees are being transported to or from court.

§ 5-331.12. Prompt release of persons arrested in connection with a First Amendment assembly.

(a) (1) The MPD shall promptly process any person arrested in connection with a First Amendment assembly to determine whether the person is eligible for immediate release pursuant to a lawful release option, and shall promptly release any person so eligible who opts for release.

(2) The MPD shall promptly release any person arrested in connection with a First Amendment assembly who, it is subsequently determined, should not be charged with any offense, or as to whom arrest documentation has not been prepared and preserved.

(b) (1) The MPD shall require that an officer holding a supervisory rank document and explain any instance in which a person arrested in connection with a First Amendment assembly who opts for release pursuant to any lawful release option or who is not charged with any offense is not released within 4 hours from the time of arrest.

(2) The MPD shall provide to any person not released within a reasonable time of arrest food appropriate to the person's health.

(c) The Chief of Police shall issue an annual public report that:

(1) Identifies the number of persons in the preceding year who were arrested in connection with a First Amendment assembly and opted for release pursuant to any lawful release option or were not charged with any offense and were not released from custody within 4 hours after the time of arrest;

(2) Discusses the reasons for the delay in processing such persons for release; and

(3) Describes any steps taken or to be taken to ensure that all such persons are released within 4 hours from the time of arrest.

(d) The MPD shall ensure that it possesses an automated information processing system that enables it to promptly process for release or presentation to the court all persons arrested in connection with a First Amendment assembly, and shall ensure that such system is fully operational (with respect to its hardware, software, and staffing) prior to a First Amendment assembly that has a potential for a substantial number of arrests.

§ 5-331.13. Notice to persons arrested in connection with a First Amendment assembly of their release options.

(a) The MPD shall fully and accurately advise persons arrested in connection with a First Amendment assembly of all potential release options when processing them for release from custody or for presentation to court.

(b) (1) The MPD shall provide a written notice identifying all release options to each person arrested in connection with a First Amendment assembly who is charged solely with one or more misdemeanor offenses. The notice shall clearly indicate that the options are alternative methods for obtaining a prompt release, and that the availability of each option is dependent on a determination that the arrestee is eligible to participate in that release option. The notice shall also identify the misdemeanor charges lodged against the arrestee.

(2) The notice required by paragraph (1) of this subsection shall be offered in the Spanish language to those persons who require or desire notice in this manner, and shall be offered in other languages as is reasonable to ensure meaningful access to the notice for persons who are limited English proficient.

§ 5-331.14. Police-media relations

(a) Within 90 days of April 13, 2005, the Chief of Police, pursuant to subchapter 1 of Chapter 5 of Title 2, shall issue rules governing police passes for media personnel.

(b) Within 90 days of April 13, 2005, the Chief of Police shall develop and implement a written policy governing interactions between the MPD and media representatives who are in or near an area where a First Amendment assembly is ongoing and who are reporting on the First Amendment assembly. The policy shall be consistent with the requirements of subsection (c) of this section.

(c) (1) The MPD shall allow media representatives reasonable access to all areas where a First Amendment assembly is occurring. At a minimum, the MPD shall allow media representatives no less access than that enjoyed by members of the general public and, consistent with public safety considerations, shall allow media representatives access to promote public knowledge of the assembly.

(2) The MPD personnel located in or near an area where a First Amendment assembly is ongoing shall recognize and honor media credentials issued by or officially recognized by the MPD.

(3) The MPD shall make reasonable accommodations to allow media representatives effectively to use photographic, video, or other equipment relating to their reporting of a First Amendment assembly.

§ 5-331.15. Training for handling of, and response to, First Amendment assemblies.

The Chief of Police shall ensure that all relevant MPD personnel, including command staff, supervisory personnel, and line officers, are provided regular and periodic training on the handling of, and response to, First Amendment assemblies. The training shall be tailored to the duties and responsibilities assigned to different MPD positions and ranks during a First Amendment assembly. The training shall include instruction on the provisions of this subchapter, and the regulations issued hereunder.

§ 5-331.16. Use of riot gear and riot tactics at First Amendment assemblies.

(a) Officers in riot gear shall be deployed consistent with the District policy on First Amendment assemblies and only where there is a danger of violence. Following any deployment of officers in riot gear, the commander at the scene shall make a written report to the Chief of Police within 48 hours and that report shall be available to the public on request.

(b) (1) Large scale canisters of chemical irritant shall not be used at First Amendment assemblies absent the approval of a commanding officer at the scene, and the chemical irritant is reasonable and necessary to protect officers or others from physical harm or to arrest actively resisting subjects.

(2) Chemical irritant shall not be used by officers to disperse a First Amendment assembly unless the assembly participants or others are committing acts of public disobedience endangering public safety and security.

(3) A commanding officer who makes the determination specified in paragraph (1) of this subsection shall file with the Chief of Police a written report explaining his or her action within 48 hours after the event.

§ 5-331.17. Construction.

The provisions of this subchapter are intended to protect persons who are exercising First Amendment rights in the District of Columbia, and the standards for police conduct set forth in this subchapter may be relied upon by such persons in any action alleging violations of statutory or common law rights.

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES
AND MASS DEMONSTRATIONS

Records Retention

It is the policy of the MPD that records associated with First Amendment assemblies and mass demonstrations shall be retained for a period of no less than three years.

In the event of a First Amendment assembly or mass demonstration, either planned or spontaneous, the following members are required to take action to identify and preserve all computer files, communication recordings and radio runs, and documents reasonably related to the event. MPD shall ensure original documents are preserved.

A. The Commander of the Special Operations Division (SOD), upon notification of a First Amendment assembly or mass demonstration, shall:

1. Secure a Central Complaint Number (CCN) designated solely for the event. This CCN shall be used when referring to any records retained which are associated with the event. Different CCNs may be obtained for individual incidents which occur during the event (e.g., damage to property, arrests).

2. Designate a secure location within SOD, where all records (originals and copies) shall be stored.

3. Ensure the records are properly marked and indexed with the identifying event number.

4. Serve as the preserver of these records (originals and copies) for a period of no less than three years.

5. Obtain written permission from the Office of the Attorney General (OAG) **and** the MPD's Office of the General Counsel (OGC) prior to moving, surrendering, or destroying any records associated with mass demonstrations or protests.

B. The Watch Commander of the Command Information Center (CIC), upon notification of a First Amendment assembly or mass demonstration, shall ensure:

1. The assigned CCN is obtained from SOD.

2. All records (originals and copies) relative to the event are retained, indexed, marked with the corresponding event number, and forwarded to the Commander of the SOD no later than 10 days following the event.

3. Upon activation the Joint Operation Commander Center (JOCC), that:

   (a) A running resume is initiated and continued until the JOCC is deactivated.

   (b) The running resume is logged, marked with the corresponding CCN, and forwarded with all other records to the Commander of the SOD, no later than 10 days following the event.

4. Notification of the MPD Liaison Official assigned to the Office of Unified Communication (OUC) of the First Amendment assembly or mass demonstration.

C. The MPD Liaison Official assigned to the OUC, upon notification of a First Amendment assembly or mass demonstration, shall:

1. Contact the SOD and obtain the assigned CCN.

2. Ensure the OUC assigns a radio channel to be dedicated to the event.

3. Ensure copies of all radio transmissions related to the events are retained, indexed, marked with the corresponding event number, and forwarded to the Commander of the SOD, no later than 10 days following the event.

4. Ensure that original radio transmissions are preserved.

D. Photographic or Video Recording or Surveillance

1. In accordance with GO-SPT-302.13 (Body-Worn Camera Program), members who are assigned body-worn cameras (BWCs) and who have recordings of mass demonstrations or protests shall ensure:

   a. Their recordings are categorized as “First Amendment Assembly” in the MPD-approved storage database.

   b. The assigned CCN is entered into the ID field in the MPD-approved storage database.

2. Commanding officials of units having members assigned to, or those with the capability to, use government-issued equipment other than BWCs to engage in photographic or video recording or surveillance (e.g., audio or video, still photography) of any mass demonstration or protest shall establish a log to index any recordings. The log book shall contain:

   a. Member’s name, CAD number, and assignment;

b. Equipment and recording media used;

c. Dates, times, and locations of the recordings; and

d. Notation of the indexing and logging of return of all media used.

3. Members who are assigned to, or those with the capability to, use government-issued equipment other than BWCs to engage in photographic or video recording or surveillance shall, upon completion of the assignment;

a. Label all recordings with the event number along with the times, and locations the recordings were taken and the operator's badge number and CAD number.

b. Document their use of photographic or video recording or surveillance in the unit's log.

NOTE: If no recordings are taken, note such in the log.

c. Ensure originals and copies of all recordings related to the events are retained, properly marked, and forwarded to the Commander of the SOD no later than 10 days following the event.

d. Ensure copies of the log are properly marked and forwarded to the Commander of the SOD no later than 10 days following the event. The original log shall be retained at the organizational element.

4. Absent exigent circumstances, members shall not use their personal equipment (e.g., personal cell phones) to take photographs or record videos of First Amendment assemblies. In the event that members use their personal equipment to take photographs or recordings, they shall email the files to a Body-Worn Camera Unit Coordinator for upload into Evidence.com prior to the end of their shift.

High Volume Arrest Prisoner Control System

The Metropolitan Police Department (MPD) High Volume Arrest Prisoner Control System is comprised of the following two parts:

Part I: Arrest and Transportation of Prisoners

Part II: Processing of Prisoners

I. ARREST AND TRANSPORTATION OF PRISONERS

A. High Volume Arrest Prisoner Control System

1. The High Volume Arrest Prisoner Control System shall be activated to handle high volume arrests resulting from civil disorder including, but not limited to, events associated with First Amendment assemblies.

2. Narcotics and Special Investigations Division (NSID) transport teams shall be staged in strategic areas, as designated by the incident commander in coordination with the transport team supervisors.

3. The determination to activate the High Volume Arrest Prisoner Control System shall be directed by the Chief of Police or his or her designee.

4. Once the determination has been made to activate the High Volume Arrest Prisoner Control System, the determination to make high volume arrests shall be made by the incident commander. If arrests are ordered, the incident commander shall ensure that central complaint numbers (CCNs) are obtained for each incident and disseminated to the arresting officers.

5. All misdemeanor arrests associated with mass demonstrations shall be processed at the designated prisoner processing centers.

6. Felony arrests associated with mass demonstrations may be processed at the prisoner processing centers when authorized by the Chief of Police or his or her designee.

7. Members assigned to patrol police districts shall handle routine

arrests in the usual manner at their respective districts, or at designated alternate sites. The High Volume Arrest Prisoner Control System shall only be used to handle arrests due to civil disorder arising from events associated with demonstrations and civil disturbances.

B. High Volume Arrest Procedures

1. When high volume arrests have been ordered, arrest teams shall move in and effect arrests when directed.

   a. Arrests during mass demonstrations and civil disturbances shall be made at the direction of the incident commander. However, this policy is not meant to impede a member in fulfilling his or her responsibility to protect the public. It is his or her duty to take immediate and, if necessary, independent action when a felony offense or a crime of violence as designated by the D.C. Official Code is being committed.

   b. When a crowd, or segment of it, has failed to comply with warnings to disperse, the unit commander shall direct arrest teams to begin making arrests, advising team members of the appropriate charge or charges.

   c. Unit commanders shall ensure that a sufficient number of teams are available to handle the arrest function properly and relieve teams that have handled a maximum number of prisoners at one location.

   d. Arrest teams, consisting of seven officers and a supervising sergeant, may arrest up to 15 persons at any one particular location.

      (1) Each Prisoner Control System transport bus can carry up to 45 arrestees, three arresting officers (for up to 15 arrestees each) and two prisoner control officers.

      (2) Each Prisoner Control System transport wagon can carry up to 10 arrestees, one arresting officer and up to two prisoner control officers.

   e. If an arrestee is seated and agrees to walk, the arresting officer or assisting officer shall lead him or her from the crowd to the transport vehicle.

f. If an arrestee is seated or lying down and refuses to walk, he or she shall be carried by two or more officers.

2. Except for felony offenses, members of the force shall not pursue demonstrators into buildings for the purpose of effecting arrests unless specifically instructed to do so by an official. Officials shall accompany and exercise close control over members under their command who go on private property or enter buildings to effect arrests.

3. If an arrestee is not going to be questioned about matters relating to a misdemeanor offense, it is not necessary that the Miranda warning of rights be given to the arrestee at that time. However, if a participant is charged with a felony or will be subject to questioning for a misdemeanor offense or violation, the Miranda warning of rights shall be given at the time of arrest.

4. During mass demonstrations and civil disturbances, members shall document every arrest consistent with the Department's responsibility to protect life and property and to prevent unlawful conduct.

5. Arrestees shall be restrained and thoroughly searched for weapons and contraband by Prisoner Control System transport personnel before being placed in the transport vehicle for transport to the designated Prisoner Control System site or processing center.

6. Restraints

a. All arrestees shall be secured in accordance with GO-PCA-502.01 (Transportation and Searches of Prisoners).

b. Members shall only use such restraints in the transporting, processing, and detention of persons as the Chief of Police or his or her designee determines to be reasonably necessary to maintain the safety of the arrestees and of MPD arresting, transporting, or processing personnel, and to prevent escape.

c. Except for those arrested for the commission or threatened commission of a violent act toward another person, or the destruction or threatened destruction of property, members shall only use handcuffs, flex-cuffs, or other physical restraints on persons arrested in connection with a First Amendment assembly and held in any Prisoner Control System site or processing center to the extent reasonably

necessary, and in a manner reasonably necessary, for the safety of officers and arrestees.

d. Where flex-cuff restraints are used to secure an arrestee's hands or arms, the member applying the flex-cuffs shall always check the restraints' tightness.

e. To avoid injuries that may be caused by over-tightening the restraints, when applying the flex-cuff, members shall:

(1) Draw the strap up only until it comes in contact with the arrestee's skin at all points; and

(2) Ensure the flex-cuff is not too tight.

f. Members shall give prompt attention to complaints that flex-cuffs are too tight.

(1) Even after using the precautionary measures indicated above to prevent over-tightening of flex-cuffs, if the restrained person complains that the cuffs are too tight, the member shall stop (if reasonably possible) and check the tightness of the cuffs.

(2) Even when flex-cuffs are properly applied, arrestees can still place pressure on the flex-cuffs, or turn their hands within the flex-cuff, causing constriction on part of the hand.

(3) If upon checking the flex-cuffs, the member finds that the flex-cuffs are too tight, the member shall remove the flex-cuffs as soon as reasonably possible and replace them with flex-cuffs applied to fit properly.

(4) If upon checking the flex-cuffs, the member finds that the flex-cuffs are at the appropriate tightness and there does not appear to be a problem, the member need not loosen the cuffs.

g. No arrestee shall be restrained by connecting his or her wrist to his or her ankle, nor shall any arrestee be restrained in any other manner that forces the person to remain in a physically painful position.

7. Arresting officers shall assist in the transportation of their arrestees to the designated Prisoner Control System site or processing center.

   a. The arresting officer shall immediately report to the designated Prisoner Control System site or processing center to process his or her arrestees.

   b. Arresting officers will be advised whether to report to court, or report back to their field assignment (i.e., Civil Disturbance Unit assignment) by a Prisoner Control System official.

8. The MPD Records Management System (RMS) shall be used to process high volume arrests. In the event that RMS is unavailable, members shall adhere to the procedures outlined in Part I.L of this attachment.

C. Transportation of Prisoners

1. When effecting high volume arrests, transport team members shall be responsible for:

   a. Absent exigent circumstances (e.g., a volatile scene), confiscating and processing all prisoner property in accordance with GO-SPT-601.01 (Recording, Handling and Disposition of Property Coming into the Custody of the Department), with the following exceptions:

      (1) Prisoners who may be eligible to post and forfeit collateral shall be allowed to keep money and photo identification; and

      (2) Prisoners wishing to be interviewed for citation release shall be allowed to keep photo identification.

   b. Ensuring a van sheet is completed for each arrest location and forwarded to the designated Prisoner Control System site or processing center with each transport vehicle (e.g., wagon, bus).

   c. Labeling each bag and PD Form 58 (Prisoner Property Receipt), at a minimum, with the prisoner's name, related CCN, and the prisoner's transport number (as listed on the van sheet).

d. Completing a PD Form 256 (Quick Booking Form) for each arrestee and writing the last three digits of the arrest number on the form.

e. Capturing photographs of arrestees with their arresting officer.

NOTE: Members using the Axon Capture application for photos may refer to Part I.D for instructions.

f. Transporting arrestees and prisoner property to the designated Prisoner Control System site or processing center.

2. Transport team supervisors shall ensure that the transportation of large or bulky items (e.g., bicycles) is communicated to the incident commander who shall coordinate removal and storage with the Evidence Control Division (ECD), in addition to ensuring the following prior to loading:

a. Arrests are recorded whenever possible via assigned equipment [e.g., via body-worn camera recordings and uploaded in accordance with GO-SPT-302.13 (Body-Worn Camera Program)].

NOTE: During manual processing non-BWC recordings shall be turned over to the Electronic Surveillance Unit (ESU) for download and preservation.

b. Photos are taken of the arrestees with the arresting officer prior to loading the arrestees onto the transport vehicle, unless the incident commander determines that circumstances require that arrestees be transferred prior to being photographed with their arresting officers in order to protect the safety of the arrestees, police officers, and others. When taking photos, members shall adhere to the following requirements:

(1) A dry erase board marked with the arrest location, date, CCN, arrestee name, arresting officer name, Computer Aided Dispatch (CAD) number, badge number, and the arrest number from the location shall be included in the photo.

(2) The requirement that photographs be taken prior to transport ensures that arresting officers will be

properly identified with their arrestees and will be able to participate appropriately in any prosecution function that may follow from the arrest, even if the automated booking processing is interrupted for any reason.

c. The narrative section for the arrest report:

(1) Includes the times that all three warnings were issued, the specific violation, the name and rank of the official giving the warnings, and documentation of any participating federal agencies at the scene.

(2) Is emailed to the designated Prisoner Control System site or processing center.

(3) If an arrestee is questioned by a federal law enforcement officer at any time, the federal officer's name, agency, date, and time of the questioning is documented.

d. Prisoners are thoroughly searched for weapons and contraband by transport team members before being placed in the vehicle.

e. Adults and juveniles are transported separately.

(1) Juveniles shall be transported to the Youth and Family Services Division or to another facility as approved by the Chief of Police or his or her designee; and

(2) Adults will be transported to designated adult prisoner processing sites.

f. Arresting officers accompany their arrestees to the designated processing sites.

g. Arrestees are personally advised of the charges and release options available pursuant to misdemeanor violations.

h. Arrestees are transported to the appropriate Prisoner Control System site or processing center, in accordance with pre-set priorities designated for both felonies and U.S. Cases and Office of the Attorney General charges.

i. Prior to transport, arrestees are seated and secured with safety restraints, when available.

(1) Absent exigent circumstances, transport wagons shall be used only if they are equipped with safety bar restraints.

(2) Arrestees in transport wagons shall be secured by safety bar restraints prior to their transport.

(3) In the event that an arrestee cannot be secured using the safety bar restraint for any reason (e.g., prisoner size, combative prisoner) members shall contact the transport team shift commander and be guided by his or her instructions.

j. When all arrestees have boarded the transport vehicle, are safely seated, and the transport vehicle has commenced traveling from the arrest location to the designated Prisoner Control System site or processing center, a member of the Department shall read or play a recording of the Rights Notification form text in a manner audible to all persons in the vehicle.

(1) On transport buses, release options shall be played for arrestees while the vehicle is in motion.

(2) For transport wagons and vans, transport supervisors shall read the release options to arrestees prior to leaving the location. Transport supervisors shall be recorded while reading release options (via body-worn for upload in accordance with GO-SPT-302.13, or by video recording and turned over to ESU, during manual processing).

l. In cases of mass seizures of property or evidence, every attempt is made to document the seizure and preparation of the items via video recordings or photographs.

NOTE: This documentation will strengthen the Department's position as to the treatment of these items to reduce the likelihood of claims of damage and litigation.

m. Hard copies of all arrest paperwork are packaged and transferred to the Special Operations Division (SOD) for retention.

D. Photographing Arrestees and Arresting Officers with AXON Capture

The following are procedures for arresting and transport officers using the AXON Capture application to capture photographs of arrestees:

1. The arresting officer shall log into the AXON Capture application and hand his or her cell phone to the transport officer.

2. The transport officer shall photograph the arresting officer with each of his or her arrestees (i.e., one photo per arrestee).

3. Once all photos have been taken, the transport officer shall hand the cell phone back to the arresting officer who shall annotate the photos by:

   a. Entering the CCN into the ID field.

   b. Adding the category of “First Amendment Assembly”

4. The arresting officer shall upload all photos to their Evidence.com account.

   NOTE: The upload process appends the arresting officer as the owner of the photos.

E. Manual Arrest Procedures

1. In the event the RMS is unavailable, a PD Form 759 (Attachment F) shall be used to capture arrestee information and shall be completed for each arrestee and turned over to the Prisoner Control System site or processing center supervisor upon transport.

   NOTE: When the court is in emergency session, the information contained on the PD Form 759 may constitute the only evidence available to the judges in deciding whether or not to hold an individual for further action. At subsequent court appearances, additional evidence may be developed and presented, but this opportunity will be lost if the field arrest form does not provide the basis upon which to proceed.

2. A photo shall be taken of each arresting officer with each of his or her arrestees (e.g., via AXON Capture). Members shall ensure the arresting officer’s and arrestee’s name are visible in the photo (e.g., documented in the photo on a dry erase board), as described in Part I.C.2.b of this attachment.

3. If an arrestee is questioned by a federal law enforcement officer at any time, the federal officer's name, agency, the date, and the time of the questioning shall be documented in the arrest paperwork.

4. When the RMS becomes available again, data from each of the completed PD Forms 759 shall be entered into RMS.

II. PROCESSING OF PRISONERS

A. No routine computer upgrades shall be scheduled for or performed on days during which high volume arrest prisoner processing is ongoing or anticipated. Where automated prisoner processing cannot be accomplished without performance of repairs or a remedial upgrade, the Prisoner Control System sites or processing centers shall switch to manual backup processing procedures to accomplish prisoner processing.

B. Once at the Prisoner Control System site or processing center, each arrestee shall be provided with a copy of the Release Options form to read. In addition, the text of the form shall be reflected on large signs that are to be placed conspicuously throughout the processing area.

NOTE: The notice is offered in other languages as is reasonable to ensure meaningful access to the notice for persons who are limited English proficient in accordance with GO-SPT-304.18 (Language Access Program).

C. The MPD shall, as expeditiously as possible:

1. Process any person arrested under the High Volume Arrest and Prisoner Control System protocol.

2. Determine whether the person is eligible for release pursuant to a lawful release option.

3. Promptly release any person who is eligible and opts for the release.

4. Release any person arrested who, if it is subsequently determined, should not be charged with any offense and document the incident in accordance with GO-PCA-502.05 (Use of the Detention Journal).

D. The types of personnel stations at each Prisoner Control System site or processing center include:

1. Escort;

2. Intake;

3. Property;

4. Booking-WALES/NCIC;

5. Master Control;

6. Fingerprint;

7. Interview; and

8. Citation Release and Post and Forfeit.

E. Upon activation of the High Volume Arrest Prisoner Control System, manual backup procedures for processing arrestees shall also be available.

1. Prisoner Control System sites or processing centers shall switch to manual backup processing procedures no later than 15 minutes after an information system goes off-line.

2. The site or processing center supervisor shall document the procedures used to implement the manual system.

F. Processing Procedures

1. Once the transport vehicle arrives at the designated site or processing center, each arrestee will be removed from the transport vehicle separately.

2. Escort Station

a. Members assigned to the Escort Station shall:

(1) Remove arrestees from the transport vehicles upon their arrival at the Prisoner Control System site or processing center.

(2) Thoroughly search each prisoner for weapons and contraband prior to entering the processing facility, as outlined in GO-PCA-502.01 (Transportation and Searches of Prisoners).

(3) Escort prisoners to the appropriate detention area and turn them over to personnel assigned to jailer positions.

3. Intake Station

Members assigned to the Intake Station shall:

a. Document the arrestees' arrival times in the Intake Tracking Book.

b. Print the arrestees' photos and attach them to the corresponding arrestee data package for each arrestee.

(1) To access arrestee photographs taken with AXON Capture, members shall search the "ID" field in Evidence.com for the relevant CCNs or search for the arresting officer in the "Owner" field to narrow down the results.

(2) Once a photograph is located, the member shall click the title to view the picture, and click the "Download" button on the view screen.

(3) The photo will open in "Windows Photo Viewer," and the member shall print the photograph using the program's print option.

c. Initiate an arrestee package for each arrestee and note the preferred release option on the PD Form 256 (Quick Booking Form).

d. Forward each package to the Master Control Station.

4. Property Station

a. Whenever possible, at least two members shall be assigned to the Property Station. One member shall be responsible for logging prisoner property and one member shall be responsible for releasing property.

b. Members assigned to the Property Station shall separate property into the following three categories, depending on the arrestee's intended release status:

(1) Post and forfeit – eligible arrestee pays the collateral amount assigned by the court for the eligible charge or charges and the case ends.

(2) Citation release – eligible arrestee is being released and will attend court on a predetermined date.

(3) Court presentment and lockup – arrestee is being held in custody and will be presented on the next date court is in session.

c. Property belonging to prisoners who require court presentment or lockup will be transported to the Fifth District station for storage within 48-hours of their arrest.

d. Unclaimed property shall be held at the NSID.

e. Logging Prisoner Property

Members assigned to the Property Station shall:

(1) Take possession of all confiscated prisoner property.

(2) Inspect property for accuracy and enter the property and prisoner information into the Evidence on Q system.

(3) Place the barcode stickers generated by Evidence on Q on the property bags.

(4) In the event that Evidence on Q is not available, record prisoner property on the PD Form 82 (Property Book).

f. Releasing Prisoner Property

(1) Property belonging to prisoners who are released at the Prisoner Control System site or processing center [e.g., citation release and post and forfeit] shall be returned to prisoners upon their release. Members assigned to the Property Station shall:

(a) Collect the prisoners PD Form 58 (Prisoner's Property Receipt) and verify identity.

(b) Require prisoners to inspect their property and sign indicating receipt of their property using the signature tablet connected to Evidence on Q.

(c) Ensure a copy of the PD Form 58 is forwarded to the Master Control Station.

(2) In the event that Evidence on Q is not available, members assigned to the Property Station shall ensure prisoner's sign the PD Form 82 (Property Book) indicating receipt of their property.

5. Booking-WALES/NCIC Station

Members assigned to the Booking-WALES/NCIC Station shall:

a. Receive an arrestee data package from the Master Control Station.

b. Be responsible for completing all required arrest information in RMS.

c. Complete a WALES/NCIC check for all prisoners processed at the Prisoner Control System site or processing center.

d. Forward the arrestee data package to the Master Control Station.

6. Master Control Station

a. Members assigned to the Master Control Station shall:

(1) Receive arrestee data packages from the Intake Section for each arrestee.

(2) Forward the arrestee data package to the Booking-WALES/NCIC Station.

(3) Receive arrestee data packages from the Booking-WALES/NCIC Station and ensure that a WALES/NCIC check has been performed.

(4) Coordinate the printing of the arrest paperwork.

(5) Control and monitor the flow of the arrest paperwork between the processing stations.

(6) Forward all completed paperwork to a member assigned to the Jailer position.

b. The processing center supervisor shall ensure all arrest paperwork is completed correctly and approved.

7. Fingerprint Station

Members assigned to the Fingerprint Station shall:

a. Ensure that all prisoners have their thumbprint imprinted on the fingerprint card and the Arrest Report when required.

b. Livescan all prisoners without valid identification, for all felonies, and for U.S. or Office of the Attorney General (OAG) charges requiring the arrested person to appear before the Court.

8. Interview Station

Members assigned to the Interview Station shall ensure that the arrestee signs a copy of the Release Options form and place the form in the arrest package.

9. Citation Release and Post and Forfeit Station

Members assigned to the Citation Release and Post and Forfeit Station shall ensure compliance with release requirements as outlined in Part II.H.

G. Detention of Prisoners

Members assigned to the Jailer position shall ensure compliance with detention requirements as follows.

1. In Prisoner Control System site or processing centers containing cells, prisoners shall be detained in the cells separated by gender and age (i.e., juvenile versus adult). If a sufficient number of cells exist, prisoners shall also be separated into the following three categories:

a. Post and forfeit;

b. Citation release; and

c. Court presentment/Lockup.

2. The use of unsecured sites or processing centers shall be avoided unless exigent circumstances exist. All available holding cells at

high volume processing sites shall be filled to capacity prior to moving prisoners to an unsecured facility.

3. If unsecured sites or processing centers (not containing cells) must be used:

   a. The Commander of the SOD shall ensure a platoon is deployed to the site or processing center to assist with security.

   b. Members assigned to the Jailer position shall:

      (1) Separate prisoners into the categories outlined in Part II.G.1 of this attachment, if sufficient space exists.

      (2) Ensure that all arrestees are placed in the appropriate holding facility (area) pending release or transportation to court.

      (3) Ensure that only non-violent, cooperative prisoners are housed in open areas without cells.

      (4) Attempt to make the arrestees as comfortable as possible, but ensure that adequate security measures are used.

      (5) Maintain constant visual contact with all prisoners during times of their incarceration.

      (6) Coordinate the release of citation and post and forfeit cases with members assigned to the escort positions.

H. Release of Prisoners

1. All eligible prisoners who possess valid identification and wish to forfeit collateral (i.e., “post and forfeit”) shall be thumb-printed and released from the site or processing center.

2. All eligible prisoners who are arrested for Office of the Attorney General charges, possess valid identification, and meet the qualifications for citation release will be thumb-printed and released from the site or processing center.

3. The following prisoners shall be Livescanned:

   a. Prisoners without valid photo identification who are eligible for citation release and post and forfeit; and

   b. Prisoners who are not eligible for citation release or who are not willing to post and forfeit. These prisoners shall be transported to CCB in preparation for arraignment.

4. In accordance with SO-15-03 (The "Lively Standard"), an official shall document and explain in writing any instance in which a person:

   a. Is arrested and opts for release pursuant to a lawful release option; **or**

   b. Is not charged with any offense; **and**

   c. Is not released within four hours from the time of arrest.

5. Citation Release

   a. Citation release shall be granted to eligible defendants who request a court date. The D.C. Pretrial Services Agency (PSA) will provide available citation dates and the number of defendants to be assigned to each day.

   b. Members assigned to the Citation Release Station shall complete the "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" form (Attachment N) ensuring all fields are legible. The citation form is to be completed in the following manner:

      (1) Arrest No.: Write the arrest number of the defendant.

      (2) CCN: Write the CCN.

      (3) PDID No.: Write the arrestee's PDID if applicable.

      (4) DOB: Write the arrestee's date of birth.

      (5) Station Clerk/Officer/Badge/Unit/CAD No.: Write the arresting member's name, badge number, unit of assignment, and CAD number.

(6) Offense PSA

(7) Name of Arrested Person

(8) You Have Been Arrested for the Following Charges: List of all arrest charges

(9) Citation Release Only: The box should be marked to indicate the arrestee is being released on citation and the date and time of the arrestee's court appearance.

(10) Acknowledgement of Receipt of Notice to Arrested Person

(b) Signature: The arrestee must sign and date the form where indicated. Members shall explain to arrestees who refuse to sign the citation form that they will be denied participation in the citation release program.

(c) Have an assigned station clerk or member the rank of lieutenant or above sign his or her name and place his or her badge number, CAD number, and unit assigned where indicated.

(11) Explain the following requirements of the program to the defendant:

(a) Citation release is available to qualified defendants.

(b) It is a promise to appear in court at a later date and time.

(c) When a defendant does not appear in court as promised, a warrant will be issued for his or her arrest.

(d) It is important to be on time, because failure to appear on time could also result in a warrant being issued for his or her arrest.

(12) Mark Box: The box should be marked to indicate the acknowledgment of receipt of notice.

6. Post and Forfeit

Eligible defendants charged with offenses that can be adjudicated through the payment of collateral may post and forfeit in lieu of requesting citation release or a court date.

a. Members assigned to the Post and Forfeit Station shall:

(1) Verify that the offense with which the defendant is charged is a collateral or bond offense.

(2) Consult the current collateral list to ascertain the correct amount for the charge.

b. Complete the "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" form marking the "Post and Forfeit Money Only" box.

(1) List the charge and the corresponding collateral amount.

(2) Ensure the arrested person signs and dates the form in the post and forfeit section.

(3) Separate "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" forms shall be completed for each charge placed against a prisoner (e.g., crossing a police line and unlawful demonstrating would require the issuance of two forms). This still applies when one prisoner is electing to forfeit collateral for another prisoner.

NOTE: All written receipts must be legible.

7. Issuance of "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" forms

a. After the defendant is thumb printed, the "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" forms shall be disseminated as follows:

(1) The first copy goes to the prisoner.

(2) The second copy goes with the paper work.

(3) The third copy is for records and audit purposes.

I. Arrest Paperwork

1. The arrest paperwork for each case shall contain, at minimum, four copies of the:

   a. PD Form 759 (only when paper/hard copies are completed);

   b. Arrest Report;

   c. Gerstein;

   d. Digital (and hard copy) picture of arrestee with arresting officer;

   e. Prisoner's van sheet;

   f. "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" form (if applicable);

   g. Property envelope and receipt;

   h. Fingerprint card; and

   i. PD Form 313 (Arrestee's Illness/Injury Report) for injured prisoners.

2. A copy of the arrest paperwork shall be provided to the member for papering.

3. A PD Form 237-c (Transmittal) shall be completed for each group of arrest paperwork before leaving the processing center. The top of each form must indicate the disposition (e.g., citation release, elect-to-forfeit).

   a. Original court (i.e., lockup) arrest paperwork shall be transmitted to the Court Liaison Division. For all lock up cases, the defendant's name shall be placed on a van sheet and time stamped, and the defendant shall be transported to the cellblock along with his or her paperwork for further processing.

   b. Original elect-to-forfeit arrest paperwork shall be transmitted

with a copy of the "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances" form to the D.C. Treasury Office located in D.C. Superior Court.
NOTE: Funds are to be deposited under the SOD Account.

c. Original citation arrest paperwork shall be transmitted to the Court Liaison Division.

d. Copies of all arrest paperwork shall be transmitted to the SOD.

J. Feeding of Prisoners

1. The feeding of prisoners during major events shall be coordinated with the D.C. Department of Corrections, Central Cellblock.

2. The Commander of the SOD shall coordinate with the Central Cellblock commanding official regarding payment for any meals distributed during a major event.

K. Transportation to Central Cellblock

1. Prisoners being sent to the Central Cellblock for arraignment shall be sent in groups with consideration given to prisoners with:

a. The same arresting member; or

b. Similar charges (i.e., all U.S. or all OAG).

2. A van sheet must be generated and transported with each group of prisoners to the Central Cellblock.

L. Manual Back-up Procedures for Prisoner Processing

1. Intake Station

Members assigned to the Intake Station shall:

a. Document arrestees' arrival to Prisoner Control System site or processing center in the Intake Tracking Book.

b. Check each PD Form 759 for completeness, accuracy, and legibility.

c. Initiate an arrestee package for each arrestee.

d. Print the arrestees' photos and attach them to the corresponding arrestee packages for each arrestee.

e. Forward each package to the Master Control Station.

2. Property Station

a. Whenever possible, at least two members shall be assigned to the Property Station. One member will be responsible for logging prisoner property and one member will be responsible for releasing property.

b. Members assigned to the Property Station shall separate property into the following three categories, depending on the arrestee's intended release status:

(1) Post and forfeit – eligible arrestee pays the collateral amount assigned by the court for the eligible charge or charges and the case ends;

(2) Citation release – eligible arrestee is being released and will attend court on a predetermined date; and

(3) Court presentment and lockup – arrestee is being held in custody and will be presented on the next date court is in session.

c. Property belonging to prisoners who require court presentment and lockup will be shall be transported to the Fifth District station for storage within 48-hours of their arrest.

d. Property belonging to prisoners released (e.g., elect-to-forfeit, citation release) at sites or processing centers will be returned to prisoners upon their release.

e. Unclaimed property shall be held at the NSID.

f. Logging Prisoner Property

Members assigned to the Property Station shall:

(1) Take possession of all confiscated prisoner property.

(2) Inspect property for accuracy and enter the property and prisoner information onto the PD Form 82

(Property Book).

(3) Ensure the PD Form 58 is complete and a copy provided to arrestee.

g. Releasing Prisoner Property

(1) Members assigned to the Property Station shall:

(a) Collect the prisoners' PD Forms 58 and verify their identity.

(b) Require prisoners to inspect their property.

(c) Ensure the prisoners sign the PD Forms 82 indicating receipt of their property.

h. Members assigned to the Property Station shall ensure a copy of the PD Form 58 is forwarded to the Master Control Station.

3. Booking-WALES/NCIC Station

a. Members assigned to the Booking Station shall:

(1) Obtain arrest numbers from the RMS system administrator, use the Arrest Number Control Log maintained at each Prisoner Control System site or processing center, and enter the date, time, and system arrest number obtained from the RMS system administrator in the corresponding spaces located on the control log.

NOTE: Prior to the event, the RMS system administrator will identify a range of arrest numbers that will be made available to the Prisoner Control System site or processing center in the event that RMS is not available.

(2) For each arrest, enter the next sequential arrest number and the arrestee's name in the spaces provided. Any additional information shall be entered in the comments section on the arrest log.

(3) Ensure that arrest information is documented in an arrest log.

b. During the time that RMS is down, the booking officer shall assist the arresting officers in the completion of all arrest paperwork (e.g., Arrest Report).

c. When RMS returns to service:

(1) Arrest information shall be entered for all arrest numbers issued during the time the system was down. Once the arrest has been entered into the RMS, the arrest information shall be packaged and forwarded to the SOD for retention.

(2) A document matching the manual numbers used to the system generated numbers shall be sent to the RMS system administrator.

4. Master Control Station

a. Members assigned to the Master Control Station shall:

(1) Receive arrestee data packages from the Intake Section for each arrestee.

(2) Forward the entire arrestee data package to the Booking Station.

(3) Receive arrestee data packages from the WALES/NCIC Station and ensure that a WALES/NCIC check has been performed.

(4) Coordinate the compilation of the arrest paperwork.

(5) Control and monitor the flow of the arrest packages between the processing stations.

(6) Forward all completed paperwork to a member at the Jailer position for release or transfer.

b. The Prisoner Control System site or processing center supervisor shall ensure that all arrest paperwork is completed correctly and approved.

M. Technical Support

The MPD Office of the Chief Technology Officer shall provide the Prisoner Control System sites or processing centers with on-site technical support staff during each activation to troubleshoot and minimize unanticipated information and computer system downtime that would delay prisoner processing.

NOTE: The on-call MPD Office of the Chief Technology Officer member may be paged through the Command Information Center.

N. Monitoring

The Internal Affairs Division, Internal Affairs Bureau, shall periodically monitor all prisoner-processing facilities to ensure that prisoners are being processed, restrained, and transported consistent with the law and Department policy.

O. Uniform and Equipment

1. Prisoner control personnel shall wear the Class B uniform or BDUs.

2. All processing personnel shall have their issued CDU protective gear and chemical protective gear available.

P. Communications

Members assigned to Prisoner Control System sites or processing centers, all transport team supervisors, and members operating vehicles shall monitor the radio channel designated by the SOD for exclusive operations for the event.

Q. Injured Prisoners

1. Members shall note prisoners with serious injuries identified on the scene of the arrest and shall contact the District of Columbia Fire and Medical Services (DCFEMS) for transport to the nearest hospital. The incident commander shall coordinate with the Patrol Service Bureau to arrange for security during treatment.

2. Members shall evaluate injuries noted at the processing centers and contact DCFEMS for prisoners who are injured or complain of pain for transport to the nearest hospital, in accordance with GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners).

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES
AND MASS DEMONSTRATIONS

JOCC and CIC Activation and Operations

The Joint Operations Command Center (JOCC) and Command Information Center (CIC) shall be established for critical incidents and major events at the discretion of the Chief of Police.

Mass Demonstration First Amendment Information Gathering Work Flow

First Responder Provides Information

JOCC and CIC Gathers Information

- Number of persons and protestors
- Name of group
- Status of persons and protestors (e.g., peaceful, unruly)
- Name, rank, and CAD number of reporting member
- Route and destination of protestors

JOCC and CIC Make Notifications

- COP and Command Staff Page Groups notified. Pages of an urgent nature will be followed by a telephone call.
- Public notifications of street closures and alternate routes (e.g., via Twitter)

Telephonic Notifications

- Field Commander
- Homeland Security and Emergency Management Agency (HSEMA) notification via telephone
- Other affected government agencies

JOCC/CIC Ensures Detailed Documentation in the Running Resume

- When the incident began
- Location of the incident
- Source of the information
- Location of units
- Check-in and check-out times of units
- Date and time JOCC is deactivated and name of the official authorizing the deactivation
- Staffing

JOCC/CIC Ensures Quality Assurance Measures

- The CIC Watch Commander shall be responsible for all pages
- Pages shall be reviewed and approved prior to being sent
- Urgent pages or pages of a sensitive nature shall be followed-up with a telephone call to the:
  - Chief of Police; and
  - Assistant Chief of the Homeland Security Bureau
- The nature of the emergency shall determine any additional notifications that need to be made.

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES
AND MASS DEMONSTRATIONS

Civil Disturbance Unit (CDU) Use of Force

A. CDU Use of Force Reporting and Investigation Protocol

1. This attachment is a guideline for civil disturbance units and other members who respond during major demonstrations in the District of Columbia regarding the use of force. It should be noted that these guidelines apply not only to Metropolitan Police Department (MPD) members, but also to members of outside law enforcement agencies working under agreement with MPD.

2. The MPD adheres to the use of force policies delineated in GO-RAR-901.07 (Use of Force) and GO-RAR-901.08 (Use of Force Investigations). However, during civil disturbance situations, the use of force reporting, documentation, and investigative processes enumerated in these directives may raise practical, logistical, and safety-related concerns depending on the incident. **Accordingly, the reporting, documentation, and investigative procedures for use of force set forth in Attachment L (Handling Use of Force Misconduct Allegations) of this SOP shall be used for First Amendment assemblies and mass demonstration situations.**

B. Use of Force Definitions

The following terms shall have the meanings designated:

1. Deadly force – use of force likely to cause death or serious physical injury, including but not limited to the use of a firearm or a strike to the head with a hard object. The primary purpose of deadly force is to neutralize a subject who poses an immediate threat of death or serious injury to the member or others; however, this does not include a subject who poses a threat solely to himself or herself. Examples include, but are not limited to, the use of a firearm or a strike to the head with a hard object.

2. Less-lethal weapons – any object or device (e.g., extended impact weapons containing foam or rubber-baton rounds, chemical irritants, oleoresin capsicum (OC) spray, and batons) deployed with the intent or purpose of nullifying a threat without causing death

3. Non-deadly force – any use of force that, when employed in accordance with Department training, is neither likely nor intended to cause death or serious physical injury.

4. Objective reasonableness – the standard requiring the reasonableness of a particular use of force must be judged from the perspective of a reasonable member on the scene in light of the facts and circumstances confronting the member.

5. Serious physical injury – impairment or illness that results in admission to the hospital or that creates a substantial risk of death, serious disfigurement, loss of consciousness, disability, a broken bone, or protracted loss or impairment of the functioning of any body part or organ.

6. Serious use of force – actions by members including:

   a. All firearm discharges by a member with the exception of range and training incidents and discharges at animals;

   b. All uses of force by a member resulting in serious physical injury;

   c. All head strikes with an impact weapon;

   d. All uses of force by a member resulting in a loss of consciousness, or that create a substantial risk of death, serious disfigurement, disability or impairment of the functioning of any body part or organ;

   e. All incidents where a person receives a bite from an MPD canine;

   f. All uses of force by a member involving the use of neck restraints or techniques intended to restrict a subject's ability to breathe; and

   g. All other uses of force by a member resulting in a death.

7. Use of force – any physical coercion used to effect, influence or persuade an individual to comply with an order from an officer.

   NOTE: The reporting, documentation, and investigative procedures for the use of force during First Amendment assemblies and mass demonstrations are set forth in Attachment L (Handling Use of Force Misconduct Allegations) of this SOP.

8. Use of force indicating potential criminal conduct by a member – includes, but is not limited to, all strikes, blows, kicks or other similar uses of force against a handcuffed subject and all accusations or complaints of excessive force made against the member. This includes any use of force that **clearly** goes beyond that which an objectively reasonable member would use in light of the circumstances under which the force was used, or any use of force which may rise to the level of a criminal act.

C. CDU Use of Force Options

The following definitions outline the use of force options that may be used by on-scene commanders and officials (i.e., "official-directed use of force") in accordance with this SOP.

1. Constructive Force

   a. Constructive force involves uniformed police presence. The presence may be in platoon formation. With constructive force, there is no physical contact between police and demonstrators.

   b. Officers in CDU protective gear may only be deployed when there is a danger of violence. The on-scene commander deploying officers in CDU protective gear shall provide a written report explaining his or her deployment decision and actions to the Chief of Police within 48 hours of the deployment. Donning CDU protective gear is the only level of constructive force that requires completion of a PD Form 901m (Assembly or Demonstration Reportable Force Report).

2. Physical Force

   a. Physical force involves hands-on touching or pushing maneuvers, but with no deployment of tools or weapons.

   b. Physical force may include line and wedge formations (with or without protective riot shields) that move a crowd.

   c. Arrests fall into the physical force category.

3. Oleoresin Capsicum (OC) Force

   a. OC force includes uses of force involving OC, a natural inflammatory agent derived from the pepper plant, which is

deployed from personal canisters (i.e., Department OC spray issued to all sworn members) or large-scale canisters (i.e., MK-9 and MK-46 canisters).

4. Mechanical Force

   a. Mechanical force is broken into two levels:

      (1) Level I: The use of tools or weapons, to include the riot baton, ASP, and riot shield.

      (2) Level II: The use of less-lethal projectiles (e.g., sting ball munitions, extended impact weapons).

5. Chemical Force

   a. Chemical force includes the use of tools or weapons that disperse chemical irritants that are approved by the Department for crowd control purposes.

   b. Chemical irritants shall not be used to disperse a First Amendment assembly unless:

      (1) The assembly participants or others are committing acts of public disobedience endangering public safety and security;

      (2) The use is reasonable and necessary to protect officers or others from physical harm or to arrest actively resisting subjects; **and**

      (3) The use is approved by the on-scene commander (e.g., platoon commander).

   c. The on-scene commander approving the use of chemical irritants shall ensure the use is reported and documented in accordance with Attachment L of this SOP.

6. Deadly Force

   a. Deadly force is any use of force likely to cause death or serious physical injury, including but not limited to the use of a firearm or a strike to the head with a hard object.

   b. Deadly force must be used in accordance with GO-RAR-

901.07 (Use of Force).

D. Use of Force Policy and Requirements

1. The policy of the MPD is to value and preserve the sanctity of human life at all times, especially when lawfully exercising the use of force. Therefore, MPD members shall use the minimum amount of force that the objectively reasonable officer would use in light of the circumstances to effectively bring an incident or person under control, while protecting the lives of the member or others. When using force, members shall continuously reassess the perceived threat in order to select the reasonable use of force response, or one that is proportional to the threat faced by him, her, or others.

2. In accordance with GO-RAR-901.07 (Use of Force):

   a. All members who encounter a situation where the possibility of violence or resistance to lawful arrest is present, shall, if possible, first attempt to defuse the situation through advice, warning, verbal persuasion, tactical communication, or other de-escalation techniques. Members shall attempt to defuse use of force situations with de-escalation techniques whenever feasible.

   b. When using force, members must be able to articulate the facts and circumstances surrounding their tactics, decision making, and the extent of force used in any given situation.

3. The use of force shall immediately be discontinued if directed by an on-scene commander.

4. Members shall not:

   a. Carry or use unauthorized tools or weapons.

   b. Discharge their firearms into crowds at or from a moving vehicle unless deadly force is being used against the officer or another person. For purposes of this order, a moving vehicle is not considered deadly force. Members shall, as a rule, avoid tactics that could place them in a position where a vehicle could be used against them.

5. The use of canines for crowd control during a protest is strictly prohibited. Explosive Ordinance Detection canines may be used to conduct sweeps.

6. Official-Directed Use of Force

   a. On-scene commanders shall direct CDU use of force options.

   b. Individual officials may independently direct CDU use of force options when their squad is detached from the rest of their unit and when the isolated squad's safety or that of other persons is jeopardized.

   c. If conditions permit, officials shall apprise the incident commander prior to initiating CDU use of force options.

   d. The application of CDU use of force options shall be immediately discontinued upon a determination by the ranking official on the scene that the condition that required the use of force has been alleviated.

   e. Each official-directed use of force shall be individually reported in accordance with Attachment L of this SOP.

7. Use of Force Initiated by Individual Members

   a. Individual members who use force independent of a CDU unit, shall be bound by Department policy including, but not limited to GO-RAR-901.07 (Use of Force), and all specified reporting and notification requirements outlined in Attachment L of this SOP.

      Example: While standing on a police line in a loud, chaotic environment, a member is assaulted by an enraged protestor. Due to the high level of activity and noise in the environment, the other members on the police line do not notice the attack and do not take action. To protect him or herself from further assault, the member uses his or her OC spray. Since the member is the only person to take action, as opposed to the entire police line using OC spray, this use of force would be considered a "use of force initiated by an individual member."

8. **Nothing in this document shall prevent members from using force as necessary to protect the life of a civilian or member who is subject to the imminent threat of death or serious physical injury, when no other options are feasible, and the force is objectively reasonable and proportionate to the perceived threat.**

E. Civil Disturbance Use of Force Protocols

1. Orderly Crowds or Marches

For orderly crowds or marches, constructive force is the appropriate responses.

2. Peaceful Civil Disobedience

For unlawful, non-violent, peaceful actions by protestors, crowd activities should be monitored. Depending on the scenario and degree of disruption, high volume arrests may be considered. The decision to make high volume arrests shall only be commenced in consultation with the incident commander or his or her designee and shall be based on probable cause that can be applied to all arrests.

3. Non-Peaceful Civil Disobedience

a. During non-peaceful civil disobedience members **may:**

(1) To the extent reasonably possible, disperse, control or arrest only persons who have engaged in unlawful conduct.

(2) Effect high volume arrests in accordance with Attachment C (High Volume Arrest Prisoner Control System) of this SOP. Only those persons that the incident commander has probable cause to arrest shall be arrested.

(3) Use force consistent with this SOP.

b. Platoon commanders shall contact the on-scene official commanding the incident regarding use of force and ensure compliance with Attachment L of this SOP.

F. Use of Force Framework During First Amendment Assemblies and Mass Demonstrations

1. Police Lines

a. A police line may be either constructive or physical force.

(1) A police line may be established at the direction of the on-scene commander whenever it becomes

necessary to isolate an area in which large-scale unlawful activity is occurring or has the potential of occurring.

(2) A police line may be established to prevent damage to a specific target, such as a building, a utility, or a business area, or for other purposes as authorized by 24 DCMR 2100 (Crowd and Traffic Control).

(3) A police line may consist of either uniformed personnel or blockade devices such as barricades, buses, ropes, or motor scooters.

b. The objective of a police line is to affect the movement of individuals or a crowd, to protect a group of individuals, or to accomplish the arrests of persons within a group.

c. A police line shall not substantially encircle a First Amendment assembly except:

(1) Where there is probable cause to arrest a significant number or percentage of the persons located in the area of the assembly for unlawful acts, other than failing to have an approved assembly plan or permit; or

(2) For the safety of the First Amendment assembly participants.

d. Crossing Police Lines

(1) Persons who reside, are employed, have a business, or have business of an emergency nature in an area marked off by a police line:

(a) Shall not normally be barred from entering the area unless their safety would be jeopardized or their entry would interfere with police operations.

(b) Shall not be barred entry based upon their views or expression.

(2) All other persons shall be prohibited from crossing a police line into a disturbance area until order has been restored, and the police line has been removed.

e. Verbal harassment directed against members on a police line shall not be cause for members to break ranks for the purpose of making an arrest or to engage in a verbal confrontation. However, assaults in the form of thrown missiles capable of inflicting injury (e.g., Molotov cocktails, bricks) or physical attacks upon members will not be tolerated, and on-scene supervisors shall make every effort to identify and have arrested those engaged in such activity.

f. When normal vehicular and pedestrian traffic is affected within a large area of the city by the establishment of a police line, the incident commander shall ensure the Office of Unified Communications (OUC), Joint Operations Command Center (JOCC) and Command Information Center (CIC) are notified so that local communications media can disseminate this information.

2. CDU Platoon Formations

a. Platoon Formation – Constructive Force

(1) Used to move a group of officers, on foot, from one location to another.

(2) This formation is used to gather officers whenever they are in view of demonstrators.

b. Line Formation – Constructive or Physical Force

(1) Used to stop, guide or redirect forward movement or form a protective barrier for safety or security reasons.

(2) Used to move a crowd to another location.

c. Wedge Formation – Physical Force

(1) Divides a large crowd into two smaller groups.

(2) May include mechanical force if tools or weapons are used in conjunction with the movement.

d. Belt Cordon – Physical Force

(1) Used to enable an arrest squad to move into a crowd to remove individuals for whom there is probable

cause to arrest, or to remove individuals from the crowd for their own safety.

(2) Used to split a crowd to enable movement of officers and uninvolved persons or protectees.

(3) May include mechanical force if tools or weapons are used in conjunction with the movement.

3. OC Spray – OC Force

a. Personal OC spray dispensers shall be used in accordance with GO-RAR-901.04 [Oleoresin Capsicum (OC) Spray Dispensers].

b. MK-9 and MK-46 OC Canister – OC Force

(1) Deployment – Large-scale canisters should, generally, be deployed only upon the approval of an incident commander to repel a substantial effort to breach a police line or to prevent significant physical injury of police personnel or others.

(2) Use –The decision to use the MK-9 or MK-46 OC canisters shall be based upon the necessity to protect officers or others from physical harm or to arrest actively resisting subjects, or if subjects are endangering public safety or security.

(3) Range – Subjects must be in close proximity for the effective use of MK-9 and MK-46 OC canisters.

(4) Recovery – Subjects in police custody who have been affected by OC spray shall:

(a) Be given an opportunity for washing and flushing the affected areas with cold water within 20 minutes of being sprayed, or as soon as practicable.

(b) Be advised not to use creams, ointments, or bandages on affected areas, and that continual rubbing of the skin against affected clothing will cause irritation and reddening of the skin areas.

(5) Treatment – Subjects who complain of continued effects of OC after having flushed the affected areas shall be transported to a hospital for medical treatment.

4. Riot Baton – Mechanical Force

a. The riot baton may be used as a defensive weapon to overcome resistance:

(1) When other less forceful methods would not be effective or could result in injury to the member; and

(2) When other means of assistance are not readily available to the member.

b. A strike to the head with a riot baton is considered a serious use of force and shall be investigated by the Internal Affairs Division in accordance with Attachment L in this SOP.

c. When holding the riot baton members shall always:

(1) Use a port arms position to move a resistive crowd from one area to another.

(2) Always use a two-hand grip.

(3) Make every effort to avoid strikes to the head or other vital areas.

5. Chemical Irritants – Chemical Force

a. The use of chemical irritants should be limited and only used when other tactical options are either unavailable or when a lower level of force will not have the desired effect. Only the incident commander shall authorize the use of chemical irritants.

b. Members are prohibited from using chemical irritants to disperse crowds or others, unless the incident commander approves the use because it is reasonable and necessary to protect officers or others from physical harm or to arrest actively resisting subjects, or the crowd or others are endangering public safety or security.

c. Chemical irritants shall only be used as a defensive weapon

for the purpose of dispersing crowds that are threatening or actively engaging in violence or to protect lives and property when the circumstances indicate that the use of chemical irritants would be the most effective manner of accomplishing the objective.

d. Before chemical irritants are deployed, the official authorizing the deployment of the irritant shall ensure that avenues of escape are available to the crowd.

e. Individuals in police custody who have been affected by chemical irritants shall:

(1) Be given an opportunity for washing and flushing the affected areas with cold water within 20 minutes of dispersal, or as soon as practicable.

(2) Be advised, not to use creams, ointments, or bandages on affected areas, and that continual rubbing of the skin against affected clothing will cause irritation and reddening of the skin areas.

f. Individuals who complain of continued effects after having flushed the affected areas shall be transported to a hospital for medical treatment.

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Field Arrest Form

PD 759, Rev. 9/71 METROPOLITAN POLICE DEPARTMENT - D.C.

FIELD ARREST FORM

SECTION A — ARRESTING OFFICER'S SECTION

1. DATE	2. TIME	3.

4. CHARGE

5. LOCATION OF ARREST

6. LOCATION OF OFFENSE (If other than 5)

7. Brief Description of Facts & Circumstances Surrounding Arrest

8. NAME OF SUSPECT

9. ARRESTING OFFICER	10. BADGE NO.	11. UNIT	12. COURT DAY

SECTION B — TRANSPORTATION SECTION

13. TRANSPORTED BY	14. TRANSPORTED TO

SECTION C — PROCESSING SECTION

15. ADDRESS OF ARRESTEE

16. NAME IF FOUND TO BE DIFFERENT FROM ABOVE

17. D.O.B.	18. WALES INQUIRY ☐ YES ☐ NO

19. DISPOSITION (EF, BOND, COURT DATE, ETC.)

SECTION D — PROPERTY SECTION

20. PROPERTY IS:
☐ PRISONER'S ☐ EVIDENCE ☐ ABANDONED ☐ SUS PROCEEDS

21. OWNERSHIP IS:
☐ KNOWN ☐ UNKNOWN ☐ POSSIBLE OWNER

NAME:

22. BRIEF DESCRIPTION OF PROPERTY

23. COMPLAINANT'S NAME OR BUSINESS	PHONE NUMBER

24. ADDRESS

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Warning Format for High Volume Arrests

The below listed warning format is for reference, and may be used when preparing to make arrests in response to First Amendment assemblies, mass demonstrations or other large scale gatherings. The information contained in any warnings that are given in high volume arrest situations shall be documented and retained for reporting requirements and notifications.

WARNING FORMAT

"I am _____ of the Metropolitan Police Department.
(official's name)

You are in violation of _____.
(state criminal offense)

If you do not cease your unlawful behavior and disperse peaceably, you will be arrested."

DAY: _____ DATE: _____

LOCATION OF ARRESTS: _____

_____

***Record the time that all warnings have been voiced to the violators.

First Warning _____ (*wait two minutes before reading second warning*)

Second Warning _____ (*wait two minutes before reading third warning*)

Third Warning _____ (*commence making arrests*)

If possible, members of the Media Production Unit of the Metropolitan Police Department will videotape the reading and arrests procedures. Warnings should be given with the use of an amplification device (e.g., a bullhorn or a police vehicle PA system), and must be given in a loud and clear manner.

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Pre-High Volume Arrest Checklist

- ❑ What actions, by the persons to be arrested, require the proposed high volume arrest?
  - ❑ Has anyone been injured?
    - ❑ Who?
  - ❑ What was the cause of the injury?
  - ❑ Has property been damaged?
    - ❑ What?
  - ❑ What was the cause of the damage?
- ❑ Will an effort to arrest likely cause more injuries than alternative police action?
- ❑ Will an effort to arrest likely cause more property damage than alternative police action?
- ❑ Will an effort to arrest likely cause greater disruption of traffic flow (or potentially block evacuation routes) than alternative police action?
- ❑ What are the offenses committed or to be charged?
- ❑ What evidence provides probable cause for the arrest of **each person** for the offenses to be charged? **You must have articulable probable cause to make any arrest.**
- ❑ If the offense is (1) crowding, obstructing, or incommoding, (2) unlawful demonstrating, (3) unlawful assembly, or (4) failure to obey a police order:
  - ❑ How many orders to disperse were given?
  - ❑ How were the orders communicated?
  - ❑ When was each given?
  - ❑ Who gave each order to disperse?
  - ❑ Were audio or video recordings made of the warnings?

- ❑ Is there another way to gain control of the situation?
- ❑ Is there a viable alternative to a high volume arrest?
  - ❑ Is dispersal of the crowd and arrest of a smaller number of persons as the group disperses reasonable?
  - ❑ Is extraction of a limited number of offenders reasonable?

❑ Has the JOCC (Joint Operations Command Center) confirmed, or have you independently determined that there are sufficient resources available to safely make the number of arrests anticipated?

- ❑ Is there adequate housing space and feeding capabilities for arrestees?
- ❑ Is the officer-to-arrestee ratio correct (up to 15 arrestees to each arresting officer)?
- ❑ Is there adequate transportation for arrestees?

❑ Has the official recommending a high volume arrest articulated justification for a high volume arrest on these bases?

❑ How do other circumstances weigh in favor of or against ordering a high volume arrest?

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Commander's Mass Demonstration Event Log

METROPOLITAN POLICE DEPARTMENT WASHINGTON, D.C. **COMMANDER'S MASS DEMONSTRATION EVENT LOG**		DATE
UNIT COMMANDER	UNIT RECORDER	UNIT DESIGNATION

TIME	LOCATION	EVENT

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Rights Notification

POST AND FORFEIT

If you have been charged with an eligible offense and you are eligible to post and forfeit, you may pay the amount of money set by the Court for the offense and the case will end. If you choose to pay the amount set, you will **NOT** get your money back because you are agreeing to forfeit the amount. No sanction, penalty, enhanced sentence, or civil disability will be imposed by any District of Columbia court or agency in any subsequent criminal, civil, or administrative proceeding or action if you post and forfeit. You **WILL** have an arrest record. You may file a motion with the Superior Court to seal your arrest record. For more information regarding sealing your record, you can contact the Public Defender Service of the District of Columbia at **202-628-1200** or via email at **www.pds.dc.org**.

- **WHAT IF YOU CHANGE YOUR MIND AND DECIDE TO CONTEST THE CHARGES?**
  If you decide you would rather appear in Court after you post the money, you can file a "Motion to Set Aside Forfeiture" within 90 days of today's date.

- **WHAT IF THE GOVERNMENT DECIDED TO OPPOSE YOUR POST AND FORFEIT DECISION?**
  The Office of the Attorney General for the District of Columbia, the prosecutor for this case, may file a "Motion to Set Aside Forfeiture" within 90 days.

- **WHAT HAPPENS IF THE COURT GRANTS THE MOTION?**
  If your motion or the government's motion is granted, the charges will be reinstated and you will have to go to Court. If you cannot afford an attorney, you may be eligible for appointed counsel.

If you choose not to post and forfeit and elect to continue the criminal case, you are eligible for release on citation.

CITATION RELEASE

If you are eligible, you may be released immediately on your promise to go to D.C. Superior Court, 500 Indiana Ave., NW, Washington, D.C. on the **date** and **time** on the Citation Release section on Page 1 of the "Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Mass Demonstrations" form.

A prosecutor will decide whether to file a criminal case against you. If you do not appear in Court, a bench warrant may be issued for your arrest. In addition, you could be charged with failing to appear even if the prosecutor decides to drop the case.

As a condition of your release on citation, you may be directed to stay away from and have no contact with a particular person or persons and/or to stay away from a particular place until you appear in Court.

If you violate the stay away, a police officer can immediately arrest you, and you will be brought to Court on the next day that the Court is open. If the prosecutor charges you with any crime, you will have a right to be represented by an attorney. If you cannot afford an attorney, one will be provided for you.

IMPORTANT INFORMATION

Even though you were arrested, the government may decide not to file charges against you in Court. It is important that you bring the citation release form with you to Court on your arraignment date because it contains information that you may need to identify whether or not the government has filed charges in Court.

FOR CASE INFORMATION

For information on the status of your case, you may call the D.C. Superior Court's Criminal Division Customer Service line at **(202) 879-1373.**

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Public Information During First Amendment Assemblies and Mass Demonstrations

The Office of Communications is in charge of activities relating to the press and the release of information related to First Amendment assemblies and mass demonstrations and other large events. The Office of Communications shall arrange all press conferences and organization areas for staging of the press and or news media vehicles in cooperation with the detail commanders. In addition, the Office of Communications shall prepare press releases prior to the event informing the public of expected street closures, demonstrator activity, and other non-sensitive, noteworthy information likely to impact the visitors and residents of the District of Columbia.

A. The Office of Communications shall coordinate with public information officers from other agencies that will take part or play a role in upcoming demonstrations. When this is necessary, the Office of Communications shall institute, or become part of, a Joint Information Center (JIC). Some of the agencies that may occupy the JIC include: the United States Secret Service, the United States Park Police, the United States Capitol Police, the Metro Transit Authority, the District of Columbia Fire and Emergency Medical Services Department, the United States Bureau of Alcohol, Tobacco and Firearms, and the District of Columbia Courts. The purpose of the JIC shall be to exchange information and establish protocol for the coordinated release of information.

B. The Metropolitan Police Department (MPD) shall allow media representatives reasonable access to all areas where First Amendment assemblies occur. At a minimum, the MPD shall allow media representatives no less access than that enjoyed by members of the general public and, consistent with public safety considerations, shall allow media representatives access to promote public knowledge of the assembly.

C. The MPD shall make reasonable accommodations to allow media representatives to use photographic, video, or other equipment effectively relating to their reporting of a First Amendment assembly.

D. Media Misconduct

1. Members shall be guided by GO-SPT-204.01 (Media).

2. All reports of media misconduct shall be immediately forwarded to the Office of Communications for investigation. This information shall include the name, press affiliation, and a synopsis of the incident, as well as the necessary contact information for the member witnessing the activity. In instances of media misconduct, the observing member shall notify an MPD official who shall immediately report the incident to the Office of Communications at (202) 727-4383.

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Handling Use of Force and Misconduct Allegations

I. REGULATIONS

A. During civil disturbance situations, the reporting, documentation, and investigative processes for use of force and misconduct may raise practical, logistical, and safety-related concerns depending on the incident. Accordingly, the reporting, documentation, and investigative procedures for use of force and misconduct set forth in this attachment shall be used for First Amendment assemblies and mass demonstration situations.

B. Sworn members of the Metropolitan Police Department (MPD) are expected to maintain the highest standards of conduct. Members shall conduct themselves properly and professionally, both on and off duty.

C. The Internal Affairs Bureau (IAB) is responsible for monitoring, assessing, and assigning investigative responsibility for use of force incidents and misconduct allegations involving members of the MPD through the Internal Affairs Division (IAD).

D. Members assigned to IAD shall not be used in a CDU capacity. IAD shall be responsible for the review of all use of force by MPD members as well as members of other, non-federal agencies who have agreed to assist the Department during First Amendment assemblies.

II. PROCEDURES

A. Reporting Use of Force

1. Individual Use of Force

a. Individual members who use force independent of a CDU unit, shall:

(1) Immediately notify the on-scene supervisor.

(2) Complete the appropriate report (i.e., PD Form 901-e (UFIR) or PD Form 901-g (RIF)], consistent with Department policy.

b. Notified supervisors shall:

(1) For incidents involving a serious use of force as defined in GO-RAR-901.07 (Use of Force), immediately notify the incident commander who shall ensure IAD is immediately notified.

(2) For all other uses of force, obtain incident summary (IS) numbers prior to being relieved from duty and ensure the reporting member completes the appropriate force report.

c. Member use of force that is independent of a CDU unit shall be investigated in accordance with existing Department policies governing use of force investigations including, but not limited to GO-RAR-901.08 (Use of Force Investigations).

2. Official-Directed Use of Force

a. Officials who direct the use of force (e.g., for a squad, platoon) shall:

(1) Notify the Command Information Center (CIC)/Joint Operations Command Center (JOCC) and the incident commander.

(2) For incidents involving a serious use of force, the incident commander shall ensure the IAD is immediately notified.

(3) For all other uses of force, which are considered reportable force incidents, obtain incident summary (IS) numbers prior to being relieved from duty and complete a PD Form 901-m (Assembly or Demonstration Reportable Force Report).

B. Investigating Use of Force

1. Internal Affairs Division (IAD)

a. When a serious use of force occurs, IAD shall conduct a full investigation in accordance with GO-RAR-901.08 (Use of Force investigations).

b. The opportunity to conduct an extensive on-scene force review during an incident may be hampered by civil disturbance or riot-type conditions. In these scenarios, IAD members shall attempt to gather as much information as possible to initiate the investigation. However, due to safety concerns, IAD members may have to return to conduct more extensive reviews once the area is secure and conditions are safe.

(1) Conditions may exist in which IAD might not be able to enter a scene for several hours, or IAD is not notified of a serious use of force incident until long after it occurs. In these cases, IAD members may have to rely on non-traditional means (e.g., reviewing video footage) to gather information about the incident. Nonetheless, the fullest investigation possible shall be conducted in relation to the safety level of the scene at the time of the incident.

2. The following requirements shall apply to IAD during mass demonstrations and civil disturbance situations:

a. A representative from the IAD shall be assigned to the JOCC. This representative shall be responsible for coordinating force and misconduct-related information for the IAB.

b. IAD shall maintain a rapid response team to respond to serious use of force incidents occurring during civil disturbance situations. These members shall have full protective gear and be prepared to respond to a scene in which a civil disturbance may be occurring.

c. IAD shall assess all serious use of force incidents, and in consultation with executive management, determine which incidents warrant a substantive IAD rapid response.

d. At the conclusion of a mass demonstration or civil disturbance, the Assistant Chief of the IAB shall complete a use of force after-action report and submit the report to Assistant Chief of the Homeland Security Bureau and the Chief of Police.

e. While not engaged in investigating force activity, members of IAD shall coordinate and confer with members of the MPD

Criminal Intelligence Branch as it relates to use of force information and possible high risk attacks on police officers.

f. Agents assigned to the IAB Technical Surveillance Unit shall provide technical support for members of IAD, to include video documentation of civil disturbance electronic news reports.

B. Investigating Misconduct or Complaints

1. Members who observe other members engaging in misconduct shall report such misconduct to an official as soon as practicable.

2. Complaints of police misconduct received from the public during mass demonstrations and periods of civil disorder shall be properly recorded and investigated in accordance with Department policy including, but not limited to, GO-PER-120.25 (Processing Citizen Complaints) and GO-PER-120.23 (Serious Misconduct Investigations). Investigations into such complaints shall be conducted, using prescribed procedures, as soon as the police operation concerning the disturbance has been concluded.

3. If a complaint is of a nature that would subject the Department to public criticism or liability, the incident commander and the CIC/JOCC shall be notified immediately. The incident commander shall determine what course of action should be taken.

4. Regardless of whether a complaint has been filed or is likely to be filed, officials who observe or have reported to them instances of misconduct by members shall take immediate steps to determine the facts, promptly take appropriate corrective action, if necessary, and report the alleged misconduct in accordance with Department procedures.

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES AND MASS DEMONSTRATIONS

Assembly or Demonstration Reportable Force Report

A. INCIDENT INFORMATION

IS NUMBER	INCIDENT DATE	INCIDENT TIME	RELATED INCIDENT CCN	DISTRICT	PSA

EVENT/DETAIL	LOCATION OF REPORTED INCIDENT	FORCE USED?
		☐ YES ☐ NO

TYPE OF FORCE USED *(CHECK ALL THAT APPLY)*

☐ CDU PROTECTIVE GEAR WORN ☐ PHYSICAL FORCE ☐ OLEORESIN FORCE	☐ MECHANICAL FORCE ☐ CHEMICAL FORCE	☐ NONE/OTHER – *SPECIFY:*

B. AUTHORIZING OFFICIAL

LAST NAME	FIRST NAME	RANK	CAD #

ELEMENT	ASSIGNMENT

C. GROUP/SUBJECT INFORMATION *(use narrative section to capture information on additional subjects)*

GROUP NAME OR SUBJECT NAME *(LAST NAME, FIRST NAME)*

ADDRESS	CITY	STATE	ZIP

PHONE NUMBER	DOB	SEX	RACE

GROUP/SUBJECT ACTION *(CHECK ONE)*

☐ RESISTANT (PASSIVE) ☐ RESISTANT (ACTIVE)	☐ ASSAULTIVE (PHYSICAL INJURY) ☐ ASSAULTIVE (SERIOUS PHYSICAL INJURY/DEATH)

GROUP/SUBJECT ACTIVITY *(CHECK ALL THAT APPLY)*

☐ APO ☐ ATTEMPT ARREST ☐ ADW ☐ ALCOHOL ☐ BARRICADE ☐ BURGLARY ☐ CROWD CONTROL	☐ DANGEROUS ANIMAL ☐ DISORDERLY CONDUCT ☐ DEMONSTRATION ☐ DEFENDING AN ASSAULT ☐ DOMESTIC VIOLENCE ☐ DRUGS ☐ DUI	☐ FOOT PURSUIT ☐ HOSTAGE ☐ LANDLORD/TENANT DISPUTE ☐ ROBBERY ☐ SUICIDE ATTEMPT ☐ TRANSPORTING ☐ TRAFFIC STOP	☐ VEHICLE PURSUIT ☐ OTHER – *SPECIFY:*

D. GROUP/SUBJECT WEAPON

WEAPON PRESENT	TYPE OF WEAPON	WEAPON RECOVERED
☐ YES ☐ NO	☐ FIREARM ☐ BLUNT OBJECT ☐ EDGED OBJECT ☐ OTHER– *SPECIFY:*	☐ YES, PROVIDE DETAILS IN NARRATIVE ☐ NO

E. NARRATIVE

F. INVOLVED MEMBERS *(space allotted for up to one full platoon, use additional sheets to capture more members, if necessary)*

#1 LAST NAME	FIRST NAME	RANK	CAD #	BWC EQUIPPED?	BWC ACTIVATED?
				☐ YES ☐ NO	☐ YES ☐ NO
#2 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#3 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#4 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#5 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#6 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#7 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#8 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#9 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#10 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#11 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#12 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#13 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#14 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#15 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#16 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#17 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#18 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#19 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#20 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#21 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#22 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#23 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO

#24 LAST NAME	FIRST NAME	RANK	CAD #	BWC EQUIPPED?	BWC ACTIVATED?
				☐ YES ☐ NO	☐ YES ☐ NO
#25 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#26 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#27 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#28 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#29 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#30 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#31 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#32 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO
#33 LAST NAME	**FIRST NAME**	**RANK**	**CAD #**	**BWC EQUIPPED?**	**BWC ACTIVATED?**
				☐ YES ☐ NO	☐ YES ☐ NO

G. REVIEW

REPORTING OFFICIAL PRINTED NAME	SIGNATURE	CAD NUMBER	DATE
INCIDENT COMMANDER (OR SOD/HSB OFFICIAL) PRINTED NAME	**SIGNATURE**	**CAD NUMBER**	**DATE**

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES AND MASS DEMONSTRATIONS

SUPERIOR COURT OF THE DISTRICT OF COLUMBIA
Criminal Division
Notice to Appear in Court or Post and Forfeit Arrest Processing for First Amendment Assemblies and Civil Disturbances

Thumb Print

SUBJECT INFORMATION

Arrest No.	CCN	PDID	DOB
Station Clerk/Officer/Badge/Unit/Cad.No.		Offense PSA	
Name of Arrested Person: **Last, First, Middle**			

You Have Been Arrested for the following offense(s)
(Please List All Arrest Charges)

Release and Return to Court Information

☐ **CITATION RELEASE ONLY**

Officers: Please mark the appropriate Courtroom location and select a date by using the date chart on the Court's website.

You are being released on your promise to appear at the Superior Court of the District of Columbia, 500 Indiana Ave., NW, Washington, D.C. on the **DATE** and **TIMES** below:

☐ **ONLY OAG Charge(s)**

_____ at _____
DATE TIME
in Courtroom 120

Appearance times are based on the charge(s):

Impaired Driving Offenses	9 AM
Any Other Traffic Offense	10 AM
All Non-Traffic Offenses	11 AM

☐ **ONLY U.S. Charge(s)**

_____ at 9:30 a.m. in **Courtroom C-10**
DATE TIME

☐ **U.S. AND OAG Charges**

_____ at 9:00 a.m. in **Courtroom 120**
DATE TIME

_____ at 9:30 a.m. in **Courtroom C-10**
DATE TIME

I acknowledge receipt of this Notice to Appear. I promise to appear on the date and time indicated above. I understand that if I fail to appear, a bench warrant may be issued for my arrest. I also understand that if I fail to appear I may be charged with a criminal offense that may result in a fine, imprisonment, or both if I am convicted of failing to appear.

_____ _____
Signature of Arrested Person Date

☐ **POST AND FORFEIT MONEY ONLY**

Charge: _____ **Post and Forfeit Amount:**

$

I have chosen to pay and forfeit the collateral (money) amount set for the charge(s). I understand that I am waiving my right to a Court hearing when I pay and forfeit the amount set for the charge(s).

_____ _____
Signature of Arrested Person Date

ATTENTION ALL ARRESTED PERSONS

If the Superior Court is closed due to an emergency, you must return to Court on the next business day at 9 a.m.

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☐ **Acknowledgement of Receipt of Notice to Arrested Person**

I acknowledge that I have received and read the Notice To Arrested Persons and I understand my rights.

_____ _____
Signature of Arrested Person Date

Address: _____

Phone: _____ Email: _____

Issued by Acting Clerk, Superior Court of the District

_____ _____ _____
Signature of Station Clerk Badge No. Unit

NOTICE TO ARRESTED PERSONS

Please review the information below that explains your release and your duty to comply. The information below is subject to change without advance notice.

☐ **CITATION RELEASE**

If you are eligible, you may be released immediately on your promise to go to D.C. Superior Court, 500 Indiana Ave., NW, Washington, D.C. on the **date** and **time** on the Citation Release section on Page 1 of this document.

A prosecutor will decide whether to file a criminal case against you. If you do not appear in Court , a bench warrant may be issued for your arrest. In addition, you could be charged with failing to appear even if the prosecutor decides to drop the case.

As a condition of your release on citation, you may be directed to stay away from and have no contact with a particular person or persons and/or to stay away from a particular place until you appear in Court.

If you violate the stay away, a police officer can immediately arrest you, and you will be brought to Court on the next day that the Court is open. If the prosecutor charges you with any crime, you will have a right to be represented by an attorney. If you cannot afford an attorney, one will be provided for you.

IMPORTANT INFORMATION

Even though you were arrested, the government may decide not to file charges against you in Court. It is important that you bring the citation release form with you to Court on your arraignment date because it contains information that you may need to identify whether or not the government has filed charges in Court.

FOR CASE INFORMATION

For information on the status of your case, you may call the D.C. Superior Court's Criminal Division Customer Service line at **(202) 879-1373.**

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☐ **POST AND FORFEIT MONEY**

If you have been charged with an eligible offense and you are eligible to post and forfeit, you may pay the amount of money set by the Court for the offense and the case will end. If you choose to pay the amount set, you will **NOT** get your money back because you are agreeing to forfeit the amount. No sanction, penalty, enhanced sentence, or civil disability will be imposed by any District of Columbia court or agency in any subsequent criminal, civil, or administrative proceeding or action if you post and forfeit. You **WILL** have an arrest record. You may file a motion with the Superior Court to seal your arrest record. For more information regarding sealing your record, you can contact the Public Defender Service of the District of Columbia at **202-628-1200** or via email at **www.pds.dc.org.**

- **WHAT IF YOU CHANGE YOUR MIND AND DECIDE TO CONTEST THE CHARGES?** If you decide you would rather appear in Court after you post the money, you can file a "Motion to Set Aside Forfeiture" within 90 days of today's date.
- **WHAT IF THE GOVERNMENT DECIDED TO OPPOSE YOUR POST AND FORFEIT DECISION?** The Office of the Attorney General for the District of Columbia, the prosecutor for this case, may file a "Motion to Set Aside Forfeiture" within 90 days.
- **WHAT HAPPENS IF THE COURT GRANTS THE MOTION?** If your motion or the government's motion is granted, the charges be reinstated and you will have to go to Court. If you cannot afford an attorney, you may be eligible for appointed counsel.

If you choose not to post and forfeit and elect to continue the criminal case, you are eligible for release on citation.

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Revised November 2016 **Page 2 of 2**

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURES

HANDLING FIRST AMENDMENT ASSEMBLIES
AND MASS DEMONSTRATIONS

Legal Charges for Protests and Civil Disturbances

Below are the criminal charges most likely to give rise to arrests resulting from expected protests, assemblies and demonstrations in the District of Columbia. For each charge, applicable elements of the offense and a brief description of circumstances in which the charge might be most appropriate is listed. Members are encouraged to contact the U.S. Attorney's Office or the Office of the Attorney General should questions arise concerning the statute most applicable to a given situation. Members should note this is a non-exhaustive list of charges.

Members of the Metropolitan Police Department are reminded that the charge of *Parading without a Permit* is not an arrestable offense. This charge shall not be used to detain anyone.

I. STREET PROTESTS AND DISTURBANCES

CHARGE: Crowding, Obstructing, or Incommoding, *D.C. Official Code § 22-1307(a)*
Elements of the Charge: It is unlawful for a person, alone or in concert with others, to crowd, obstruct, or incommode the use of any street, avenue, alley, road, highway, or sidewalk, or the entrance of any public or private building or enclosure or the use of or passage through any public building or public conveyance, or the passage through or within any park or reservation, and to continue or resume the crowding, obstructing, or incommoding after being instructed by a law enforcement officer to cease the crowding, obstructing, or incommoding.
Jurisdiction: Office of the Attorney General
Applicability: Someone, who after being warned more than once to move on, continues to block vehicular or pedestrian traffic on a city street, sidewalk, or entrance to a building. This is likely to be the most appropriate charge for "street blockades" by protesters.

CHARGE: Unlawful Demonstrating *D.C. Official Code § 22-1307(b)*
Elements of the Charge: It is unlawful for a person, alone or in concert with others, to engage in a demonstration in an area where it is otherwise unlawful to demonstrate and to continue or resume engaging in a demonstration after being instructed by a law enforcement officer to cease engaging in a demonstration. For purposes of this charge, the term "demonstration" means marching, congregating, standing, sitting, lying down, parading, demonstrating or patrolling by one or more persons, with or without signs, for the purpose of persuading one or more individuals, or the public, or to protest some action, attitude or belief.
Jurisdiction: Office of the Attorney General
Applicability: A protestor is marching in an area where it is unlawful to demonstrate, and who after being warned to move on, continues to protest.

CHARGE: Disorderly Conduct – Cause Unreasonable Fear (Intimidate), *D.C. Official Code § 22-1321(a)(1)*

Elements of the Charge: (a) In any place open to the general public, and in the communal areas of multi-unit housing, it is unlawful for a person to: (1) intentionally or recklessly act in such a manner as to cause another person to be in reasonable fear that a person or property in a person's immediate possession is likely to be harmed or taken.
Jurisdiction: Office of the Attorney General
Applicability: A person has reasonable fear that acts in public space or in communal areas of multi-unit housing are likely to harm the person, or property in the person's immediate possession is likely to harmed or taken.

CHARGE: Disorderly Conduct – Inciting Violence, *D.C. Official Code § 22-1321(a)(2)*
Elements of the Charge: (a) In any place open to the general public, and in the communal areas of multi-unit housing, it is unlawful for a person to: (2) incite or provoke violence where there is a likelihood that such violence will ensue.
Jurisdiction: Office of the Attorney General
*Applicability: S*omeone yells to the crowd that they should attack people in a counter-demonstration and one or more of the listeners start walking towards the counter-demonstration carrying their signs as weapons.

CHARGE: Disorderly Conduct – Abusive Language or Gestures, *D.C. Official Code § 22-1321(a)(3)*
Elements of the Charge: (a) In any place open to the general public, and in the communal areas of multi-unit housing, it is unlawful for a person to: (3) direct abusive language or gestures at another person (other than a law enforcement officer while acting in his or her official capacity) in a manner likely to provoke immediate physical retaliation or violence by that person or another person.
Jurisdiction: Office of the Attorney General
Applicability: John Doe makes an obscene remark towards Jane Smith while holding up his middle finger to further provoke anger. When John Doe realizes Jane Smith is offended by this gesture, he replicates it in his other hand while still screaming obscenities.

CHARGE: Disorderly Conduct – Disrupting a Congregation of Gathering, *D.C. Official Code § 22-1321(b)*
Elements of the Charge: (b) It is unlawful for a person to engage in loud, threatening, or abusive language, or disruptive conduct, with the intent and effect of impeding or disrupting the orderly conduct of a lawful public gathering, or of a congregation of people engaged in any religious service or in worship, a funeral, or similar proceeding.
Jurisdiction: Office of the Attorney General
Applicability: A group of people, with the intent of disrupting a gathering, approach and heckle a lawfully assembled group of demonstrators. While the group does this, they block the group from moving along its parade route.

CHARGE: Disorderly Conduct – Disrupting use of a Public Conveyance (Public Building), *D.C. Official Code 22-§ 1321(c)*Elements of the Charge*:* (c) It is unlawful for a person to engage in loud, threatening, or abusive language, or disruptive conduct with the intent and effect of impeding or disrupting the lawful use of a public conveyance by one or more other persons.
Jurisdiction: Office of the Attorney General
Applicability: Someone boards a Metrobus with a large boom box playing loud music. When asked to turn the music down because other patrons cannot hear the bus driver, the person refuses. As a result, patrons cannot hear the bus driver announce safety information.

CHARGE: Disorderly Conduct – Disrupting Use of a Public Building, *D.C. Official Code § 22-1321(c-1)*
Elements of the Charge: (c-1) It is unlawful for a person to engage in loud, threatening, or abusive language, or disruptive conduct in a public building with the intent and effect of impeding or disrupting the orderly conduct of business in that public building.
Jurisdiction: Office of the Attorney General
Applicability: Someone prevents persons from conducting business in a public building through loud, threatening, or abusive language or disruptive conduct.

CHARGE: Disorderly Conduct – Noise at Night, *22 D.C. Official Code § 1321(d)*
Elements of the Charge: (d) It is unlawful for a person to make an unreasonably loud noise between 10:00 p.m. and 7:00 a.m. that is likely to annoy or disturb one or more other persons in their residences.
Jurisdiction: Office of the Attorney General
Applicability: After being given a warning and a reasonable amount of time for compliance, someone continues to create loud noise in a city street or area during the hours of 10:00pm and 7:00am, or in front of an apartment building or house and the residents are unable to sleep.

CHARGE: Disorderly Conduct – Jostling, *D.C. Official Code § 22-1321(g)*
Elements of the Charge: (g) It is unlawful, under circumstances whereby a breach of the peace may be occasioned, to interfere with any person in any public place by jostling against the person, unnecessarily crowding the person, or placing a hand in the proximity of the person's handbag, pocketbook, or wallet.
Jurisdiction: Office of the Attorney General
Applicability: Someone riding the metro bumps into or unnecessarily crowds the space of another person.

CHARGE: Crossing a Police Line, *24 DCMR § 2100.1 – 2100.5*
Elements of the Charge: (2100.1) In cases of fires, crashes, explosions, parades, or other occasions that cause people to collect on the public streets, highways, etc., an officer may establish an area or zone considered necessary to afford a clearing for (a) the operation of firemen or policemen; (b) the passage of a parade; (c) the movement of traffic; (d) the exclusion of the public from the vicinity of a riot, disorderly gathering, accident, explosion, or other emergency; or (e) the protection of persons and property.

(2100.2) Each person present at the scene of an emergency occasion shall comply with any necessary order or instruction of officer; (2100.3) No person shall enter the emergency area or zone unless duly authorized by the person in command of the emergency occasion, except as provided in §2100.4. Bona fide representatives of the press, bona fide insurance adjusters and underwriters, and other persons that the Chief of Police may authorize to be within the emergency area or zone shall be permitted within the lines established by the Police Department under the conditions set forth in §2100.5 and 24-2101 DCMR through 24-2103 DCMR. (2100.5) Persons entering the emergency area or zone under §2100.4 shall have plainly exposed to view the press pass or fire pass issued under the provisions of 24-2101 DCMR through 24-2103 DCMR.
Jurisdiction: Office of the Attorney General
Applicability: Law enforcement sets up a barricade, a secured area, or attempts to prevent pedestrians from entering a particular area by setting up a police line, and an unauthorized person crosses the police line or enters the secured area. Prior to arrest, a warning should be given that the person has entered a secured area or has crossed a police line, and they should be given an opportunity to move back.

CHARGE: Failing to Obey a Police Order, *18 DCMR § 2000.1 – 2000.5*
Elements of the Charge: (2000.1) It is unlawful for any person to do any act forbidden or fail to perform any act required in this subtitle. (2000.2) No person shall fail or refuse to comply with any lawful order or direction of any police officer, police cadet, or civilian crossing guard invested by law with authority to direct, control, or regulate traffic. This section shall apply to pedestrians and to the operators of vehicles. (2000.3) The owner of a vehicle shall be presumed to be the operator when any violations of these regulations may occur, unless he or she proves to the contrary. (2000.4) The driver of any vehicle shall obey the instructions of any official traffic control device applicable to the vehicle which has been placed in accordance with the provisions of this subtitle, unless otherwise directed by a police officer, subject to the exceptions granted the driver of an authorized emergency vehicle in this chapter. (2000.5) No provision of this subtitle for which signs are required shall be enforced against an alleged violator if, at the time and place of the alleged violation, an official sign is not in proper position and sufficiently legible to be seen by an ordinarily observant person.
Jurisdiction: Office of the Attorney General
Applicability: A police officer gives a command to the operator of a vehicle or a pedestrian relating to a vehicular or pedestrian traffic matter, and the person willfully fails to obey the order.

CHARGE: Forgery and Uttering, *D.C. Official Code § 22-3241- § 22-3242 (felony)*
Elements of the Charge: (1) person makes, draws, or utters a forged written instrument; (2) with intent to defraud or injure another.
Jurisdiction: United States Attorney's Office
Applicability: (1) Someone presents staff or fake law enforcement credentials; this constitutes an illegal uttering; (2) Someone presents legitimate staff or law enforcement credentials, but they are not the person to whom the credentials were issued; this constitutes an illegal uttering; (3) someone presents fake tickets to an inaugural ball;

this does not constitute a crime, as we cannot prove that the person knew or should have known that the tickets were fake, and we cannot show that a crime has been committed.

CHARGE: Wearing Hood or Masks, *D.C. Official Code § 22-3312.03 (misdemeanor)*
Elements of the Charge: (a) No person over 16 years of age shall: (1) wear a mask, hood or any device causing any portion of the face to be hidden, concealed or covered as to conceal the identity of the wearer; **and** (2) enter upon or within public property of the District of Columbia, or any street, road, alley, etc., in the District of Columbia; (3) or hold any manner of meeting or demonstration and it can be established that the person was wearing the mask with the intent (a) to deprive any person of equal protection of the law; or (b) to, by force or threat of force, to injure, intimidate, or interfere with any person because of his exercise of any right secured by federal or District of Columbia laws, or to intimidate any person from exercising any right secured by federal or District of Columbia laws; or (c) to intimidate, threaten, abuse or harass any other person; or (d) to cause another person to fear for his personal safety, or where it is probable that reasonable persons will be put in fear for their personal safety by defendant's actions, with reckless disregard for that probability; or (e) while the wearer was engaged in conduct prohibited by civil or criminal law, with the intent of avoiding identification.
Jurisdiction: United States Attorney's Office
Applicability: Merely wearing a mask or hood is not improper or illegal, and one cannot be stopped/arrested/charged for wearing a hood or mask. Only if it can be demonstrated that the person wearing the mask did so with the intent to intimidate, threaten, interfere with or deprive another person of his or her rights under the law, can/should action be taken on the part of the police.

CHARGE: Throwing Stones or Other Missiles, *D.C. Official Code § 22-1309*
Elements of the Charge: (1) no person(s) may throw a stone or other missile in any street, avenue, alley, road, highway, open space, public square, or enclosure, under penalty of not more than $500 for each offense or to throw such stone/missile from any place onto a street, avenue, etc.
Jurisdiction: Office of the Attorney General
Applicability: Someone endangers another's safety by throwing projectiles.

CHARGE: Kindling Bonfires, *D.C. Official Code § 22-1313*
Elements of the Charge: No person or persons within the limits of the District of Columbia shall kindle or set on fire, or be present, aiding, consenting, or causing it to be done, in any street, avenue, road, or highway, alley, open ground, or lot, any box, barrel, straw, shavings, or other combustible, between the setting and rising of the sun; and, any person offending against the provisions of this section shall on conviction thereof, forfeit and pay a sum not exceeding $10 for each and every offense.
Jurisdiction: Office of the Attorney General
Applicability: Someone sets anything afire in a city street or area during the nighttime.

CHARGE: Rioting, *D.C. Official Code § 22-1322a (misdemeanor) (felony if any person suffers serious bodily injury, or property damage exceeds $5,000.)*

Elements of the Charge: (a) A riot in the District of Columbia is a public disturbance, involving an assemblage of 5 or more persons which by tumultuous and violent conduct, or **the threat of such conduct**, creates grave danger of damage or injury to property or persons.
Jurisdiction: United States Attorney's Office
Applicability: A "public disturbance" must be more than mere loud noise making or minor breaches of the peace. It is conduct that has aroused, or is likely to arouse, public alarm or apprehension, and **is usually accompanied by the use of actual force or violence against property and persons**. At the very least it must be conduct that has a clear and apparent tendency to cause force or violence to erupt and thus create a grave danger of damage or injury to property or persons. "Grave danger" means danger actually present or threatened. Damage or injury to property includes actual physical damage, or the taking of another's property without permission.

CHARGE: Riots, *18 U.S.C. § 2101*
Elements of the Charge: (1) person travels in interstate or uses any facility of interstate commerce, including, but not limited to, the mail, telegraph, telephone, radio, or television, **and** intends; (2) to incite a riot; **or** (3) to organize, promote, encourage, participate in, or carry on a riot; or (4) to commit any act of violence in furtherance of a riot; or (5) to aid or abet any person in inciting or participating in or carrying on a riot or committing any act of violence in furtherance of a riot.
Jurisdiction: United States Attorney's Office
Applicability: Extremely unlikely that this federal charge will be used, unless we can establish that suspect(s) crossed state lines intending to incite an actual riot. Merely crossing state lines/using any facility of interstate commerce in order to organize a demonstration is insufficient to pursue this charge.

CHARGE: Obstructing Public Highway, *D.C. Official Code § 22-3321*
Elements of the Charge: (1) Any person who, without lawful authority, shall obstruct the free use of any of the public highways, which had been used and recognized as public county roads for 25 years prior to May 3, 1862, and which were thereafter duly surveyed, recorded, and declared public highways according to law, shall be subject to a fine for each offense of not less than $100 nor more than $250 and be imprisoned till the fine and the costs of suit and collection of the same are paid.
Jurisdiction: Office of the Attorney General
Applicability: Person may not interrupt the flow of traffic on any highway.

CHARGE: Obstructing Bridges Connecting D.C. and VA, *D.C. Official Code § 22-1323*
Elements of the Charge: (1) person may not knowingly and willfully obstruct any bridge connecting the District of Columbia and the Commonwealth of Virginia.
Jurisdiction: Office of the Attorney General
Applicability: Person may not interrupt the flow of traffic on any bridge connecting D.C. and Virginia.

II. PROPERTY DAMAGE

CHARGE: Destruction of Property (Malicious Burning Destruction, or Injury of Another's Property), *D.C. Official Code § 22-303 (misdemeanor or felony)*
Elements of the Charge: (1) defendant injured, broke, or destroyed, or attempted to injure, break, or destroy, property; (2) the property was not the defendant's; (3) defendant acted on purpose. ; (4) defendant acted with the intent to destroy or injure the property, or with a conscious disregard of known and substantial risks of harm that were likely to result to the property from his actions. (Note: if the value of the destroyed property is equal to or exceeds $1,000, the offense is a felony. If the value of the destroyed property is under $1,000 it is a misdemeanor.)
Jurisdiction: United States Attorney's Office
Applicability: An individual intentionally destroys the property of another. To charge felony "destruction of property", an officer must prove the destroyed property had a value greater than $1,000.

CHARGE: Federal Destruction of Property (Government Property or Contracts), *18 U.S.C. § 1361*
Elements of the Charge: (1) Someone willfully injures (or attempts to injure) or commits (or attempts to cause) any depredation against (a) any property of the United States, or (b) of any department or agency thereof, or (c) any property which has been or is being manufactured or constructed for the United States, or (d) any department or agency thereof. Note: if the damage or attempted damage to such property exceeds the sum of $1,000, the punishment is a fine or imprisonment for not more than ten years, or both; if the damage or attempted damage to such property is under $1,000, a fine or imprisonment for not more than one year, or both.
Jurisdiction: United States Attorney's Office
Applicability: We will use this charge rarely, and under the most serious circumstances. Normally, D.C. Superior Court Destruction of Property charges will be most applicable.

CHARGE: Defacing Public or Private Property, *D.C. Official Code § 22-3312.01 (misdemeanor)*
Elements of the Charge: (1) Defendant may not willfully or wantonly disfigure, cut, chip, cover or rub with filth or excrement; or (2) write, mark, or print obscene or indecent figures; or (3) write, draw, mark or paint any word, sign or figure, without the consent of the owner or proprietor (or, in the case of public property, the person having custody or control thereof, upon: (a) any property (public or private); building, statue, monument, office, mass transit equipment or facility, dwelling or structure of any kind; (b) doors, windows, steps, railings, fencing, stairs, walls, of any enclosure thereof, or any movable property.
Jurisdiction: United States Attorney's Office
Applicability: Someone spray-paints (or in any manner disfiguring) the Washington Monument, a subway car, the fence surrounding the IMF building, or any other public or private property, without permission.

CHARGE: Arson, *D.C. Official Code § 22-301 (felony)*
Elements of the Charge: (1) defendant burned or attempted to burn a building; (2) the building was the property, in whole or in part, of someone other than the defendant; and (3) defendant set or attempted to set the building on fire on purpose; and (4) defendant acted with the intent to kill or seriously injure another person; with the intent to threaten the security of anyone who lived in or occupied that building; or in conscious disregard of a known and substantial risk that his actions would endanger human life or threaten the security of anyone who lived in or occupied the building; and (5) defendant acted without mitigation.
Jurisdiction: United States Attorney's Office
Applicability: Suspect set fire (or attempted to set fire) to a building intending to kill or injure someone. The charge is destruction of property if the object burned is a car, for example, or if we do not have proof (direct or circumstantial) that the defendant's intent was to kill or seriously injure another person.

CHARGE: Manufacture, Transfer, Use, Possession, or Transportation of Molotov Cocktails, or Other Explosives for Unlawful Purposes, *D.C. Official Code § 22-4515a (felony)*
Elements of the Charge: (a) No person shall manufacture, transfer, use, possess, or transport a Molotov cocktail. *Molotov cocktail* means: (1) a breakable container containing flammable liquid and having a wick or similar device capable of being ignited; or (2) any other device designed to explode or produce uncontained combustion upon impact; but such term does not include a device lawfully and commercially manufactured primarily for the purpose of illumination, construction work, or other lawful purpose.
Jurisdiction: United States Attorney's Office
Applicability: Someone transports or possesses an explosive device intending to use the device unlawfully against a person or property. **In cases of mass seizures of property or evidence, every attempt shall be made to document the seizure and preparation of said items via videotape or photographs.** This documentation will strengthen the Department's position as to the treatment of these items to reduce the likelihood of frivolous claims of damage.

CHARGE: Placing Explosives with Intent to Destroy or Injure Property, *D.C. Official Code § 22-3305 (felony)*
Elements of the Charge: (1) defendant places, or causes to be placed, in/on/under/against/near any building, vessel, car, monument, statue, structure, gunpowder any type of explosive substance; (2) with intent to destroy or injure the same (in whole or part).
Jurisdiction: United States Attorney's Office
Applicability: Someone places any explosive device in a public or private area intending to destroy property.

CHARGE: Unlawful Entry, *D.C. Official Code § 22-3302 (misdemeanor)*
Elements of the Charge: (1) defendant entered, or attempted to enter, a public or private dwelling, building, or other property, or part of same; (2) defendant did not have lawful

authority; (3) the entry or attempt to enter was against the will of the lawful occupant or the person lawfully in charge of the premises, and the defendant refuses to leave when ordered to do so; and (4) defendant's entry or attempt to enter was on purpose.
Jurisdiction: United States Attorney's Office
Applicability: Someone enters the grounds of a private residence, or a restricted public building, and refuses to leave when ordered to do so [remember that to have a burglary, we must be able to prove that at the time the suspect entered the area in question, he or she had formulated intent to commit a separate crime (e,g., assault, destruction of property, theft)].

CHARGE: Burglary, *D.C. Official Code § 22-801 (felony)*
Elements of the Charge: **(1st degree):** (1) defendant entered any dwelling, or room used as a sleeping apartment in any building (2) at the time of the entry, any person was in any part of that dwelling or room; and (3) at the time of the entry, defendant had the specific intent to commit a crime (such as theft, assault, etc.) (Note: if element 3 is not satisfied, the offense is unlawful entry.) **(2nd degree):** defendant entered any room, apartment, dwelling, store, bank, or other building of another; and (2) at the time of the entry, defendant had the specific intent to commit a crime (such as theft, assault, etc.) (Note: if element 3 is not satisfied, the offense is unlawful entry.)
Jurisdiction: United States Attorney's Office
Applicability: We must be able to demonstrate that a suspect entered the place with the specific intent to commit a crime. Otherwise, the correct charge is unlawful entry.

III. WEAPONS

CHARGE: Carrying a Dangerous Weapon, *D.C. Official Code § 22-4504 (felony)*
Elements of the Charge: (1) defendant carried a deadly or dangerous weapon **openly or concealed** on or about his person; (2) defendant carried the weapon on purpose; (3) defendant **intended to use the object as a weapon**; (4) the weapon **could be concealed**; (5) the weapon was not being carried on land/property possessed/controlled by defendant (Note: a dangerous weapon is any object likely to produce death or great bodily injury by the use made of it).
Jurisdiction: United States Attorney's Office
Applicability: Many objects (such as crowbars or wrenches) may be used as tools or for other useful purposes, and the law does not prohibit carrying those objects for those *purposes.* We must therefore prove that defendant intended to use the object as a deadly or dangerous weapon. Legitimate considerations include: the design/construction of the object; defendant's conduct prior to his arrest; and the time and place defendant was found in possession of the object. Walking down the street during a demonstration carrying a crowbar is not a crime.

CHARGE: Possession of a Prohibited Weapon, *D.C. Official Code § 22-4514 (a) and (b) (misdemeanor)*
Elements of the Charge: (PPW) (a): (1) defendant possessed a machine gun, sawed-off shotgun, black jack, slungshot (note: this is different than a slingshot), sand club, sandbag, switch-blade knife, metal knuckles, or silencer; and (2) such possession was

knowing and intentional. (PPW) (b): (1) defendant possessed an imitation pistol, dagger, dirk, razor, stiletto, knife with blade longer than 3", or other dangerous weapon; **and** (3) at the time of the possession, defendant had the specific intent to use it unlawfully against another.
Jurisdiction: United States Attorney's Office
Applicability: Some objects may be used as tools or for other useful purposes, and the law does not prohibit carrying those objects for those purposes. Unless specifically set forth in PPW(a) as being per se unlawful, we must in all other circumstances prove that defendant intended to use the object as a deadly or dangerous weapon. Legitimate considerations include: the design/construction of the object; defendant's conduct prior to his arrest; and the time and place defendant was found in possession of the object.

CHARGE: Possession of Implements of a Crime ("PIC"), *D.C. Official Code § 22-2501 (misdemeanor)*
Elements of the Charge: (1) defendant possessed any instrument, tool, or implement for picking locks or pockets; (2) with the intent to use such instrument, tool, or implement to commit a crime.
Jurisdiction: United States Attorney's Office
Applicability: Some objects may be used as tools or for other useful purposes, and the law does not prohibit carrying those objects for those purposes. We must prove that defendant intended to use the tool to commit a crime. Simply possessing crowbars, tripods, concrete sleeves, axes, sledge hammers, and any other tool that arguably has a legitimate purpose is not sufficient to convict someone under this statue.

IV. ASSAULTIVE CRIMES

CHARGE: Simple Assault, *D.C. Official Code § 22-404 (misdemeanor)*
Elements of the Charge: (1) defendant made an attempt or effort, with force or violence, to injure another person, **or** the defendant committed a threatening act that reasonably would create in another person a fear of immediate injury; (2) that at the time he or she made the attempt or effort to injure, **or** committed the threatening act, the defendant had the apparent ability to injure the person; and (3) the defendant committed the act voluntarily, and on purpose, and not by accident or mistake.
Jurisdiction: United States Attorney's Office
Applicability: Someone spits upon, hits, swings at, throws an object at, or injures in any manner, another person.

CHARGE: Assault *D.C. Official Code § 22-404 (felony)*
Elements of the Charge: (a)(1) Whoever unlawfully assaults, or threatens another in a menacing manner, shall be fined not more than the amount set forth in § 22-3571.01 or be imprisoned not more than 180 days, or both. See above for elements of assault. Felony if: (2) Whoever unlawfully assaults, or threatens another in a menacing manner, and intentionally, knowingly, or recklessly causes significant bodily injury to another shall be fined not more than the amount set forth in § 22-3571.01 or be imprisoned not more than 3 years, or both. For the purposes of this paragraph, the term "significant

bodily injury" means an injury that requires hospitalization or immediate medical attention.
Jurisdiction: United States Attorney's Office
Applicability: Where someone threatens another, and the threat not only was intended to threaten and frighten another that he or she was in danger of serious bodily injury or harm, **but the ordinary hearer would feel so frightened**, then the suspect may be charged with threats. Without more intimidating or threatening behavior, the case will be treated as a misdemeanor.

CHARGE: Assault on a Police Officer, *D.C. Official Code § 22-405 (b) (misdemeanor)*
Elements of the Charge: (1) complainant was a member of a police force operating in D.C.; (2) defendant assaulted the complainant; (3) complainant was engaged in the performance of his/her official duties; (4) defendant knew or had reason to know that complainant was a member of a police force; and (5) defendant did not act by mistake.
(c)(felony) (1) complainant was a member of a police force operating in D.C.; (2) defendant assaulted the complainant; (3) complainant was engaged in the performance of his/her official duties; (4) defendant knew or had reason to know that complainant was a member of a police force; and (5) defendant did not act by mistake (6) causes significant bodily injury to the law enforcement officer, or commits a violent act that creates a grave risk of causing significant bodily injury to the officer.
Jurisdiction: United States Attorney's Office
Applicability: Mere interference with a police officer generally will not be deemed sufficient to prosecute an APO. More is needed, particularly during a demonstration, where tempers may flare, and otherwise inappropriate behavior may be tolerated. If serious bodily injury is suffered by the officer, or the suspect uses a weapon against the officer and injury is sustained, an APO may be the appropriate charge. If a weapon (other than a gun) is used, and no injuries are sustained, Simple Assault and PPW(b) are probably the more appropriate charges.

CHARGE: Resisting Arrest, *D.C. Official Code § 22-405(a)*
Elements of the Charge: (1) complainant was a member of a police force operating in D.C.; (2) defendant resists the complainant or prevents that individual from making or attempting to make an arrest of or detain another person; (3) complainant was engaged in the performance of his/her official duties; (4) defendant knew or had reason to know that complainant was a member of a police force; and (5) defendant did not act by mistake.
Jurisdiction: United States Attorney's Office
Applicability: An individual attempts to stop a police officer from lawfully arresting another person by standing in front of the arrestee or blocking the officer's access to the person. The distinction between this charge ("Resisting Arrest") and "Assault on a Police Officer" is whether or not the officer is assaulted.

CHARGE: **Assault on a Federal Police Officer,** *18 U.S.C. § 111 (misdemeanor/felony)*
Elements of the Charge: (1) person forcibly assaults, resists, opposes, impedes, intimidates, or interferes with any person designated in section 1114 of this title while

engaged in or on account of the performance of his or her official duties (Note: where the acts constitute only simple assault, defendant is fined or imprisoned not more than one year, or both; in all other cases, defendant is fined or imprisoned not more than three years, or both; enhanced penalty if suspect uses a deadly or dangerous weapon, or inflicts bodily injury, suspect is fined or imprisoned not more than ten years, or both).
Jurisdiction: United States Attorney's Office
Applicability: A federal law enforcement officer is assaulted during the course of his law enforcement responsibilities. We will use this federal charge **rarely**, and under only the most serious circumstances. Normally, the Superior Court Assault on a Police Officer charge will be the most applicable charge. See APO, above.

CHARGE: Harassing, Interfering with, Injuring, or Obstructing a Police Animal, *D.C. Official Code § 22-861*
*Elements of the Charge***:** Any person who intentionally and without justifiable and excusable cause, harasses, interferes with, injures, or obstructs a police animal when he or she has reason to believe the animal is a police animal. It is a felony if the person causes significant bodily injury to, or the death of, a police animal.
*Jurisdiction***:** United States Attorney's Office
*Applicability***:** Any law enforcement officer's dog or horse is assaulted during the course of the officer's/animal's law enforcement responsibilities. See Cruelty to Animals, below.

CHARGE: Harming Animals Used in Law Enforcement, *18 U.S.C. § 1368*
Elements of the Charge: (1) person maliciously harms any police animal, or attempts to do so; (2) and the animal is "employed" by a federal agency (in the executive, legislative, or judicial branch) for the principal purpose of aiding in the detection of criminal activities, enforcement of laws, or apprehension of criminal offenders.
Jurisdiction: United States Attorney's Office
Applicability: A federal law enforcement officer's dog or horse is assaulted during the course of the officer's/animal's law enforcement responsibilities. We will use this federal charge **rarely**, and under only the most serious circumstances. Normally, the Superior Court charge of Harassing, Interfering with, Injuring, or Obstructing a Police Animal or Cruelty to Animals will be the more applicable charge. See Harassing, interfering with, injuring, or obstructing a police animal, above or Cruelty to Animals, below.

CHARGE: Cruelty to Animals, *D.C. Official Code § 22-1001 and 1002 (misdemeanor)*
Elements of the Charge: (1) person beats, tortures, mutilates, or causes any animal to be beaten, tortured or mutilated.
Jurisdiction: United States Attorney's Office
Applicability: A local law enforcement officer's animal is assaulted during the course of the officer's/animal's law enforcement responsibilities.

CHARGE: Assault with a Dangerous Weapon, *D.C. Official Code § 22-402 (felony)*
Elements of the Charge: (1) the three elements of simple assault must be proved; and (2) the assault must have been committed with a dangerous weapon. A weapon is anything that is designed to be used, **or** actually is used to attack or threaten another

person. A weapon is dangerous if it is used in a manner to produce death or great bodily injury. Need not prove that defendant actually injured or even touched complainant with the weapon; pointing it in a threatening manner is sufficient, for example.

Jurisdiction: United States Attorney's Office

Applicability: Where person acts in a threatening manner while brandishing or using a weapon that could cause death or great bodily injury. Not sufficient merely to be in possession of an object that could, in some circumstances, be deemed dangerous.

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURE

USE OF THE LONG RANGE ACOUSTIC DEVICE (LRAD)

Issue Date: August 2, 2019

Related Orders: GO-HSC-805.05 (Barricade/Hostage Situations and Other Unusual Incidents), SOP-16-01 (Handling First Amendment Assemblies and Mass Demonstrations)

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I. PURPOSE

The Long Range Acoustic Device (LRAD) is a communication device used to broadcast highly intelligible messages, warnings, notifications, instructions, and commands from close and long range to individuals or large crowds in a wide variety of incidents and law enforcement situations. The purpose of this order is to establish guidelines and procedures for LRAD deployment for members of the Metropolitan Police Department (MPD) Special Operations Division (SOD).

II. PROCEDURES

A. General

1. The LRAD is a warning mechanism deployed to maximize the safety of all individuals involved in an incident.

2. Use of the LRAD requires prior approval of the incident commander. The LRAD shall only be used by officers trained in its deployment during Civil Disturbance Unit (CDU) training and used in a manner consistent with Department policy and training.

3. When mounted on the outside of a vehicle utilizing the magnet mount, the LRAD shall not be transported at speeds greater than 15 miles per hour.

B. LRAD Communication Speaker

1. The LRAD communication speaker shall be used to address the public in order to issue dispersal orders during crowd and riot control situations or to initiate verbal contact with a subject when other forms of communication are not practical.

2. The LRAD communication speaker may be authorized:

a. During civil emergencies, natural disasters, evacuations, and other incidents deemed necessary by the SOD watch commander;

b. To gain immediate attention of persons, vessels or other vehicles; and

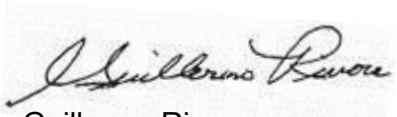
c. By police negotiators to initiate verbal contact with a subject.

3. Pre-recorded messages can be used to make announcements. All pre-recorded messages used during a First Amendment assembly shall be consistent with the provisions of SOP-16-01 (Handling First Amendment Assemblies and Mass Demonstrations).

C. LRAD Warning Deterrent Tone

1. Use of the LRAD warning deterrent tone requires approval by the SOD commander.

2. When authorized for use in the field, the LRAD warning deterrent tone shall only be used in short durations of no more than three seconds and for no more than two times consecutively.



Guillermo Rivera
Commander
Special Operations Division

METROPOLITAN POLICE DEPARTMENT
STANDARD OPERATING PROCEDURE

Intelligence Division – Technical Services Unit

Issue Date: April 21, 2021

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I. BACKGROUND

Cell-site simulator technology provides valuable assistance in support of important public safety objectives. Whether deployed to locate a violent criminal or to locate vulnerable persons such as an endangered missing person or suicidal individual, this technology is a powerful law enforcement investigative tool that fulfills a critical operational need.

Cell-site simulators have, on occasion, been the subject of misinterpretation and confusion as to its capabilities. This section provides information about the use of the equipment and defines the capabilities that are the subject of this policy.

A. Basic Uses – Cell-site simulators can be used to help locate mobile wireless (cellular) devices whose unique identifiers are already known to law enforcement, or to determine the unique identifiers of an unknown device by collecting limited signaling information from devices in the simulator user's vicinity. This technology is only one tool among many traditional law enforcement investigative techniques, and is deployed only in a very limited circumstances to achieve critical public safety objectives.

B. How They Function – Cell-site simulators, as governed by this policy, function by transmitting as a cell tower. In response to the signals emitted by the simulator, cellular devices in the proximity of the device identify the simulator as the most attractive cell tower in the area and thus transmit signals to the simulator that identify the device in the same way that they would with an actual, networked tower.

A cell-site simulator receives and uses an industry standard unique identifying number assigned by a device manufacturer or cellular network provider. When used to locate a known cellular device, a cell-site simulator initially receives the unique identifying numbers from multiple devices in the vicinity of the simulator.

Once the cell-site simulator identifies the specific cellular device for which it is looking, it will obtain the signaling information relative *only* to that particular device. When used to identify an unknown device, the cell-site simulator obtains signaling information from non-target devices in the target's vicinity for the limited purpose of distinguishing the target device.

C. What They Do Not Obtain – By transmitting as a cell tower, cell-site simulators acquire the identifying information from cellular devices. This identifying information is limited, however. Cell-site simulators provide only the unique identifying number, relative signal strength, and general direction of the subject cellular device; they do not function as a GPS locator, and they do not download any historical/current location information from the device or its applications. Moreover, cell-site simulators must be configured as pen registers, and may not be used to collect the contents of any communication, in accordance with 18 U.S.C. §3127(3). This includes any data contained in the phone itself. The cell-site simulator does not remotely capture or download emails, texts (SMS), multimedia messages (MMS), contact lists, call logs, images, or any other data from the phone. Additionally, cell-simulators do not provide subscriber account information (e.g., an account holder's name, address, or telephone number).

II. PURPOSE

The purpose of this Standard Operating Procedure is to identify the specific circumstances and conditions for which the Metropolitan Police Department, Technical Services Unit (TSU) can utilize cell-site simulators to assist in law enforcement investigations and to establish specific policies and procedures governing its use. This Standard Operating Procedure conforms to the guidelines set forth by the United States Department of Justice Policy "Department of Justice Policy Guidance: Use of Cell-Site Simulator Technology," effective September 3, 2015; the United States Department of Homeland Security Policy Directive 047-02 "Department Policy Regarding the Use of Cell-Site Simulator Technology," effective October 15, 2015; and 18 U.S. Code Chapter 206 – Pen Registers and Trap and Trace Devices.

III. REGULATIONS

A. TSU shall use cell-site simulators in a manner that is consistent with the requirements and protections of the Constitution of the United States, including the Fourth Amendment, as well as any applicable statutory authorities. Moreover, any information resulting from the use of cell-site simulators must be handled in a way that is consistent with the array of applicable statutes, regulations, and policies that guide law enforcement in how it may and may not collect, retain, and disclose data.

B. TSU may utilize cell-site simulators only for the following law enforcement functions:

1. To locate suspect(s) wanted for a violent felony criminal offense (e.g. Homicide, AWIK, ADW), or

2. To locate individuals in imminent danger of serious bodily injury or death (e.g., kidnapped persons; vulnerable persons such as missing persons with mental and/or physical disability; or suicidal individuals).

C. For violent felony cases that do not involve an imminent threat of serious bodily injury or death, members of the Technical Services Unit are required to obtain a valid search warrant issued by a judge assigned to the D.C. Superior Court or U.S. District Court prior to utilizing the equipment.

D. In certain situations where there is an imminent threat of serious bodily injury or death, the immediate use of cell-site simulator equipment may be necessary to protect the life of a crime victim or assist in the rapid apprehension of a violent criminal. Under these very limited circumstances, members of the Technical Services Unit shall contact the on-call Assistant United States Attorney assigned to the United States Attorney's Office and receive verbal authorization to utilize the equipment. Whenever the equipment is used for an exigent case where verbal authorization was obtained, a TSU member shall obtain a search warrant from the court authorizing the utilization of the equipment within 48 hours in accordance with 18 U.S.C. § 3125.

E. As full time members of the United States Secret Service's Electronic Crimes Task Force (ECTF), members of the Technical Services Unit may utilize cell-site simulator equipment to assist the United States Secret Service's Mobile Wireless Investigations (MWI) team with ECTF missions provided the mission meets at least one of the criteria listed in Part A.

F. Under no circumstances shall any member of the Metropolitan Police Department utilize cell-site simulators to identify or locate participants or attendees of protected First Amendment events or for any functions not specifically listed in Item A.

G. Only members assigned to MPD's Technical Services Unit are authorized to use cell-site simulator equipment. Additionally, members of the Technical Services Unit shall not utilize this equipment until they have successfully completed training on the proper use of the equipment and the contents of this policy.

H. Any data captured or obtained by this equipment shall only be used for specific criminal investigations or to locate victims in imminent danger of serious bodily injury or death. No data captured by this equipment shall be retained or utilized for the purpose of maintaining a "database" of information to be utilized for random intelligence or enforcement efforts. Due to system design, data captured by the equipment not pertaining to the incident being investigated is automatically purged from the system immediately; however, the TSU member operating the equipment shall verify that this data has been

purged at the completion of the mission.

I. The Technical Services Unit shall maintain a record documenting each use of cell-site simulator equipment. The record shall track, at a minimum, the following information:

1. Date of the request
2. Target phone number
3. Classification of the offense/incident
4. Lead detective/investigator
5. Central Complaint Number (CCN)
6. Status of the device (e.g., active, off)
7. Lead TSU member
8. Additional notes (e.g. search warrant number, name of AUSA authorizing deployment if exigent case, whether device was located, any arrest made)

J. Any misuse of a cell-site simulator shall be investigated as a matter of misconduct. Any violation of this Standard Operating Procedure or law shall subject the member to disciplinary action.

IV. PROCEDURES

A. For violent felony cases that do not involve an imminent threat of serious bodily injury or death, the following procedures shall be followed:

1. The investigator/detective requesting TSU services shall complete the Technical Services Unit Request Form (Attachment A) and email the form, the Initial Case Resume (ICR), and signed arrest warrant(s) to tsu.request@dc.gov.

2. The TSU member will then obtain a search warrant to obtain the suspect phone's subscriber information, unique identifying number, and authorization to utilize the cell-site simulator equipment.

3. Once the search warrant has been obtained, the TSU member will send the search warrant to the cellular provider to obtain the device's unique identifying number and last known location, which TSU can then use to utilize the equipment to locate the device.

B. For exigent violent felony cases involving an imminent threat of serious bodily injury or death to the victim(s), or exigent cases that do not involve a criminal offense but involve the need to immediately locate a vulnerable individual (e.g., suicidal person or a missing person with mental and/or physical disability), the following procedures shall be followed:

1. The investigator/detective requesting TSU services shall contact the Command Information Center and request the designated TSU member to be paged.

2. The investigator/detective shall provide the details of the case and why it qualifies as an exigent case to the TSU member.

3. The investigator/detective shall then contact the on-call AUSA, provide all details of the case and why it qualifies as an exigent case, and obtain verbal authorization to utilize the Technical Services Unit to locate the device.

4. Once authorization has been obtained by the on-call AUSA, the investigator/detective shall provide the name of the AUSA authorizing the exigent deployment of the cell-site simulator equipment to the TSU member. The TSU member shall then contact the cellular provider's emergency law enforcement response unit to provide the justification for the exigent request and obtain the unique identifying number of the victim's cellular device and last known location, which TSU can then use to utilize the equipment to locate the device.

5. Once the mission has been completed, the TSU member shall obtain a search warrant from the court to authorize the utilization of the equipment as soon as practical, but in no case later than the next business day.

C. For cases in which the Technical Services Unit assists the United States Secret Service's Mobile Wireless Investigations (MWI) team with an Electronic Crimes Task Force (ECTF) mission pursuant to a request made by another law enforcement agency, the following procedures shall be followed:

1. The lead ECTF member shall verify that the requesting law enforcement agency has obtained the necessary search warrant and/or court order authorizing the utilization of the equipment in the jurisdiction where the offense occurred prior to deploying for the mission.

2. The lead ECTF member will coordinate with the requesting jurisdiction while deployed on the mission and will notify them of the location of the target device once located.

V. CROSS REFERENCES

A. United States Department of Justice Policy "Department of Justice Policy Guidance: Use of Cell-Site Simulator Technology," effective September 3, 2015

B. United States Department of Homeland Security Policy Directive 047-02 "Department Policy Regarding the Use of Cell-Site Simulator Technology," effective October 19, 2015

C. 18 U.S. Code Chapter 206 – Pen Registers and Trap and Trace Devices.

VI. ATTACHMENT

A. Attachment A: Technical Services Unit Request Form

Guillermo Rivera
Commander, Intelligence Division

Technical Services Unit Request Form

Cellular Device Location Assistance

Date of Offense:	Location of Offense:
CCN:	Agency/Element/Unit:

Requesting Detective or Agent:	Contact number:
Offense:	

COMPLAINANT	
Name of Complainant:	Contact: **(not stolen phone number)**
Provider (if known):	Target Number:
Phone Type: **(MAKE, MODEL)**	
Please ask the complainant/ subscriber to leave the phone on to assist with investigation. **(DO NOT INFORM THAT WE WILL "TRACK")** How long will CW agree to leave phone on? _____	
Does CW have a Locator Application on phone?	Login_____Password_____
Complete and e-mail this form to **tsu.request@dc.gov** with a brief but detailed summary of the circumstances below: (Initial Case Resume can be attached in lieu of summary)	

comments

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MEMORANDUM OF UNDERSTANDING BETWEEN DC PUBLIC SCHOOLS AND DC METROPOLITAN POLICE DEPARTMENT

I. INTRODUCTION

This Memorandum of Agreement (MOA) is entered into between the District of Columbia Public Schools (DCPS) and the District of Columbia Metropolitan Police Department (MPD). This MOA is being entered for the purpose of coordinating the agencies' respective roles at DCPS schools.

II. TRANSITION PLAN

(1) DCPS' role is as the Administrator of all DCPS' security contracts, which necessitates the transfer of any personnel, property, funds, or records necessary to transfer responsibility for all existing security-related contract from MPD to DCPS.
(2) MPD will detail the current civilian contract management team to DCPS for a period of one (1) year, effective October 1, 2020 to September 30, 2021.
    a. Members to be detailed:

Name	Title	Employee ID	Grade	Union
Janice Sullivan	Program Manager	0021251	15 - MSS	n/a
Joanne Beasley	Contract Monitor Manager	00013353	13 – MSS	n/a
Jumaane Corley	Staff Assistant	00080600	11	NAGE
Uma Ebi	Contract Compliance Monitor	00004624	11	NAGE
Vicenta Freeman	Contract Compliance Monitor	00063523	11	NAGE

    b. Responsibilities of MPD as it relates to this detail of the current civilian contract management team
        i. **Scheduling:** DCPS will notify MPD of the required hours of coverage and MPD will schedule in accordance with the scheduling provisions of the applicable collective bargaining agreements (CBA).
        ii. **Discipline**: DCPS will notify MPD of any performance complaints against MPD employees and MPD management will investigate in accordance with the discipline provisions of the applicable CBA.
        iii. **Performance Evaluations:** MPD will establish evaluation criteria and complete performance reviews in consultation with DCPS management.

iv. MPD will continue to provide telecommunications devices to those with existing devices.

c. Responsibilities of DCPS as it relates to this detail of the current civilian contract management team
   i. DCPS management will establish the daily and weekly assignments for either the collective group of employees or the individual employees.
   ii. DCPS management will become familiar with all applicable CBA.
   iii. DCPS will notify MPD of the required hours of coverage and MPD will schedule in accordance with the scheduling provisions of the applicable CBA.
   iv. DCPS will provide adequate workspace for the civilian contract management team to include parking options, computer equipment and office supplies.
   v. Due to network configurations, detailed team will need DCPS equipment.

III. ORGANIZATIONAL STRUCTURE & RESPONSIBILITIES

Organizational structure of MPD School Safety Division (SSD):

1) MPD's SSD falls under the Investigative Services Bureau which is led by a sworn member at the rank of Assistant Chief.
2) MPD SSD Hierarchy:
   a) Inspector or Commander
      i) Manages the MPD School Safety Division and maintains functional supervision over the SROs, SRO Coordinators, and SSD Lieutenants. Provides the day-to-day management of the MPD school safety program.
   b) Lieutenant(s)
      i) SSD Lieutenants are assigned to designated patrol district/areas within the ISB/SSD. Each lieutenant oversees the activities of the SRO Coordinators and SROs in his or her geographic area of responsibility and ensures responsibilities are handled to support the safety of schools.
   c) Sergeant(s) (also referred to as SRO Coordinators)
      i) MPD Sergeants are responsible for supervising a group of SROs assigned to a group of schools
   d) School Resource Officers (SROs)
      i) School Resource Officers are MPD officers that provide resources to schools primarily focusing on secondary schools, high schools and then middle schools as assigned. They are responsible for coordinating outreach, addressing school safety issues, and serving as a resource to students, educators, and administrators.

Responsibilities of MPD; Overarching responsibilities include:

1) MPD SSD shall ensure that the DCPS OSS and Principals ore their designees are made aware of significant incidents of crimes occurring or that may occur outside schools that may disrupt normal school operations. This communication will be accomplished through a number of means to include a conference call between parties to be held each school day at 1PM and through real time emails to the DCPS POC.
2) MPD will promptly address concerns with the performance of any SRO that are reported by DCPS.

3) MPD does not serve the "barring notices" that DCPS is required to issue. MPD will assist when requested to ensure that the exchange is not disruptive or violent.
4) MPD will review daily critical incident summary reports provided by DCPS to vet issues or to analyze trends.
5) MPD will respond to reported breaches of security involving schools and validated alarm activations.
6) MPD will complete a preliminary investigation of allegations for corporal punishment.

SRO responsibilities include:

1) SROs and SRO Coordinators will be the lead for MPD in the daily delivery of safety and outreach services at schools to which they are assigned or respond to.
2) SROs will be deployed to deliver general law enforcement support services to the schools assigned to their MPD established clusters; they will also address crime or safety issues in schools that are brought to their attention internally or by personnel as designated by DCPS.
3) SROs will conduct checks on schools that they are assigned to. The SROs will notify an SRO Coordinator if there are security related concerns raised by the Principals. The SRO shall also provide outreach services to students, parents, and to school staff upon request. SROs will deploy to schools on MPD designated Safe Passage routes and report to School leaders, DCPS School Security, the MPD SSD, and MPD District Watch Commanders any reported threats of violence.
4) SROs will notify Principals about reported or observed incidents of student behavioral transgressions which violate the District of Columbia Codes of Student Rights and Responsibilities and Student Discipline; however, SROs do not enforce such nor make arrests based on such. SROs and MPD will also divert students who commit minor criminal infractions to the school administration for action. MPD makes final determinations on actions related to criminal matters.
5) SROs will not be involved in determining student discipline under the Student Rights and Responsibilities and Student Discipline.
6) SROs will not be involved with the enforcement of school rules or disciplinary infractions that are not violations of law.
7) SROs will provide testimony as a witness in investigations undertaken by DCPS officials; however, SROs will not participate in the administration of discipline of the DCPS students and/or employees.
8) MPD SSD shall ensure that the DCPS School Security and Principals or their designees are made aware of significant reported incidents or crimes occurring or that may occur outside schools that may disrupt normal school operations.
9) MPD SSD will conduct home visits in cases where DCPS has notified MPD of a health or safety emergency involving a student. When appropriate, MPD will notify and coordinate home visits with DCPS.

Responsibilities of DCPS

1) DCPS will communicate in writing any reports of deficient performance regarding SROs and may request reassignment if DCPS deems reassignment to be in the best interest of the school.

   a. The Principal/or designee will notify the DCPS School Security team of any concerns he or she has relative to the quality of security services being provided by contract security officers, DCPS School Police and SROs.
2) In addition to chairing the regularly scheduled School Safety Committee meetings convened by the Principal, the Principals may invite SRO and DCPS School Police to sit as a member of the School Safety Planning Committee to ensure security issues are discussed regularly among key school staff and to ensure the SRO is aware of important issues in school management that could impact the school's security program. These meetings should be conducted at least quarterly. A meeting agenda should be developed, and meeting notes should be recorded and saved into the ESA website portal as part of their Emergency Response Plan (ERP) requirements.
3) Principals or their designees, in consultation with the DCPS School Security, will designate security entrances at their schools.
   a. DCPS administrative staff will be present at designated security entrances during the morning screening period to greet students, enforce school rules, handle items prohibited by school policy, (cell phones, matches, lighters, etc.), process students who are tardy, and escort students, staff, and visitors to the administrative office as appropriate.
   b. The DCPS School Security will notify the MPD of designated security entrance points at each school.
   c. DCPS Principals/or their designees will enforce the Standard Operating Procedures Plan Controlling Access to DC Public School Building policy, which requires all students, faculty, staff, and visitors to enter through designated school entrances.
   d. DCPS in consultation with the Department of General Services (DGS) will provide adequate signage on school property (specifically at designated security entrances) explaining the school's security rules and procedures.
4) DCPS issues all barring notices. DCPS School Police should the first line of support in serving barring notices. For more sensitive situations, DCPS should involve MPD SROs. DCPS may ask for the assistance of an SRO or other MPD personnel, so that MPD may make an arrest for unlawful entry if the barred individual violates the barring notice.
5) Principals may provide a daily list of absent students to DCPS police or MPD and may request that MPD accompany them on a home visit or request a home visit by MPD when available.
6) The DCPS Command Center (DCPS CC) is in the Unified Joint Command Center of Homeland Security and Emergency Management Agency.
   a. DCPS will provide MPD access to the video surveillance records and live feeds as necessary for criminal investigations and to improve school security in accordance with applicable privacy laws including, but not limited to, FERPA.
   b. Where permitted under applicable law, DCPS will provide MPD with a copy of the requested video surveillance record within 24 hours or as soon as possible, Monday through Friday, provided there are no technical issues with the cameras that prevent the capturing of the video.
   c. DCPS will provide staffing for the DCPS CC.
7) DCPS will share data from the DCPS Incident Reporting Tool (IRT) database with MPD SSD in a manner consistent with applicable privacy laws and regulations.

a. Provided it is allowed to do so under FERPA, DCPS will provide adequate and timely notice to SROs when a student in an SRO's school transfers under provisions of the Unsafe School Choice Option of the Every Student Succeeds Act of 2015, 20 USC §§6301 & 7912, which provide that a student be given the choice to attend a safe public school within the District if he or she
    a. Attends a persistently dangerous elementary or secondary school, or
    b. Becomes a victim of a violent crime while in or on the grounds of a public school the student attends

8) Principals will notify DCPS School Security about incidents that occur after hours or, on the weekends that may have an impact on school security/safety.
9) DCPS School Security shall immediately notify MPD SSD of any issues brought to their attention that may have an impact on school safety.

IV. COMPLIANCE AND MONITORING

Adherence to the provisions of this MOA will be cross monitored by MPD and DCPS. Either party shall notify the other party of a non-compliance issue upon discovering the issue. The parties will initially attempt to resolve the issue at the program level. If the parties are not able to resolve the issue at the program level within 10 business days of the notification, the parties shall elevate the issue by notifying the DCPS Chancellor and the Chief of Police. Where an identified compliance issue causes or has the potential to cause a danger to the health or safety of any individual or the District of Columbia, the parties shall immediately notify the DCPS Chancellor and Chief of Police without waiting 10 business days. All notices must be sent to each party's point of contact, as provided below:

1) MPD's point of contact for this MOA (MPD MOA POC) shall initially be:

Robert J. Contee III
Assistant Chief of Police
Phone: (202) 727-5632
E-mail: Robert.Contee@dc.gov

2) MPD's point of contact for day-to-day operations under the MOA ("MPD POC") shall initially be:

Michael Coligan
Commander, School Safety Division Phone:
(202) 576-5616
E-mail: Michael.Coligan@dc.gov

3) DCPS' point of contact for this MOA (DCPS MOA POC) shall initially be:

Patrick Davis
Chief Operating Officer
Phone: (202) 365-4746
E-mail: Patrick.Davis@k12.dc.gov

4) DCPS' point of contact for day-to-day operations under this MOA ("DCPS POC") shall initially be:

Robert Thomas
Director of School Security

Phone: (315)276-6086
E-mail: Robert.Thomas@k12.dc.gov

5) MPD understands each school Principal is the primary custodian of the schools and its educational activities and school functions; however, when police action is required because of a violation of the law or in a time of declared emergency, MPD will act according to MPD police procedures and applicable laws, while keeping the Principal and DCPS School Security officials informed of their actions.

V. BUILDING ACCESS AND EMERGENCIES

The Principal or designee, as approved by DCPS Central Office, will chair a regularly scheduled School Safety Meeting for the purpose of developing and monitoring implementation of a school safety plan and, if necessary, review and make recommendations for revisions of post orders. Attendees shall include, but not be limited to, SROs, DCPS School Police, contract supervisors, Assistant Principals, DSL/MSLs, member of the behavior team, teachers, custodians, and school operations specialist. Documentation of each meeting should be maintained at the School for review by MPD and DCPS Security personnel.

During emergencies, incident command shall be consistent with the District of Columbia response plan as defined by section 2 of the District of Columbia Public Emergency Act of 1980 (D.C. Law 3-149; D.C. Official Code § 7-2301(1A)).

VI. RECORDS, REPORTS AND INFORMATION

1) DCPS and MPD agree to comply with the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. §1232g; 34CFR Part 99) (FERPA). FERPA protects the privacy of personally identifiable information from student education records and is applicable to any request for student records. Personally identifiable information from education records may be shared with MPD without parental or adult student consent when necessary to protect the health or safety of a DCPS student(s). As DCPS' internally designated Law Enforcement Unit (LEU) responsible for maintaining the physical security and safety of DCPS staff, students, and property, DCPS School Security may share records it has created and maintained solely for law enforcement purposes with MPD SSD without parental or adult student consent.
    a. MPD may request from School Police personnel, and DCPS School Police personnel may provide, student education record information under the following conditions/circumstances:
        i. To comply with a judicial order or lawfully issued subpoena;
        ii. In case of health or safety emergencies; and
        iii. As necessary to carry out MPDs security duties owed to DCPS under this MOA, including the pursuit of truancy matters, as requested by DCPS.
    b. Where DCPS provides student education record information to MPD for the purpose of carrying out school security functions, MPD may only use such information for that purpose, and shall not use such information for law enforcement purposes.
    c. Records maintained by DCPS School Security for the sole purpose of law enforcement shall not be considered education records and may be provided to MPD without parental or adult student consent.

2) MPD members will follow MPD policy by:
    a. Not questioning students, staff, or other persons about residency or immigration status unless the member is investigating crimes involving the criminal smuggling and harboring of immigrants or other crimes in which immigration status is an element.
    b. Not making inquiries into the immigration status for the purpose of determining whether an individual has violated the civil immigration laws and enforcing those laws.
    c. Not making any inquiry through any database solely for the purpose of inquiring about an individual's immigration status.

3) MPD and DCPS will coordinate on the release of information to the public stemming from security or law enforcement incidents on DCPS properties involving MPD.
    a. MPD will address matters regarding criminal/juvenile investigations stemming from incidents on DCPS properties.
    b. DCPS will address matters regarding incidents on DCPS properties and their impact on the learning environment as well as performance issues regarding the DCPS school security contract.

VII. CONFIDENTIAL INFORMATION

The parties to this MOA will use, restrict, safeguard and dispose of all information related to services provided in accordance with all relevant federal and local statutes, regulations, and policies.

VIII. MODIFICATIONS

Parties will meet on an as needed basis, but no less than every 6 months, to discuss the MOA and whether any amendments or updates are needed. The terms and conditions of this MOA may be modified only upon prior written agreement by both parties.

IX. SIGNATURES

IN WITNESS WHEREOF, the Parties hereto have agreed to the MOA as follows:

DC Public Schools

Lewis D. Ferebee

_____ Date 9/30/2020

Lewis Ferebee, Chancellor

Metropolitan Police Department

_____ Date: 9/30/20

Peter Newsham, Chief of Police

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GENERAL ORDER

DISTRICT OF COLUMBIA

Subject		
Interacting with Juveniles		
Topic	**Series**	**Number**
OPS	**305**	**01**
Effective Date		
January 28, 2020		

Replaces:
GO-OPS-305.01 (Handling Juveniles), Effective Date December 10, 1990
Related to:
GO-OPS-304.03 (Missing Person Reports)
GO-SPT-309.06 (Child Abuse and Neglect)
Rescinds:
Listed in Part IV. Rescission

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I. PURPOSE

It is the policy of the Metropolitan Police Department (MPD) to protect and serve the residents of the District of Columbia. This includes juveniles, regardless of whether they are crime suspects, victims, or witnesses. MPD members shall make every effort to protect and secure the health and welfare of juveniles by investigating truancy, neglect or abuse, delinquency and absconding from homes and institutions, and any other incident that may properly come within the scope of police authority. MPD officers shall engage in developmentally appropriate communication when interacting with juveniles, deescalate situations whenever possible, and avoid making arrests based primarily upon the juvenile's response to the stop itself. Whenever possible, members shall

consider alternatives to formal arrest while considering the safety of the community, MPD members, and the juvenile involved in the incident. In all instances, members shall protect the constitutional rights of juveniles. The purpose of this order is to provide procedures specific to handling matters involving juveniles as a supplement to the investigative and reporting requirements already imposed by law and written directives. To the extent that provisions in this general order conflict with existing directives, the provisions set forth in this general order shall prevail.

II. PROCEDURES

A. General

1. Members shall consider several principal factors when interacting with juveniles. These factors include age, behavior, prior criminal involvement, nature of committed offenses, and seriousness of any subject complaints. When there is conflicting evidence as to whether or not a subject is a juvenile, members shall assume the subject is a juvenile until the member can reasonably verify the subject's actual age.

2. Whenever a question arises as to the proper course of action to take in the handling of a juvenile matter, members shall contact a Youth and Family Services Division (YFSD) official.

3. If a juvenile has committed a status offense and it is in the best interest of the juvenile or the public in general, members shall return the juvenile to his or her parents with a warning or diversion referral.

4. Juvenile offenders taken into custody may be eligible for diversion. YFSD Juvenile Processing Center (JPC) personnel shall make diversion decisions in accordance with the established criteria provided by law, as outlined in this order.

5. The arrest of a juvenile shall be limited to cases where members make all reasonable efforts to divert the juvenile from entry into the juvenile justice system, while recognizing that certain crimes require taking juveniles into immediate custody. When possible, and in cases where there are no immediate public safety concerns, members shall prepare an affidavit for an arrest warrant or custody order in lieu of an on-scene arrest.

6. Members shall notify YFSD during incidents involving or suspected of involving juveniles who are criminally neglected, in immediate danger, battered, abandoned, physically or sexually abused, considered a critical missing person, involved in human trafficking or child pornography, and persons in need of supervision (PINS). Members shall also notify YFSD any time that a follow up investigation may be required.

7. Members shall consider whether a juvenile is in danger of harm or the victim of a crime. Members shall adhere to the procedures set forth in GO-OPS-304.11 (Intrafamily Offenses) and GO-SPT-309.05 (Child Abuse and Neglect) when responding to domestic violence, child abuse, or child neglect calls for service.

8. Members shall pay particular attention to juveniles with an apparent need of medical attention or under the influence of intoxicants to determine whether to request emergency medical services. If a juvenile ingested alcohol or drugs or needs any other medical treatment, members shall ensure transport of the juvenile to a medical facility for evaluation prior to processing.

9. Parental Notification

   When practical, members shall contact the juvenile's parent or guardian to inform them of the juvenile's status and offer them the opportunity to respond to the juvenile's location.

B. Curfew Violations

1. Curfew enforcement applies to juveniles aged 16 and younger who remain in any public place or on the premises of an establishment within the District during the months of July and August from 0001 hours until 0600 hours and during all other months on any Sunday through Thursday from 2300 hours until 0600 hours the following day and from 0001 hours until 0600 hours on any Friday or Saturday.

2. Juveniles are exempt from curfew when:

Curfew Exemptions	
Accompanied by a parent or legal guardian	Involved in an emergency
Engaged in or in transit to lawful employment, without any detour or stop	In a motor vehicle, train, or bus involved in interstate travel
On a sidewalk that abuts the juvenile's or a next-door neighbor's residence, provided the neighbor does not complain to MPD about the juvenile's presence	Attending an official school, religious, or other recreational activity sponsored by the District or other entity that takes responsibility for the juvenile
On an errand at the direction of a parent or legal guardian, without any detour or stop	Exercising First Amendment rights protected by the United States Constitution

3. Members enforcing a curfew violation shall initiate a stop in order to determine if the individual is a curfew violator. Members shall conduct a WALES check to determine if the juvenile is the subject of an outstanding custody order or missing person report.

4. Members shall release juveniles who are not in violation of curfew, provided there are no other valid reasons to detain them. If the juvenile is in violation of curfew, the member shall first attempt to release the juvenile to his or her parent or guardian.

   a. Members shall transport violators aged 12 and under directly to the district station with notification to the Child and Family Services Agency (CFSA).

b. Members may transport juveniles aged 13 and older home unless circumstances indicate a lack of parental care and a need for close supervision. In these cases, members may transport juveniles to CFSA and report the unsafe conditions to YFSD.

c. Members shall request permission from the watch commander prior to transporting the juvenile to a location in another district.

d. In the event that the juvenile lives outside the District of Columbia, members shall transport the juvenile to the district station and contact his or her parent or guardian for pick up. If no parent or guardian is able to pick the juvenile up, members may request permission from the watch commander to transport the juvenile home if the juvenile resides within the DC metro area.

5. Members shall document curfew stops using the PD Form 379-C (Juvenile Incident Report). Members shall submit the PD Form 379-C to the District commander who shall forward a weekly report of the number of curfew violators and copies of all completed PD Forms 379-C to the YFSD commander.

6. YFSD shall take follow up action in all juvenile curfew cases, including telephone or mail contact with parents or guardians. YFSD shall conduct further investigation or make referrals to CFSA or the DC Superior Court Family Division, as appropriate.

C. Truancy Violations

1. Truancy enforcement applies to students of compulsory school age (five through 17 years of age), who are absent from school on public space without the permission of their parent or guardian, or legal custodian. Truancy enforcement takes place from 0930 hours to 1400 hours during the school day, to include lunch periods when students are required to remain on campus.

2. Members enforcing a truancy violation shall:

a. Initiate a stop in order to determine if the individual is truant. Members conducting truancy enforcement may ask students to present their student identification card to verify the student's identity and school enrollment.

b. Request an official document authorizing the juvenile's absence from school or verification that the juvenile is traveling from one school to another by the indication on their student identification card. If the juvenile claims suspension from a DC public school, the member shall attempt to verify the suspension through school documents or by contacting the school.

c. Conduct a WALES check to determine if the juvenile is the subject of an outstanding custody order or missing person report.

3. Juveniles not truant shall be released provided there are no other valid reasons to detain them. Members shall handle juveniles determined to be truant according to the following procedures:

   a. Members shall transport juveniles enrolled in a school in the District directly to the school. If the school is outside of the initiating member's district, the member shall request permission from the watch commander prior to transporting the violator to a school in another district. Members shall attempt to confirm that the school is in session prior to transport.

   b. Members shall release juveniles enrolled in schools outside of the District, if there are no other reasons to detain the juvenile. Members shall not transport juveniles to their school or release them to other law enforcement agencies to return them to school.

4. Members shall document truancy stops using the PD Form 379-C. Members shall submit the PD Form 379-C to the District commander who shall forward copies to the YFSD commander.

5. The YFSD commander shall ensure maintenance of a master file of all identified truants and provide a monthly report to DC Public Schools to identify habitual truancy offenders. The YFSD commander shall ensure that YFSD members participate in the DC Public Schools truancy hearings.

D. Underage Drinking and Alcoholic Beverage Control (ABC) Violations

1. No person shall falsely represent himself or herself, or possess or present as proof of age an identification document that is in any way fraudulent, to procure alcoholic beverages.

2. In instances where members discover intoxicated persons under the age of 18, the reporting member shall request immediate medical assistance, have the juvenile transported to the nearest hospital and contact the juvenile's parent or guardian. If unable to reach the parent or guardian, members shall notify CFSA and request response to the hospital to take custody of the juvenile until a parent or guardian arrives at the hospital.

3. Members made aware of a licensed establishment that fails to request proof of age when an individual appears to be under the age of 21 shall prepare an incident report using the classification "ABC Violation or Incident" and submit the incident report to the ABC Board via email at abcdocs@dc.gov.

E. Traffic Infractions

1. Members shall issue notices of infraction (NOIs) or written warnings to all 16 and 17-year-old juveniles charged with traffic violations. If a member arrests a juvenile for traffic charges only, JPC shall process the juvenile.

Members shall prepare the appropriate arrest packages for the United States Attorney's Office (USAO) or the Office of the Attorney General (OAG) if the offense falls under the papering elimination program (PEP), book the juvenile with adult arrest numbers, and place him or her on the adult lockup list.

2. Members shall refrain from issuing an NOI to juveniles under the age of 16 charged with a minor traffic violation. Members shall notify the juvenile's parent or guardian and prepare a PD Form 379-C for submission to an official prior to the end of his or her shift.

3. JPC shall process juveniles charged with a traffic offense in addition to a non-traffic offense.

F. Handcuffing, Searching, and Transporting Juveniles

Members shall handcuff, search, and transport juveniles in accordance with GO-PCA-502.01 (Transportation and Searches of Prisoners) pursuant to the following requirements.

1. Members shall handcuff juveniles according to the following requirements:

   a. Members shall not handcuff curfew violators and truants unless the juvenile presents a danger to themselves or others.

   b. Members shall not handcuff juveniles aged 12 and under unless the juvenile presents a danger to themselves or others.

   c. Members shall consider the severity of the offense and circumstances of the interaction when determining whether to handcuff juveniles aged 13 through 17.

2. Members shall transport juveniles in a transport-equipped patrol car.

   a. Members shall not transport male and female juveniles in the same compartment of a transport vehicle.

   b. Members shall not transport juveniles with adult prisoners.

   c. Members shall not transport juveniles in a wagon unless exigent circumstances exist. In such cases, members shall request the approval of an official.

3. Members transporting at risk juveniles shall respond to the U.S. Marshal's cellblock inside the courthouse and request a member of the DYRS At-Risk Unit take custody of the juvenile.

G. Juvenile Diversion

1. Juvenile diversion is an alternative to arrest and prosecution in which JPC members release juveniles to their parents or guardians in cases of minor

violations or isolated offenses. JPC members shall process juvenile offenders and determine whether offenders meet the below criteria.

2. The following juveniles arrested for misdemeanor DC Code offenses may be eligible for diversion:

Eligibility Criteria
• Juvenile has no prior arrests (including misdemeanor assault on a police officer)
• Juvenile has not been prosecuted for a delinquent act within the past two years
• Juvenile has not been arrested two or more times for the same offense in the last two years
• Juvenile has not been arrested three or more times for any offense in the last two years

3. The following DC Code offenses and offender criteria cause a juvenile to be ineligible for juvenile diversion:

Ineligible Offenses and Criteria
• Felony arrests
• Possession of a prohibited weapon
• Misdemeanor child abuse
• Misdemeanor child sex abuse
• Juvenile is an absconder from a secure placement
• Juvenile has an open custody order for failure to appear at any court proceeding
• Juvenile resides more than 25 miles outside of the District of Columbia
• Juvenile is a fugitive from another jurisdiction

4. In the arrest of two or more juveniles at the same time, when one or more juveniles satisfy the eligibility criteria, eligible juveniles may participate in the program even if others involved are ineligible.

5. In unusual instances where the circumstances surrounding the case do not warrant court referral, JPC members may divert the case even if the juvenile does not meet the diversion criteria, if the YFSD watch commander provides approval.

6. JPC members shall notify the diverted juvenile's parent or guardian and allow the parent or guardian reasonable time to pick up the juvenile. If a parent or guardian is unable to respond to YFSD, JPC members shall not divert the juvenile.

7. Members processing diversions shall prepare a juvenile arrest report outside of RMS to prevent the generation of arrest numbers. Members shall write "DIVERSION" on the heading of the arrest report and document the results of inquiries into a juvenile's background and actions taken to notify the juvenile's parent or guardian. Members shall submit the arrest report to a JPC member and an official of the district in which the crime occurred for approval.

H. Arrests

1. Members who intend to arrest juveniles whom they have probable cause to believe have committed a crime shall first obtain a custody order from the Superior Court Juvenile Section unless the arrest is made in a public place, on public space, or under exigent or emergency circumstances.

2. Prior to arresting juveniles aged 12 and under, members shall contact the YFSD watch commander and be guided by his or her decision.

3. When a member arrests a juvenile, he or she shall immediately notify the parent or guardian. YFSD shall notify diverted juvenile's parent or guardian. If, for any reason, the member transports the juvenile anywhere other than JPC, the member shall notify JPC with the juvenile's location.

4. When a member takes a juvenile into custody for a criminal offense, the arresting member shall prepare an arrest report using "Juvenile Processing (JU)" as the "Arrest Processing Organization", select the "Defendant is a Juvenile" checkbox on the arrest card, and process the case in the same manner as an adult defendant.

5. When a juvenile has been taken into custody and later released without charge, members shall document the release in a PD Form 379-C, except in the case of a juvenile 16 or 17 years of age who was charged as an adult. In these cases, the member shall act in accordance with GO-PCA-502.05 (Use of the Detention Journal).

6. Whenever a juvenile is not released to his or her parent or guardian and the case is referred to court, the JPC member shall make a preliminary determination as to whether or not the child is at-risk. A child is considered at-risk when one of the following conditions exist:

At-Risk Factors	
The juvenile is aged 12 and under, unusually small in size or stature, or is physically disabled.	The juvenile reports a serious contagious disease or other medical condition, is visibly pregnant, or reports that she is six or more months pregnant.
The juvenile or their parent or guardian indicates that, because of their actual or perceived sexual orientation or gender identity or expression, the juvenile might feel vulnerable or unsafe.	The juvenile or their parent or guardian indicates that the juvenile may be at risk due to suicidal thoughts or wishes.

I. Custody Orders

1. Members aware of a custody order in the possession of the Department are authorized to make an arrest for any offense without the custody order in his or her immediate possession. MPD members shall not participate in the service of custody orders with members from other law enforcement agencies unless the member receives prior approval.

2. Obtaining a Custody Order

   a. Members who intend to arrest a juvenile shall apply for a custody order using arrest warrant criteria pursuant to GO-PCA-702.01 (Arrest Warrants).

   b. Prior to presenting an affidavit custody order request to the OAG Juvenile Section and DC Superior Court judge, members shall obtain a photo and background information (if available) and query WALES and the National Criminal Information Center (NCIC). If the subject is wanted by another jurisdiction, members shall coordinate the course of action to be taken with the Absconder Branch.

   c. Members shall present the completed custody order application and supporting documents to a lieutenant or above for approval. Upon approval of a custody order, the member processing the case shall obtain a copy of the juvenile's existing record and provide all supporting documents to the OAG Juvenile Section. Members shall ensure that victims and civilian witnesses accompany them to the Juvenile Section for an interview.

   d. When the application is approved by the court, members shall deliver the approved custody order to the Juvenile and Neglect Branch Clerk's Office of the DC Superior Court and obtain a copy of the custody order to be placed on file in the detective's office at his or her organizational element.

   e. During non-business hours, members shall obtain custody orders by contacting the Command Information Center (CIC), who shall contact the on-call emergency judge.

   f. When it is determined that a respondent is wanted on a previously issued, but current outstanding custody order, members shall make an arrest on the existing custody order and any additional charges shall be added to that order at the time of arrest. Felony and misdemeanor custody orders expire one year from the date of issuance.

   g. When a judge denies the custody order, members shall document the reasons for denial in the report.

3. Custody Order Service

   a. Members shall direct custody orders forwarded to this Department from other jurisdictions to the Juvenile and Neglect Branch of the DC Superior Court Clerk's Office.

   b. The Court Liaison Division (CLD) shall assign all custody orders referred to the Department for service from the courts to the

Absconder Branch. The Absconder Branch shall disseminate the custody orders to the districts.

c. Members shall complete service of custody orders within 15 days from the date of assignment. Upon receiving a custody order assignment, members shall make all necessary visits to further the possibility of service. When service cannot be made, the reasons for non-service shall be noted.

d. Members shall not serve custody orders for minor infractions of the law at late or unusual hours unless specifically stated in the custody order. In the event that a member encounters a subject wanted on a custody order at a late or unusual hour, the member shall serve the custody order.

e. Members shall not serve custody orders within the various court buildings unless prior approval has been obtained from a CLD official or an assistant attorney general.

f. When a member makes an arrest on an outstanding custody order, the member shall include the circumstances surrounding service of the criminal custody order in the report.

g. When a member makes an arrest on an outstanding custody order and the arresting member is not the originator of the custody order, the originating member shall complete the necessary reports and for process the case in court.

h. When a juvenile is arrested for an offense, and further investigation reveals that he or she has an outstanding custody order, the arresting officer shall prepare the necessary reports and contact the watch commander of the originating unit, who shall have the originating member, if available, or another member of his or her command, respond to process the custody order in its entirety.

i. When an arrest is made by a member of another law enforcement agency acting on the basis of a custody order generated by MPD, it shall be the responsibility of the originating member, or an alternate member selected by the watch commander in charge of the unit, to ensure that the necessary information is captured in the report and the respondent is processed according to this order.

j. When a member becomes aware that a suspect has fled DC on an outstanding custody order, or when another jurisdiction notifies the Department that a wanted person has been apprehended, the member shall contact the YFSD Absconders Branch for assistance or, in the absence of a member from that unit, the YFSD watch commander.

4. Review and Disposition of Custody Orders

a. Whenever a custody order is outstanding after 60 days, the member handling the case shall contact the OAG Juvenile Section to request a review of the custody order to determine whether it shall remain in force or be withdrawn. Members shall contact OAG again in six months and upon the expiration date of the custody order.

b. Prior to responding to OAG, the member handling the case shall ensure that the report is updated to indicate all efforts made to apprehend the named suspect and information regarding the availability and willingness of a complainant or witness.

c. The member shall note in the report whether OAG determined to permit the custody order to remain in force or whether OAG will request that it be withdrawn.

J. Processing and Housing

1. Members shall ensure that juveniles who are not diverted are referred to the DC Superior Court Family Division and charged with a criminal offense, processed through JPC, photographed, and fingerprinted.

2. Members shall ensure that juveniles in the custody of the Department are processed in the most reasonable time required for the collection of information to positively identify and process the juvenile in custody. In all circumstances, members shall abide by the “Lively” four-hour time period. In the event that “Lively” time requirements are not met, members shall provide justification to the watch commander who shall investigate and document the contributing factors that led to the violation.

3. Members shall house juvenile arrestees at the Department of Youth Rehabilitation Services (DYRS), unless approval is obtained from a DC Superior Court Family Division judge or the CFSA director or the juvenile has been previously charged as an adult by the court.

4. When a juvenile is released, the JPC member shall secure a signature from a parent, guardian, or custodian of the juvenile on a PD Form 694 (Notice to Appear at Family Division, Superior Court).

5. Whenever possible, juvenile prisoners shall be placed in an isolated one-person cell. The juvenile shall **not** be placed within sight and sound of adult prisoners.

6. Members shall ensure that juveniles charged as PINS are not housed with delinquent youths when in MPD custody.

K. Suicidal Tendencies

1. JPC members receiving juvenile arrestees shall ascertain from the arresting member whether the juvenile has displayed suicidal tendencies and conduct a Washington Area Law Enforcement System (WALES)

query to determine the presence of suicidal tendency information or warnings.

2. If the juvenile demonstrates suicidal tendencies or behaviors, JPC shall ensure that the juvenile is transported to Children's National Medical Center. When doubt exists regarding the mental state of the individual in custody, the member shall handle the juvenile as if he or she is suicidal.

3. Whenever the juvenile is transferred to the custody of another person, the transferring member shall ensure that the receiving member is fully and immediately apprised of the juvenile's suicidal tendencies.

4. Members shall immediately notify the watch commander of the element where the juvenile is being detained, in the event the juvenile attempts to commit suicide while in police custody.

L. Hospitalization of Juvenile Arrestees

1. Members shall act in accordance with GO-PCA-502.07 (Medical Treatment and Hospitalization of Prisoners).

2. Members shall ensure that juveniles who have been admitted to a hospital have the opportunity to speak with counsel when requested. If the defense counsel wishes to visit with the juvenile in the hospital, the watch commander of the guard detail shall be immediately notified for authorization. During defense counsel visits, the guarding member shall stay out of earshot so he or she cannot hear the conversation, but shall maintain visual contact with the juvenile to prevent escape.

3. A JPC member shall notify CLD of the hospitalization. The papering member shall ensure that USAO or OAG is notified of the juvenile's status.

4. The guarding member shall **not** give access to the parent or guardian of the juvenile while he or she is hospitalized. A parent or guardian may speak to the juvenile by telephone after the attorney-client communication. The watch commander or YFSD commander shall be notified for authorization. Exceptions may be made by the watch commander or YFSD commander for a parent or guardian to have access to the juvenile at the hospital in exigent circumstances after security considerations have been made and authorization for the parent or guardian to enter the hospital room has been granted.

5. Custodial interrogations and interviews of hospitalized juveniles shall be conducted by a detective. Members who are not detectives shall request YFSD detectives to conduct the interviews and interrogations.

M. Incidents Involving New Beginnings Youth Development Center

1. When notified of an incident at the New Beginnings Youth Development Center, members shall notify an official immediately. The notified official

shall ensure the Fifth District watch commander and the CIC watch commander are notified immediately.

2. The Fifth District watch commander shall ensure that MPD responds to the New Beginnings Youth Development Center for all reported deaths, criminal assaults requiring medical treatment, and escapes. The responding member shall complete a report.

3. The CIC watch commander shall ensure that the incident is included in the morning CIC report and that notifications are made to the field commander, Investigative Services Bureau assistant chief, Patrol Services North and South assistant chiefs, School Safety Division commander, Fifth District commander, Criminal Investigations Division commander, and YFSD commander.

N. Absconders, Escapees, and Placement Violations

1. Members receiving reports of absconders from delinquent detention facilities shall immediately notify YFSD by telephone and transmit a lookout.

2. Youth who are 21 years of age and under who have violated their placement at a group home or other court ordered placement facility shall not be classified as a missing person. Runaways from non-delinquent facilities are considered placement violations. In these cases, members shall adhere to the provisions set forth in GO-OPS-304.03 (Missing Persons Reports).

3. Members apprehending juveniles wanted in other jurisdictions as fugitives, runaways, or absconders shall contact YFSD for assistance in ascertaining whether the juvenile comes under the provisions of the Interstate Compact Act on Juveniles.

O. Court Procedures

1. DC Superior Court Juvenile Rule 106 specifies the following juvenile cases must be referred to a Family Division judge for a detention decision:

DC Superior Court Juvenile Rule 106 Cases	
Escape from court-ordered secure custody	Homicide, attempted homicide, and assault with intent to kill
Forcible rape, attempted forcible rape, and assault with intent to commit forcible rape	Armed robbery, attempted armed robbery, assault with intent to commit armed robbery, and burglary one

2. YFSD shall refer juvenile cases involving an alleged delinquent act to the DC Superior Court Family Division when the offense would amount to a serious misdemeanor or felony if committed by an adult. These offenses include, but are not limited to:

DC Superior Court Family Division Offenses	
Weapons offense involving a firearm	Offense which results in significant bodily injury
Simple possession of a schedule I-IV controlled substance (e.g., heroin, mescaline, peyote, codeine, morphine, hashish, methadone, PCP, and cocaine)	All cases of distribution or possession with intent to distribute a controlled substance (including cannabis)
Commercialized sex offense (e.g., soliciting for prostitution, soliciting for lewd and immoral purposes, and violation of the obscenity statute)	DC Official Code violation occurring in or on DC Public School System grounds committed by a juvenile who is not an enrolled student

3. YFSD shall refer a juvenile to the Superior Court Family Division, when the juvenile:

DC Superior Court Family Division Factors	
Has been presented to the Family Division for an alleged delinquent act within the last two years	Has failed casework by a non-authoritative social service agency in the past
Is currently on probation	Has a long-term pattern of being a habitual runaway from a juvenile home
Has had two or more arrests for the same offense within a two-year period and a third arrest for the same offense would trigger a court referral	Has had three or more arrests for any violation of the DC Official Code within a two-year period and a fourth arrest would trigger a court referral

4. In lock-up cases, the arresting member shall appear in the DC Superior Court Family Division in accordance with GO-PCA-701.01 (Courts and Hearings). In other than lock-up cases, members shall appear in court as specifically directed on the PD Form 694 (Notice to Appear at Family Division of the Superior Court/Youth Services Hearing).

P. Juveniles Charged Under D.C. Official Code Title 16

1. When applying for arrest warrants for juveniles who are 16 and 17 years of age, who may be charged as adults under D.C. Official Code §16-2301, members shall:

   a. Complete an Affidavit and Request for Custody Order and present the affidavit to a DC Superior Court Grand Jury Intake Section assistant U.S. attorney for approval prior to presenting the affidavit to a judge, in accordance with GO-PCA-702.01 (Arrest Warrants). If approved, the juvenile will be charged as an adult in the warrant.

   b. If the assistant U.S. attorney declines to approve the arrest warrant or the judge does not issue the warrant, immediately respond to an OAG Juvenile Section assistant attorney general for approval of the custody order using the affidavit as the custody order application. In this instance, the juvenile will not be charged as an adult.

2. In all cases where a 16 or 17 year-old is detained for a criminal offense, and a records check reveals that the juvenile has been previously charged

by the court as an adult for any criminal offense, and the charge is still pending disposition, or the juvenile has been found guilty of the adult charge, or found not guilty by reason of insanity, members shall handle the present and any subsequent arrest in the same manner as an adult arrest, regardless of the new criminal charge.

a. Members shall prepare all the necessary reports as in an adult case and process the juvenile in the same manner as an adult, including detention and transportation.

b. Members shall book the juvenile with adult arrest numbers and place him or her on the adult lockup list.

c. The arresting member shall report on the next court day, with all necessary witnesses, to the USAO to paper the case. Such cases will be handled in their entirety in the Adult Branch of the Superior or District Court, as appropriate.

3. In all cases where a 16 or 17-year-old is arrested for homicide, forcible rape, robbery while armed, burglary one, or assault with the intent to commit any of these offenses, members shall adhere to the following procedures:

a. The arresting member's district or element shall transport and process the arrested person as a juvenile. The arresting member shall report on the next court day, with all necessary witnesses, to the USAO to paper the case. If the assistant U.S. attorney to whom the case is presented determines that the juvenile is to be charged as an adult, the member shall return to his or her element and re-process the juvenile as an adult and transport the juvenile to central cellblock (CCB) where he or she will be detained as an adult.

b. If the assistant U.S. attorney decides not to prosecute the defendant as an adult, the arresting member shall immediately report to the OAG Juvenile Section for processing as a juvenile case.

Q. Minors in the Custody of Arrested or Hospitalized Persons

1. Members shall ensure that the needs of minors who have not committed a crime but are in the care or custody of an adult who has been arrested or hospitalized are met, regardless of whether the adult's arrest occurred at the person's home or elsewhere.

2. Members shall remand custody of a minor to another parent or legal guardian, or to CFSA if none are present, when the member has reasonable grounds to believe that the minor is in immediate danger. Minors may be in immediate danger when the minor's parent or guardian has been arrested or hospitalized, and there is no other parent or legal guardian to take custody of the minor.

3. Members shall attempt to determine if a parent or legal guardian is available to take custody of, and responsibility for, the minor.

   a. If the parent or legal guardian is available, members shall verify the identity of the individual and conduct a WALES check of the minor and any parent or guardian taking custody of the minor.

   b. Only an on-scene CFSA representative shall determine whether the minor will be released to someone other than a parent or legal guardian.

   c. Members shall not transport minors residing in another jurisdiction to a location outside of the District. Members shall notify the local law enforcement authorities of the involved jurisdiction and provide them with the CFSA contact information and the circumstances of the event.

4. If the member is unable to locate a parent or legal guardian to take custody of the minor, the member shall complete an incident report containing a description of the physical and emotional condition of the minor and the circumstances surrounding the incident in which the minor was left unattended.

5. In all cases, members shall remand custody of the minor to CFSA if the member is unable to identify the minor, when the minor's parent or guardian was arrested for charges related to the abuse of the minor or if the minor is left unattended at the home or other location. Members shall ensure that the RMS report details a description of the minor's physical and emotional appearance, the circumstances that necessitated intervention on behalf of the minor, CFSA notification and response, results of the WALES check, name of the person taking custody of the minor, and names of all MPD members and officials who were notified and responded to the scene.

R. OAG Juvenile Hotline

1. The OAG Juvenile Hotline [(202) 788-2084] is available 24 hours a day, seven days a week, to provide guidance on the following subjects, as needed:

OAG Juvenile Hotline
• Juvenile custody orders or warrants
• Arrest or the sufficiency of evidence pertaining to any charge against a juvenile (including school-related incidents)
• Length of detention when delays before papering or presentment occur

2. The hotline is not intended to assist with statistics, policy questions, case updates, juvenile detention status, or GPS tracking information.

S. Juvenile Records

1. DC Official Code § 16-2333 restricts the inspection and disclosure of police juvenile records to certain persons, including teachers, principals, and school security personnel.

2. Members may share juvenile arrest reports and juvenile crime-related data with law enforcement officers from outside agencies for law enforcement purposes only. Members receiving requests for identifying information of juveniles previously arrested by MPD may offer a copy of a previous arrest report as a means to disseminate the information or provide the requested information itself.

IV. DEFINITIONS

When used in this directive, the following terms shall have the meanings designated.

	Term	Description
1.	Juvenile	Person who is under 18 years of age, unless emancipated by a court.
2.	Minor	Juvenile under 17 years of age, excluding judicially emancipated minors and married minors.

V. RESCISSION

Rescinds:
EO-17-030 [Clarification Concerning Juvenile Persons in Need of Supervision (PINS)], Effective Date October 27, 2017
EO-17-033 (Juvenile Diversion), Effective Date December 1, 2017
EO-18-006 (Handling Juveniles), Effective Date March 29, 2018
EO-18-011 (Processing Juveniles Arrested for Adult Traffic Charges), Effective Date July 30, 2018
GO-PCA-702.02 (Juvenile Custody Orders), Effective Date September 21, 1981
GO-PER-305.02 [Truancy Awareness and Prevention Program (TAPP)], Effective Date November 18, 1994
SO-94-15 (Underage Drinking Emergency Amendment Act of 1994), Effective Date June 10, 1994
SO-99-14 (Juvenile Curfew Act of 1995), Effective Date September 7, 1999
SO-99-14A (Supplement to Juvenile Curfew Act of 1995), Effective Date September 22, 1999
SO-00-06 [Supplement to S.O. 99-14 (Juvenile Curfew Act of 1995)], Effective Date February 18, 2000
SO-05-12 (Care of Minors in the Custody of Arrested/Hospitalized Persons, Effective Date March 2, 2006
SO-08-01 (Use of Truancy/Curfew Vans), Effective Date February 29, 2008
SO-12-08 (Required Notifications Regarding Incidents at the New Beginnings Youth Development Center), Effective Date March 12, 2012
TT-04-012-07 (Processing of Juvenile Arrestees),Issue Date April 5, 2003
TT-02-013-05 (PD 360 Juvenile Processing), Issue Date February 4, 2005
TT-04-011-07 (Hospitalized Juveniles Opportunity to Speak with Counsel and Parental Visitation), Issue Date April 5, 2007
TT-04-013-07 (Interview/Interrogation of Hospitalized Children), Issue Date April 5, 2007
TT-12-31-07 (OAG Juvenile Papering), Issue Date December 11, 2007
TT-02-037-08 (Transportation of Juveniles in Need to Mental Health Services), Issue Date February 11, 2008
TT-09-042-08 (Juvenile Papering), Issue Date September 10, 2008
TT-04-010-09 (Processing of Juveniles for Title 16 and Adult Traffic Charges), Issue Date March 30, 2009
TT-05-048-10 (Summer Curfew Initiative 2010), Issue Date May 18, 2010
TT-09-064-10 (Assisting the Department of Youth Rehabilitative Services), Issued Date September 15, 2010
TT-01-052-11 (Handling of Juvenile Arrested as Escapee from Group Homes), Issued Date January 24, 2011
TT-06-073-14 (Summer Curfew Initiative 2014), Issue Date June 23, 2014
TT-08-055-14 (Closing of Curfew Centers), Issue Date August 15, 2014

Peter Newsham
Chief of Police

PN:KDO:MOC:SMM

Amendment #	*Page #*	*Description of Change*	*Effective Date of Change*	*Name and Title of Authorizing Member*
1	3	Revise Part II.B.1.to state "…juveniles aged 16 and younger…"	1/28/2020	Maureen O'Connell, Director, Policy and Standards Branch