

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
Homeland Security and Emergency Management Agency**

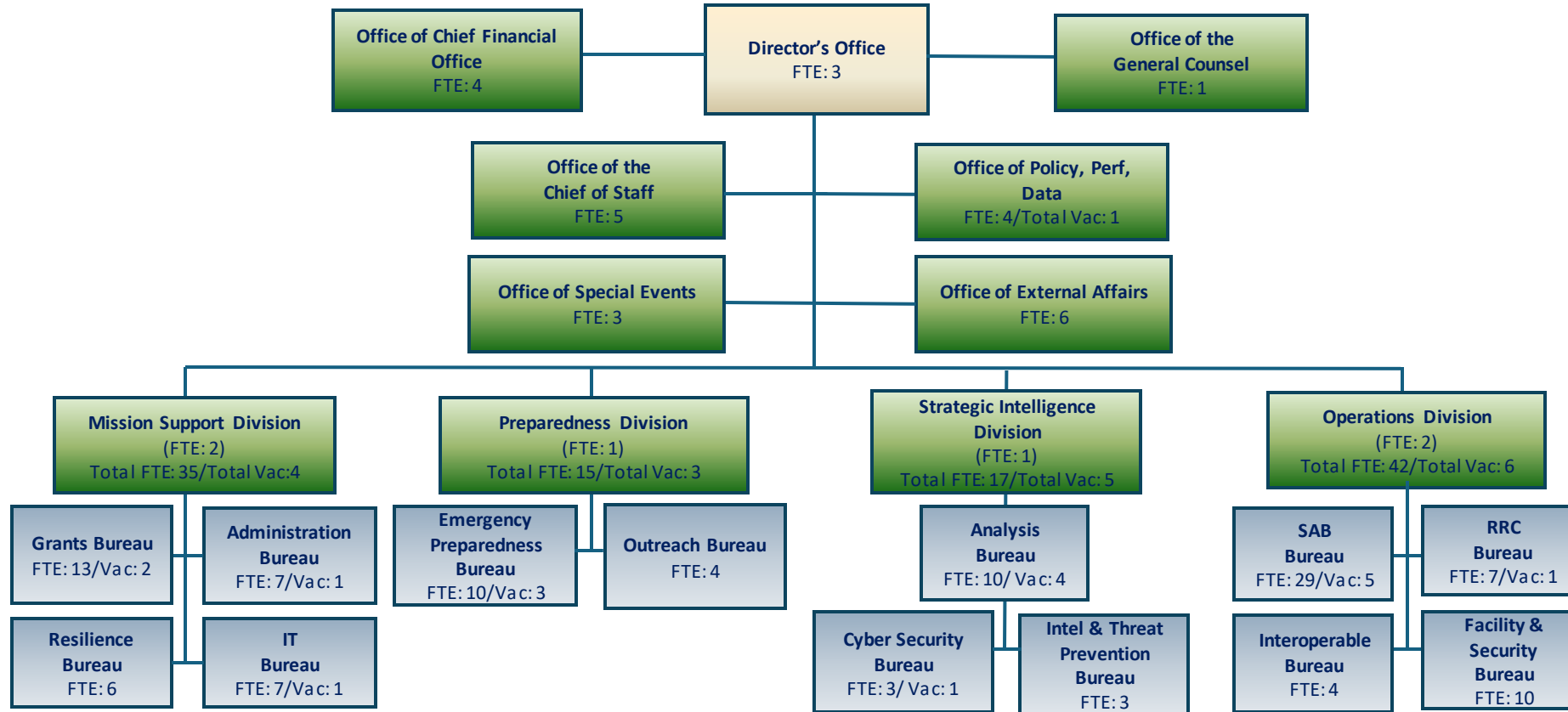


**Fiscal Year 2023
Performance Oversight Hearing**

Pre-Hearing Question Attachments

Wednesday, January 31, 2024

FY 2024 Organizational Chart



Executive Staff

- Interim Director:** Clint Osborn
- Deputy Director:** Vacant
- Chief of Staff:** Jerica Shackelford
- Chief of Operations:** Danny McCoy
- Chief of External Affairs:** Julia Christian
- Chief of Policy Performance and Data:** Tristan Reed
- General Counsel:** Dion Black

Agency Count: **145**
 Filled: 124
 Vacant: 21
As of December 31, 2023

HSEMA FY23 Performance Oversight - Question 2A

Bureau	Vac Stat	Name	Title	Total
Administration Bureau	Filled	Valentine- Tenbrook,Amanda	Program Analyst	1
		Bailey,Leah R.	Human Resources Specialist	1
		Crawley,Lorien	Human Resources Specialist	1
		Gill,Adriane	Assist Dir for Administration	1
		Terry,Andre R	Human Resources Specialist	1
		Gross,Samantha	Program Analyst	1
		Hill,Monica	Program Analyst	1
		Bowen,Whitney S	Program Coordinator	1
	Vacant	(blank)	Program Coordinator	1
Administration Bureau Total				9
Director's Office	Filled	Wilson,Larae Mechelle	Staff Assistant	1
		Osborn,William	Interim Director	1
	Vacant	(blank)	Deputy Director	1
Director's Office Total				3
Emergency Preparedness Bureau	Filled	Quarrelles,Jamie C	Trng. & Emerg. Exer. Officer	1
		Dunn,Tia M	Emergency Planning Specialist	1
		Coutroulis,Alec	Emergency Planning Specialist	1
		White,Lisa L.	Comm Emerg Trng & Exercise Spe	1
		Harrison,Leslie C	National Incident Management S	1
		Worrell,Andrew	Program Manager	1
		Brown,Carina R	Staff Assistant	1
		Maury,Patrick	Emergency Planning Specialist	1
		Vacant	(blank)	Emergency Planning Specialist	1
	(blank)		Program Manager	1
	(blank)	(blank)	Training and Emergency Exercis	1
Emergency Preparedness Bureau Total				11
Facilities & Logistics Bureau	Filled	Sneed Jr.,Robert W	Program Manager	1
		Hauser,Eric	Logistics Management Specialis	1
		Williams,Ladona R.	Emergency Planning Specialist	1
		Woodall,Kenneth	Supv Mgmt and Program Analyst	1
		Ross Jr.,Thomas A.	Facility Management Specialist	1
		Rodgers Jr.,Billy F.	Logistics Management Specialis	1
		Jones,Cynthia J	Logistics Management Specialis	1
Facilities & Logistics Bureau Total				7
Grants Bureau	Filled	Ross,Cembrye Alma	Grants Program Manager	1
		Madden,Charles E.F.	Chief Grants Division	1
		Naughton,Ingrid E	Grants Management Specialist	1
		Coleman,Bettina R	Grants Program Manager	1
		Cuyler,Siobhan Taneisha	Grants Specialist	1
		Cooper,Sherelle D	Grants Program Manager	1
		Woodall,Rachel	Grants Program Manager	1
		Mudambo,Mildred	Grants Program Manager	1
		Gardner,Russell	Emergency Planning Officer	1
		Ford,LaVette Charissa	Grants Management Specialist	1
		Antwi-Boasiako,Gloria	Grants Management Specialist	1
		Vacant	(blank)	Grants Program Manager	2
	Grants Bureau Total				13
Interoperable Bureau	Filled	Curry,William W	Telecommunications Spec (COMSE	1
		Guddemi,Charles	Statewide Communications Inter	1
		Akasa,Annah	Plans & Preparedness Officer	1
		Farley,James J.	Program Analyst	1
Interoperable Bureau Total				4
IT Bureau	Filled	Plavan,Timur	Supervisory IT Specialist	1
		Sisson,Christopher Sean	Information Technology Spec.	1
		El Baamrani,Hamid	Information Technology Spec.	1
		Stevens,Anecia	Program Analyst	1
		Plater,Jerome	Information Technology Spec.	1

Bureau	Vac Stat	Name	Title	Total
IT Bureau	Filled	Ussery,Phyllis M	Information Technology Spec	1
	Vacant	(blank)	Information Technology Spec.	1
IT Bureau Total				7
Office of External Affairs	Filled	McCall,Kimberly	Community Outreach Specialist	1
		Goodman,Anthony T.	Legislative & Intergovernmenta	1
		Bentley,Gena	Program Analyst	1
		Christian,Julia	Policy Manager	1
		Amato,Valerie	Program Analyst	1
		Mena,Rebekah J.	Program Coordinator	1
Office of External Affairs Total				6
Office of Policy, Performance, and Data	Filled	Reed,Tristan F	Policy Manager	1
		Moore,Daniel	Information Technology Spec	1
		Smith,Emile C.	Policy Advisor	1
		(blank)	Government Information Special	1
Office of Policy, Performance, and Data Total				4
Office of Special Events	Filled	Mitchell,Tanya L	Emergency Management Program O	1
		Adams,Nikelle L.	Program Analyst	1
		Harrell,Shontae	Staff Assistant	1
Office of Special Events Total				3
Office of the Chief Financial Officer	Filled	Nitz,John	AGENCY FISCAL OFFICER	1
		Withrow,Andre	BUDGET ANALYST	1
		Billings,Sharita	Accounts Payable Technician	1
		Rodgers,Anita	BUDGET OFFICER	1
Office of the Chief Financial Officer Total				4
Office of the Chief of Staff	Filled	Parks,Shawna	Equity Diversity & Inclusion	1
		Shackelford,Jerica D	Chief of Staff	1
		Mejia,Carolyn	Program Analyst	1
		Westray,Damon S	Program Analyst	1
		Lauren Fricke	Program Analyst	1
Office of the Chief of Staff Total				5
Office of the General Counsel	Filled	Black,Dion E	Attorney Advisor	1
Office of the General Counsel Total				1
Operations Division	Filled	Mc Dermott,Nicole M	Program Analyst	1
		McCoy,Daniel	CHIEF OF OPERATIONS	1
Operations Division Total				2
Outreach Bureau	Filled	Senhouse,Eustace M	Emergency Operations&Info Spec	1
		Cruz,Joiner C	Community Outreach Specialist	1
		Washington,Kristina J	Community Outreach Specialist	1
		Jenkins,Saudia	Program Analyst	1
Outreach Bureau Total				4
Readiness & Response Coordination Bureau	Filled	Armstrong,Tiffany N.	Emergency Planning Specialist	1
		Bersin,Jeremy	Supv Mgmt and Program Analyst	1
		Leary,Wesley Randall	Program Analyst	1
		Richmond,Everett	Emergency Planning Specialist	1
		Hill,Anthony Q	Program Manager	1
		DeLorenzo,Stephanie	Program Analyst	1
		(blank)	Program Manager	1
Readiness & Response Coordination Bureau Total				7
Resilience Bureau	Filled	Troutman,Kenya	Emergency Planning Specialist	1
		Alsop,Vermecia R	Hazard Mitigation Officer	1
		Deas,Melissa	Supv Mgmt and Program Analyst	1
		McDonnell,Rosemary	Program Coordinator	1
		Piva,Riley	Program Analyst	1
		Lampson,Alexandra V	Critical Infrastructure Spec	1
Resilience Bureau Total				6
Safety & Security	Filled	Bowen-Thompson,CharMaine	Program Analyst	1
		Goldsmith,Frederick W.	Supv Mgmt and Program Analyst	1
		Gilmore,Edward James	Community Outreach Specialist	1
Safety & Security Total				3

Bureau	Vac Stat	Name	Title	Total	
Situational Awareness Bureau	Filled	Hackney,David	EMERGENCY OPERATION INFO S	1	
		Wiggins Sr.,Brian	Emergency Operations&Info Spec	1	
		Rock,Bryan	Supvy Emerg Oper & Info Spec.	1	
		Rodgers,Jasmine	Emergency Operations&Info Spec	1	
		Rogers,Janeshia N	Supvy Emerg Oper & Info Spec.	1	
		McMahan,Alexander	Emergency Operations&Info Spec	1	
		Lewis III,Robert L.	Emergency Operations&Info Spec	1	
		Harris,Robert S	Supvy Emerg Oper & Info Spec.	1	
		Miller,Sonia A	Program Analyst	1	
		Stanton,Nyema	Emergency Operations&Info Spec	1	
		Lucas,Donte O	Deputy Chief of Operations	1	
		Lane,Jamell	Emergency Operations&Info Spec	1	
		Sumner,Briana	Emergency Operations&Info Spec	1	
		Graham,Ryan	Emergency Operations&Info Spec	1	
		Vacant	(blank)	Program Analyst	1
			Emergency Operations&Info Spec	4	
Situational Awareness Bureau Total				19	
Situational Awareness Bureau (NCR)	Filled	Crawford,Samantha	Information Collection (IC3) W	1	
		Williams,Erica	Program Manager	1	
		Dorsey,Nicholas	Information Collection (IC3) W	1	
		Rinonos,David	Information Collection (IC3) W	1	
		Washington,Amber D	Information Collection (IC3) W	1	
		Evans,Tasha S.	Information Collection (IC3) W	1	
		Jackson Jr.,Lionel	Information Collection (IC3) W	1	
		Malry,James A	Information Collection (IC3) W	1	
		Espinosa-Rodriguez,Karoline	Information Collection (IC3) W	1	
	Vacant	(blank)	Information Collection (IC3) W	1	
Situational Awareness Bureau (NCR) Total				10	
Strategic Intelligence Divison	Filled	Randolph,Sedley A	Fusion Intelligence Analyst	1	
		Bovia,Darrin M.	Supervisory Intelligence Analy	1	
		Smart,Samuel	Fusion Intelligence Analyst	1	
		Kornreich,Kevin	Fusion Intelligence Analyst	1	
		Amritt,Carl	Supervisory Intelligence Analy	1	
		Ross,Aaron	Fusion Intelligence Analyst	1	
		Green,Kristin	Supervisory Intelligence Analy	1	
		Knight,Trevor Charles	Fusion Intelligence Analyst	1	
		Peri,David	Fusion Intelligence Analyst	1	
		Jones,Whytley	Fusion Intelligence Analyst	1	
		Peacock,Carley	Fusion Intelligence Analyst	1	
		Lindblad,Benjamin	Supervisory Intelligence Analy	1	
		Vacant	(blank)	Fusion Intelligence Analyst	4
				Fusion Cntr Operations Manager	1
	Strategic Intelligence Divison Total				17
Grand Total				145	

HSEMA FY23 Performance Oversight - Question 4

Homeland Security and Emergency Management
FY 2024 SCHEDULE A

Vacancy Status	FTE
Filled	125.00
Vacant	20.00
Total	145.00

Agency Code	Fiscal Year	Program Code	Cost Center Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Hire Date	Grade	Step	Salary	Fringe	FTE	Reg/Temp/ Term	Filled by Local/Federal Law
BNO	2024	800014	80021	F	1055	Emergency Planning Specialist	Troutman,Kenya	12/14/15	13	6	120,266.00	27,420.65	1.00	Term	Local/Federal
BNO	2024	800221	80017	F	1494	Trng. & Emerg. Exer. Officer	Quarrelles,Jamie C	06/06/92	14	10	157,829.00	35,985.01	1.00	Reg	Local
BNO	2024	800004	80017	V	2939	Program Manager			13	0	93,069.00	21,219.73	1.00		Local
BNO	2024	150003	80004	F	4653	Program Analyst	Valentine- Tenbrook,Amanda	04/15/19	12	8	109,516.00	24,969.65	1.00	Term	Local/Federal
BNO	2024	800003	80017	F	7419	EMERGENCY OPERATION INFO SPEC	Hackney,David	08/15/87	11	10	93,735.00	21,371.58	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	7835	Emergency Operations&Info Spec	Sumner,Briana	08/28/23	11	10	93,735.00	21,371.58	1.00	Term	Local/Federal
BNO	2024	800020	80021	F	7908	Policy Manager	Reed,Tristan F	04/27/09	15	0	164,364.70	37,475.15	1.00	Reg	Federal
BNO	2024	800003	80017	F	10514	Emergency Operations&Info Spec	Wiggins Sr.,Brian	01/22/18	11	7	86,727.00	19,773.76	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	10666	Emergency Operations&Info Spec	Graham,Ryan	08/14/23	11	5	82,055.00	18,708.54	1.00	Term	Local/Federal
BNO	2024	800003	80017	F	11442	Supvy Emerg Oper & Info Spec.	Rock,Bryan	08/30/21	12	0	89,000.00	20,292.00	1.00	Reg	Local/Federal
BNO	2024	800010	80014	F	12886	Emergency Management Program O	Mitchell, Tanya L	08/26/92	14	10	141,707.00	32,309.20	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	15760	Emergency Operations&Info Spec	Lane,Jamell	07/31/23	11	4	79,719.00	18,175.93	1.00	Term	Local/Federal
BNO	2024	800221	80017	F	16080	Emergency Planning Specialist	Dunn, Tia M	12/18/23	12	7	106,722.00	24,332.62	1.00	Term	Federal
BNO	2024	800012	80012	F	16263	Community Outreach Specialist	McCall,Kimberly	04/18/06	13	10	133,558.00	30,451.22	1.00	Reg	Federal
BNO	2024	800003	80017	F	16549	Emergency Operations&Info Spec	Rodgers,Jasmine	06/21/22	11	4	79,719.00	18,175.93	1.00	Term	Local/Federal
BNO	2024	800003	80017	F	16861	Supvy Emerg Oper & Info Spec.	Rogers,Janeshia N	05/28/19	12	0	89,000.00	20,292.00	1.00	Reg	Local/Federal
BNO	2024	100058	80003	F	16885	Human Resources Specialist	Bailey,Leah R.	11/12/19	12	9	100,827.00	22,988.56	1.00	Term	Local/Federal
BNO	2024	100058	80003	F	16991	Human Resources Specialist	Crawley,Lorien	06/30/14	13	9	116,933.00	26,660.72	1.00	Reg	Local/Federal
BNO	2024	800003	80017	V	18125	Emergency Operations&Info Spec			11	0	72,711.00	16,578.11	1.00		Local/Federal
BNO	2024	800004	80017	F	19028	Program Analyst	DeLorenzo,Stephanie	03/27/23	12	8	109,516.00	24,969.65	1.00	Term	Federal
BNO	2024	800003	80017	V	19500	Emergency Operations&Info Spec			11	0	72,711.00	16,578.11	1.00		Local/Federal
BNO	2024	800004	80017	F	20270	Program Analyst	Mc Dermott,Nicole M	07/22/19	13	6	107,984.00	24,620.35	1.00	Term	Federal
BNO	2024	800003	80017	F	21430	Emergency Operations&Info Spec	Senhouse,Eustace M	03/17/08	11	7	86,727.00	19,773.76	1.00	Reg	Local/Federal
BNO	2024	800012	80012	F	23160	Legislative & Intergovernmenta	Goodman,Anthony T.	04/13/20	14	10	141,707.00	32,309.20	1.00	Term	Federal
BNO	2024	800001	80018	F	23961	Program Manager	Sneed Jr.,Robert W	03/19/07	13	0	117,129.12	26,705.44	1.00	Reg	Local/Federal
BNO	2024	800011	80019	F	24310	Telecommunications Spec (COMSE)	Curry,William W	11/13/85	13	10	133,558.00	30,451.22	1.00	Reg	Local/Federal
BNO	2024	800011	80019	F	24310	Telecommunications Spec (COMSE)	Curry,William W	11/13/85	13	10	133,558.00	30,451.22	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	26092	Supv Mgmt and Program Analyst	Goldsmith,Frederick W.	03/03/08	14	0	145,971.00	33,281.39	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	26503	Emergency Operations&Info Spec	McMahan,Alexander	08/22/16	11	8	89,063.00	20,306.36	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	27054	Emergency Operations&Info Spec	Lewis III,Robert L.	03/10/14	11	8	89,063.00	20,306.36	1.00	Reg	Local/Federal
BNO	2024	150003	80004	F	28224	Assist Dir for Administration	Gill,Adriane	01/19/10	15	0	167,987.00	38,301.04	1.00	Reg	Local/Federal
BNO	2024	800001	80018	F	28225	Logistics Management Specialis	Hauser,Eric	07/06/99	12	9	112,310.00	25,606.68	1.00	Reg	Local/Federal
BNO	2024	800004	80017	F	37361	Emergency Planning Specialist	Armstrong,Tiffany N.	03/21/16	11	9	91,399.00	20,838.97	1.00	Term	Federal
BNO	2024	800020	80021	F	39667	Attorney Advisor	Black,Dion E	08/20/18	15	6	176,744.00	40,297.63	1.00	Reg	Local/Federal
BNO	2024	100151	80010	V	43481	Director Homeland Sec. & EMA			PS2	0	234,899.00	53,556.97	1.00		Local/Federal
BNO	2024	800014	80021	F	44864	Hazard Mitigation Officer	Alsop,Vermeicia R	01/21/09	14	6	142,129.00	32,405.41	1.00	Reg	Local/Federal
BNO	2024	800001	80018	F	44868	Emergency Planning Specialist	Williams,Ladona R.	06/24/02	9	10	77,700.00	17,715.60	1.00	Reg	Federal
BNO	2024	100044	80002	F	45220	Grants Program Manager	Ross,Cembrye Alma	07/15/13	12	10	115,104.00	26,243.71	1.00	Reg	Federal
BNO	2024	100044	80002	F	45237	Chief Grants Division	Madden,Charles E.F.	04/27/09	15	0	152,960.79	34,875.06	1.00	Reg	Federal
BNO	2024	100044	80002	F	45242	Grants Management Specialist	Naughton,Ingrid E	11/19/12	12	10	115,104.00	26,243.71	1.00	Term	Federal
BNO	2024	100058	80003	F	45254	Human Resources Specialist	Terry,Andre R	08/13/12	14	8	134,661.00	30,702.71	1.00	Reg	Local/Federal
BNO	2024	100044	80002	V	45269	Grants Program Manager			12	0	89,958.00	20,510.42	1.00		Federal
BNO	2024	100151	80010	F	45279	Program Analyst	Mejia,Carolyn	11/22/21	12	2	92,752.00	21,147.46	1.00	Term	Local/Federal
BNO	2024	800221	80017	F	47128	Comm Emerg Trng & Exercise Spe	White,Lisa L.	05/20/13	12	9	112,310.00	25,606.68	1.00	Reg	Federal
BNO	2024	800006	80007	V	47136	Fusion Intelligence Analyst			9	0	60,348.00	13,759.34	1.00		Federal
BNO	2024	100044	80002	F	48762	Grants Program Manager	Coleman,Bettina R	07/19/10	13	10	133,558.00	30,451.22	1.00	Reg	Federal
BNO	2024	800014	80021	V	48765	Grants Program Manager			13	0	103,651.00	23,632.43	1.00		Local/Federal
BNO	2024	100044	80002	F	48766	Grants Specialist	Cuyler,Siobhan Taneisha	03/29/10	13	10	133,558.00	30,451.22	1.00	Term	Federal
BNO	2024	100044	80002	F	48769	Grants Program Manager	Cooper,Sherelle D	12/17/12	12	10	115,104.00	26,243.71	1.00	Term	Federal
BNO	2024	100044	80002	F	48771	Grants Program Manager	Woodall,Rachel	08/07/17	12	10	115,104.00	26,243.71	1.00	Term	Federal
BNO	2024	100151	80010	F	48774	CHIEF OF OPERATIONS	McCoy,Daniel	11/16/15	16	0	183,106.00	41,748.17	1.00	Reg	Local/Federal
BNO	2024	800011	80019	F	48775	Statewide Communications Inter	Guddemi,Charles	08/21/17	14	10	157,829.00	35,985.01	1.00	Term	Federal
BNO	2024	800007	80008	F	71851	Supervisory Intelligence Analy	Amritt,Carl	10/25/21	14	0	142,000.00	32,376.00	1.00	Reg	Federal
BNO	2024	800003	80017	V	72950	Logistics Management Specialis			12	0	89,958.00	20,510.42	1.00		Local/Federal
BNO	2024	100044	80002	F	72956	Grants Program Manager	Mudambo,Mildred	07/08/19	12	10	115,104.00	26,243.71	1.00	Term	Federal
BNO	2024	800221	80017	F	73462	National Incident Management S	Harrison,Leslie C	05/03/82	13	10	133,558.00	30,451.22	1.00	Term	Federal

Agency Code	Fiscal Year	Program Code	Cost Center Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Hire Date	Grade	Step	Salary	Fringe	FTE	Reg/Temp/Term	Filled by Local/Federal Law
BNO	2024	800012	80012	F	73611	Program Analyst	Bentley,Gena	04/07/14	12	7	95,816.00	21,846.05	1.00	Term	Federal
BNO	2024	800003	80017	F	73707	Plans & Preparedness Officer	Akasa,Annah	05/20/13	14	10	141,707.00	32,309.20	1.00	Reg	Local/Federal
BNO	2024	800003	80017	F	75236	Supvy Emerg Oper & Info Spec.	Harris,Robert S	07/11/05	12	0	114,235.38	26,045.67	1.00	Reg	Local/Federal
BNO	2024	100151	80010	F	75237	Equity Diversity & Inclusion	Parks,Shawna	07/18/22	14	10	141,707.00	32,309.20	1.00	Term	Local/Federal
BNO	2024	100044	80002	F	75238	Emergency Planning Officer	Gardner,Russell	02/11/80	14	9	153,904.00	35,090.11	1.00	Reg	Local/Federal
BNO	2024	800001	80018	F	75239	Supv Mgmt and Program Analyst	Woodall,Kenneth	08/25/14	14	0	153,726.30	35,049.60	1.00	Reg	Federal
BNO	2024	800003	80017	F	75240	Supv Mgmt and Program Analyst	Bersin,Jeremy	06/21/21	14	0	129,000.00	29,412.00	1.00	Reg	Local/Federal
BNO	2024	100151	80010	F	75241	Chief of Staff	Shackelford,Jerica D	08/30/10	16	0	183,531.38	41,845.15	1.00	Reg	Local/Federal
BNO	2024	800221	80017	F	75242	Community Outreach Specialist	Cruz,Joiner C	01/26/04	11	10	93,735.00	21,371.58	1.00	Term	Federal
BNO	2024	800003	80017	F	75246	Community Outreach Specialist	Washington,Kristina J	06/24/19	6	0	95,816.00	21,846.05	1.00	Reg	Local/Federal
BNO	2024	100044	80002	F	76859	Grants Management Specialist	Ford,LaVette Charissa	08/30/21	12	9	112,310.00	25,606.68	1.00	Term	Federal
BNO	2024	800012	80012	V	77090	Government Information Special			13	0	93,069.00	21,219.73	1.00		Local/Federal
BNO	2024	150003	80004	F	77400	Emergency Planning Specialist	Coutroulis,Alec	09/26/22	12	5	101,134.00	23,058.55	1.00	Term	Local/Federal
BNO	2024	800004	80017	F	77401	Program Manager	Williams,Erica	08/01/22	13	0	124,000.00	28,272.00	1.00	Reg	Federal
BNO	2024	800004	80017	F	77539	Program Analyst	Leary,Wesley Randall	08/27/18	12	9	100,827.00	22,988.56	1.00	Term	Federal
BNO	2024	800010	80014	F	77540	Program Analyst	Adams,Nikelle L.	10/06/14	13	7	110,967.00	25,300.48	1.00	Term	Local/Federal
BNO	2024	800015	80009	F	77541	Program Manager	Worrell,Andrew	07/11/16	13	0	131,000.00	29,868.00	1.00	Temp	Federal
BNO	2024	800005	80008	F	77728	Supervisory Intelligence Analy	Green,Kristin	01/31/22	12	0	99,000.00	22,572.00	1.00	Reg	Federal
BNO	2024	150003	80004	F	77771	Program Analyst	Gross,Samantha	04/03/17	12	4	98,340.00	22,421.52	1.00	Term	Local/Federal
BNO	2024	800005	80008	F	77877	Fusion Intelligence Analyst	Randolph,Sedley A	01/21/20	11	4	79,719.00	18,175.93	1.00	Term	Federal
BNO	2024	800007	80008	F	77970	Supervisory Intelligence Analy	Bovia,Darrin M.	11/09/20	13	0	134,981.54	30,775.79	1.00	Reg	Federal
BNO	2024	800005	80008	F	77971	Fusion Intelligence Analyst	Smart,Samuel	01/31/22	11	7	86,727.00	19,773.76	1.00	Term	Federal
BNO	2024	800221	80017	V	77972	Training and Emergency Exercis			14	0	137,328.50	31,310.90	1.00		Local/Federal
BNO	2024	800005	80008	F	82016	Fusion Intelligence Analyst	Korreich,Kevin	02/21/06	11	7	86,727.00	19,773.76	1.00	Reg	Federal
BNO	2024	150010	10002	F	82825	AGENCY FISCAL OFFICER	Nitz,John	11/19/12	16	10	208,458.00	47,528.42	1.00	Reg	Local/Federal
BNO	2024	800005	80008	F	85111	Fusion Intelligence Analyst	Knight,Trevor Charles	04/27/20	13	7	123,589.00	28,178.29	1.00	Term	Federal
BNO	2024	800005	80008	F	85112	Fusion Intelligence Analyst	Ross,Aaron	04/27/20	12	9	112,310.00	25,606.68	1.00	Term	Federal
BNO	2024	800014	80021	F	85113	Program Analyst	Piva,Riley	07/31/23	12	2	92,752.00	21,147.46	1.00	Term	Local/Federal
BNO	2024	800007	80008	F	85114	Program Analyst	Miller,Sonia A	10/15/18	12	8	109,516.00	24,969.65	1.00	Term	Federal
BNO	2024	800005	80008	F	85179	Fusion Intelligence Analyst	Jones,Whytley	01/30/23	12	4	98,340.00	22,421.52	1.00	Term	Federal
BNO	2024	800005	80008	V	85180	Fusion Intelligence Analyst			11	0	72,711.00	16,578.11	1.00		Federal
BNO	2024	100151	80010	F	85181	Staff Assistant	Wilson,Larae Mechelle	03/21/16	12	8	98,322.00	22,417.42	1.00	Term	Local/Federal
BNO	2024	800005	80008	F	85182	Supervisory Intelligence Analy	Lindblad,Benjamin	12/18/23	12	0	99,000.00	22,572.00	1.00	Reg	Federal
BNO	2024	800020	80021	F	85184	Information Technology Spec	Moore,Daniel	11/07/22	13	5	116,943.00	26,663.00	1.00	Term	Federal
BNO	2024	800020	80021	F	85185	Policy Advisor	Smith,Emile C.	11/09/20	13	8	113,950.00	25,980.60	1.00	Term	Federal
BNO	2024	800014	80021	F	85186	Program Coordinator	McDonnell,Rosemary	02/13/23	14	5	124,091.00	28,292.75	1.00	Term	Federal
BNO	2024	800003	80017	F	85594	Community Outreach Specialist	Gilmore,Edward James	01/02/15	6	0	109,643.18	24,998.65	1.00	Reg	Local/Federal
BNO	2024	150010	10002	F	86143	BUDGET OFFICER	Rodgers,Anita	10/10/23	14	10	157,830.00	35,985.24	1.00	Reg	Local/Federal
BNO	2024	150003	80004	F	86264	Program Analyst	Hill,Monica	06/29/15	11	8	89,063.00	20,306.36	1.00	Reg	Local/Federal
BNO	2024	800221	80017	V	86315	Program Manager			13	0	93,069.00	21,219.73	1.00		Federal
BNO	2024	150010	10002	F	87482	BUDGET ANALYST	Withrow,Andre	04/09/00	11	8	89,068.00	20,307.50	1.00	Reg	Local/Federal
BNO	2024	100044	80002	F	87483	Accounts Payable Technician	Billings,Sharita	05/31/16	8	5	61,855.00	14,102.94	1.00	Reg	Federal
BNO	2024	100071	80005	F	88110	Information Technology Spec.	Sisson,Christopher Sean	10/25/21	12	5	101,134.00	23,058.55	1.00	Term	Federal
BNO	2024	800003	80017	F	88354	Emergency Operations&Info Spec	Stanton,Nyema	03/21/16	11	7	86,727.00	19,773.76	1.00	Reg	Local/Federal
BNO	2024	100151	80010	F	88355	Staff Assistant	Brown,Carina R	05/06/19	12	4	88,300.00	20,132.40	1.00	Term	Local/Federal
BNO	2024	800004	80017	F	88356	Emergency Planning Specialist	Richmond,Everett	08/29/22	11	8	89,063.00	20,306.36	1.00	Term	Federal
BNO	2024	800020	80021	F	88525	Deputy Chief of Operations	Lucas,Donte O	08/12/13	14	0	146,066.89	33,303.25	1.00	Reg	Federal
BNO	2024	800014	80021	F	88691	Critical Infrastructure Spec	Lampson,Alexandra V	09/11/23	14	1	122,504.00	27,930.91	1.00	Term	Federal
BNO	2024	100071	80005	F	91071	Information Technology Spec	Ussery,Phyllis M	02/05/18	13	1	103,651.00	23,632.43	1.00	Term	Federal
BNO	2024	800001	80018	F	91072	Facility Management Specialist	Ross Jr.,Thomas A.	11/09/20	12	5	101,134.00	23,058.55	1.00	Term	Local/Federal
BNO	2024	800003	80017	F	91360	Deputy Director	Osborn,William	01/09/17	16	0	197,337.00	44,992.84	1.00	Reg	Local/Federal
BNO	2024	150003	80004	F	92021	Program Coordinator	Bowen,Whitney S	03/25/13	14	5	124,091.00	28,292.75	1.00	Reg	Local/Federal
BNO	2024	150003	80004	V	92023	Program Coordinator			14	0	109,999.00	25,079.77	1.00		Local/Federal
BNO	2024	800015	80009	F	92091	Information Collection (IC3) W	Dorsey,Nicholas	08/31/20	11	7	86,727.00	19,773.76	1.00	Term	Federal
BNO	2024	800015	80009	F	92092	Information Collection (IC3) W	Rinonos,David	05/30/17	11	10	93,735.00	21,371.58	1.00	Term	Federal
BNO	2024	800015	80009	F	92093	Information Collection (IC3) W	Malry,James A	01/26/15	11	9	91,399.00	20,838.97	1.00	Term	Federal
BNO	2024	800015	80009	F	92374	Information Collection (IC3) W	Washington,Amber D	08/20/18	11	8	89,063.00	20,306.36	1.00	Term	Federal
BNO	2024	800015	80009	V	92375	Information Collection (IC3) W			11	0	72,711.00	16,578.11	1.00		Federal
BNO	2024	800015	80009	F	92376	Information Collection (IC3) W	Crawford,Samantha	03/28/22	11	8	89,063.00	20,306.36	1.00	Term	Federal
BNO	2024	800005	80008	V	94682	Fusion Cntr Operations Manager			15	0	152,434.50	34,755.07	1.00		Federal
BNO	2024	100044	80002	F	94683	Grants Management Specialist	Antwi-Boasiako,Gloria	08/16/21	12	6	103,928.00	23,695.58	1.00	Term	Federal
BNO	2024	800221	80017	V	94705	Emergency Planning Specialist			12	0	89,958.00	20,510.42	1.00		Federal
BNO	2024	800012	80012	F	94706	Policy Manager	Christian,Julia	02/23/15	15	0	162,883.19	37,137.37	1.00	Reg	Federal

Agency Code	Fiscal Year	Program Code	Cost Center Code	Filled, Vacant or Frozen	Position Number	Position Title	Employee Name	Hire Date	Grade	Step	Salary	Fringe	FTE	Reg/Temp/Term	Filled by Local/Federal Law
BN0	2024	800014	80021	F	94707	Supv Mgmt and Program Analyst	Deas,Melissa	08/19/18	14	0	155,852.00	35,534.26	1.00	Reg	Local/Federal
BN0	2024	800012	80012	F	94712	Program Coordinator	Mena,Rebekah J.	05/08/23	14	6	127,615.00	29,096.22	1.00	Term	Federal
BN0	2024	800001	80018	F	94954	Logistics Management Specialis	Rodgers Jr.,Billy F.	11/18/13	12	7	106,722.00	24,332.62	1.00	Term	Local/Federal
BN0	2024	100071	80005	F	95150	Information Technology Spec.	El Baamrani,Hamid	09/04/18	12	7	106,722.00	24,332.62	1.00	Term	Federal
BN0	2024	100071	80005	F	95151	Information Technology Spec.	Plater,Jerome	04/02/18	12	2	92,752.00	21,147.46	1.00	Term	Federal
BN0	2024	100071	80005	F	95152	Program Analyst	Stevens,Anecia	07/18/22	12	3	95,546.00	21,784.49	1.00	Term	Federal
BN0	2024	800010	80014	F	95314	STAFF ASSISTANT	Harrell,Shontae	06/25/18	12	7	95,816.00	21,846.05	1.00	Term	Local/Federal
BN0	2024	800015	80009	F	95363	Information Collection (IC3) W	Espinosa-Rodriguez,Karoline	08/04/08	11	4	79,719.00	18,175.93	1.00	Term	Federal
BN0	2024	800015	80009	F	95364	Information Collection (IC3) W	Evans,Tasha S.	08/20/18	11	8	89,063.00	20,306.36	1.00	Term	Federal
BN0	2024	800001	80018	F	95365	Logistics Management Specialis	Jones,Cynthia J	10/01/18	12	7	106,722.00	24,332.62	1.00	Term	Federal
BN0	2024	800003	80017	F	95587	Program Analyst	Bowen-Thompson,CharMaine	01/22/19	12	4	98,340.00	22,421.52	1.00	Term	Local/Federal
BN0	2024	100151	80010	F	95739	Program Analyst	Jenkins,Saudia	11/30/20	12	7	95,816.00	21,846.05	1.00	Reg	Local/Federal
BN0	2024	100071	80005	V	97009	Information Technology Spec.			12	0	89,958.00	20,510.42	1.00		Federal
BN0	2024	800005	80008	V	97013	Fusion Intelligence Analyst			12	0	89,958.00	20,510.42	1.00		Federal
BN0	2024	800006	80007	V	97014	Fusion Intelligence Analyst			11	0	72,711.00	16,578.11	1.00		Federal
BN0	2024	800003	80017	V	97024	Emergency Operations&Info Spec			11	0	72,711.00	16,578.11	1.00		Local/Federal
BN0	2024	800221	80017	F	97102	Emergency Planning Specialist	Maury,Patrick	06/08/20	12	2	92,752.00	21,147.46	1.00	Term	Federal
BN0	2024	800221	80017	F	97103	Program Manager	Hill,Anthony Q	03/30/20	13	0	99,513.00	22,688.96	1.00	Reg	Federal
BN0	2024	100151	80010	F	97140	Program Analyst	Westray,Damon S	05/09/22	11	5	82,055.00	18,708.54	1.00	Term	Local/Federal
BN0	2024	800006	80007	F	97262	Fusion Intelligence Analyst	Peri,David	12/17/18	13	1	103,651.00	23,632.43	1.00	Term	Federal
BN0	2024	800015	80009	F	97263	Information Collection (IC3) W	Jackson Jr.,Lionel	08/02/21	11	6	84,391.00	19,241.15	1.00	Term	Federal
BN0	2024	800003	80017	F	97265	Program Analyst	Manetti Jr.,Michael	01/16/24	12	10	115,104.00	26,243.71	1.00	Term	Local/Federal
BN0	2024	800005	80008	F	97266	Fusion Intelligence Analyst	Peacock,Carley	06/05/23	12	3	95,546.00	21,784.49	1.00	Term	Federal
BN0	2024	800011	80019	F	97267	Program Analyst	Farley,James J.	11/12/19	12	5	101,134.00	23,058.55	1.00	Term	Federal
BN0	2024	800012	80012	F	97268	Program Analyst	Amato,Valerie	11/07/22	12	5	90,805.00	20,703.54	1.00	Term	Local/Federal
BN0	2024	800005	80008	F	112402	Staff Assistant	Fricke,Lauren	01/02/24	12	3	95,546.00	21,784.49	1.00	Term	Federal
AGENCY GRAND TOTAL											\$ 16,145,322.47	\$ 3,681,133.53	145.00		

WORKING CONDITIONS AGREEMENT

BETWEEN

**DISTRICT OF COLUMBIA GOVERNMENT
HOMELAND SECURITY AND EMERGENCY
MANAGEMENT AGENCY**

AND

**NATIONAL ASSOCIATION OF GOVERNMENT
EMPLOYEES/SERVICE EMPLOYEES
INTERNATIONAL UNION,
LOCAL R3-08**

EFFECTIVE

OCTOBER 1, 2014 THROUGH SEPTEMBER 30, 2017

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PREAMBLE

This Agreement is entered into between the Homeland Security and Emergency Management Agency (hereinafter referred to as the Agency or HSEMA) and the National Association of Government Employees/Service Employees International Union, Local R3-08 (Hereinafter referred to as the Union or NAGE), and collectively known as the Parties.

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, all 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.

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 the differences that may arise between them through the dispute resolution processes agreed to through negotiations of this Agreement.

The purpose of this Agreement is:

1. to promote fair and reasonable working conditions;
2. to promote harmonious relations between the parties;
3. to establish an equitable and orderly procedure for the resolution of differences;
4. to protect the rights and interests of the employee, the Union and the Agency;
5. to improve the morale of employees in service to the District of Columbia; and
6. to promote the efficient and professional operations of the Agency.

It is the intent and purpose of the parties hereto to promote and improve the efficiency and quality of service provided by the Agency. Therefore, in consideration of mutual covenants and promises contained herein, HSEMA and the Union do hereby agree as follows:

ARTICLE 1 **RECOGNITION**

Section A:

1. The National Association of Government Employees/Service Employees International Union, Local R3-08, is hereby recognized as the sole and exclusive representative for all employees in the bargaining unit as described in Section B of this Article.

2. The Union, as the exclusive representative of all employees in the unit, has the right, as provided in D.C. Official Code §§1.617.01 through 1-617.17 (2001 Ed.), to negotiate agreements covering all employees in the unit and is responsible for representing the interests of all such employees without discrimination and without regard to membership in the labor organization.

Section B:

The HSEMA bargaining unit represented by the Union is as follows:

All employees of the Homeland Security and Emergency Management Agency including Emergency Operations and Information Specialist, Emergency Operations and information Specialist Bilingual, Emergency Operations VIP Technicians, all other clerical employees, excluding managers, supervisors, confidential employees, and employees engaged in personnel work other than in a purely clerical capacity and employees engaged in administering the provisions of Title XVII of the District of Columbia Comprehensive Merit Personnel Act of 1978, D.C. Law 2-139.

PERB Case No. 10-RC-01, Certification No. 152 (2011).

Section C:

Nothing in this Article shall be construed as a waiver of any Agency or Union right.

ARTICLE 2
MANAGEMENT RIGHTS AND RESPONSIBILITIES

Section A:

The sole rights of management are prescribed in the Comprehensive Merit Personnel Act (CMPA) under D.C. Official Code § 1-617.08 (2001 Ed.) and shall be recognized in accordance with the CMPA.

Section B:

All matters shall be deemed negotiable except those that are proscribed by D.C. Official Code § 1-617.08 and decisions issued by the Public Employee Relations Board as a result of negotiability petition appeals.

Section C:

This article shall not preclude the Union's right to bargain, upon request, over the impact and effect of decisions made pursuant to D.C. Official Code § 1-617.08.

ARTICLE 3
LABOR-MANAGEMENT COOPERATION

Section A:

Consistent with the principles of the D.C. Labor-Management Partnership Council, the parties agree to establish and support appropriate partnerships within the HSEMA. The labor-management cooperation committee shall be composed of equal number of high level officials representing each Party. The purpose of the meeting 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 subjects of discussion at these meetings, nor shall the meeting be for any other purpose which will modify, add to or detract from the provisions of this Agreement.

Section B:

The committee shall establish itself within 30 days of signing and approval of this Agreement and shall request partnership training within 60 days of establishing itself. Such training shall be conducted on a bi-annual basis. The parties shall make every attempt to have Federal Mediation and Conciliation Services (hereinafter referred to as the "FMCS") provide such training. Any cost associated with partnership training shall be shared equally by the Parties. The LMPC shall determine its guidelines and operating procedures at its inaugural meeting and memorialize such procedures in writing. All committee decisions shall be made by consensus only.

Section C:

1. The standing members of the LMPC appointed by the Union shall be granted official time to attend the LMPC meetings. If such member(s) attend(s) a meeting that falls outside of his or her normal tour of duty, the Agency shall modify their tour of duty. If the employee's tour of duty cannot be modified, the meeting will be rescheduled.
2. The Union shall notify the Agency at least one (1) day in advance of any scheduled meeting if an alternate will attend in the absence of the appointed member. The Agency shall grant official time to the alternate member.

Section D:

If issues of health and/or safety arise, either Party may demand a meeting of the committee of all or part of the committee to be scheduled as soon as is practicable.

ARTICLE 4
NON-DISCRIMINATION

Section A:

In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code §2-1401.01 *et seq.*, (Act), the Agency and the Union agree not to discriminate for or against employees covered by this Agreement on account of membership or non-membership in the Union, or on the basis of: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, familial status, family responsibilities, gender identity or expression, matriculation, political affiliation, disability, genetic information, source of income, or place of residence or business. 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. Discrimination in violation of the Act will not be tolerated. Violators may be subject to disciplinary action.

Section B:

1. The agency agrees to implement its personnel management policies, procedures or practices in accordance with EEO procedures and statues, and the Union shall, upon request be permitted to meet with Agency EEO officials to discuss these, including reasonable accommodations to the religious needs of employees.
2. The parties agree that EEO complaints shall be processed in accordance with District law, rules and regulations.

Section C:

The agency shall provide the Union annually with its affirmative action plan.

Section D:

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the unit without discrimination.

Section E:

The agency agrees that the union may submit names of employees to the agency for consideration for appointment as EEO counselors, using the same criteria that are used for other nominees. The names and telephone numbers of the agency's EEO Counselors shall be posted on the agency's bulletin board. The union shall be promptly notified in writing of the names and telephone numbers of the agency's EEO Counselors.

Section F:

The agency shall ensure that all EEO counselors receive training through the D.C. Office of Human Rights.

Section G:

1. The Agency and the Union recognize that sexual harassment is a form of misconduct that undermines the integrity of the employment relationship and adversely affects employee opportunities. All employees must be allowed to work in an environment free from unsolicited and unwelcome sexual overtures. Sexual harassment is defined in Equal Employment Opportunity rules governing complaints of discrimination in the District of Columbia Government (31 DCR 56):

"Sexual harassment" means unwelcome sexual advance, 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 employment;
- (2) Submission to or rejection of such conduct by an employee is used as the basis for employment decisions affecting such employee; or
- (3) Such conduct has the purpose of or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.

2. Sexual harassment may include, but is not limited to:

- a. Verbal harassment or abuse,
- b. Subtle pressure for sexual activity,
- c. Patting or pinching,
- d. Brushing against another employee's body, and
- e. Demands for sexual favors.

Section H:

Alleged violation of EEO rights and obligations in this article are not subject to the grievance and arbitration procedures in this collective bargaining agreement and shall be considered by the appropriate administrative agency having jurisdiction over the matter. This does not preclude the non-EEO aspects of mixed grievances (where a clear distinction can be made and where such complaints are within the scope of the grievance procedure as defined within this agreement) from going through the negotiated procedure.

ARTICLE 5
EMPLOYEE LISTS AND INFORMATION

Section A:

Quarterly, upon request from the Union, the Agency shall, within (5) business days, provide the Union with a list of specific bargaining unit employees or a list of all employees in the bargaining unit, to include the following information:

1. Name;
2. Job title, series and grade;
3. Service Computation Date;
4. "Not to Exceed" dates for term employees; and
5. Appointment status.

Section B:

Quarterly, upon request from the Union, the Agency shall, provide the Union staffing vacancy announcements and a list of bargaining unit members:

1. A list of new hires;
2. Separations;
3. Transfers;
4. Reassignments; and
5. Details in excess of 30 days.

Section C:

Quarterly upon request, the Agency shall provide the Union with an approved, standardized copy of the position description for new or modified bargaining unit positions. The Union shall be given the opportunity to review substantial changes in job descriptions prior to implementation.

ARTICLE 6
POSITION MANAGEMENT AND CLASSIFICATION

Section A:

The Agency endeavors to maintain current and accurate position descriptions. Changes to a position shall be incorporated in the position description to assure that the position is correctly classified and graded to the proper title, series, schedule and grade.

Section B:

Upon request, employees shall be furnished a current, accurate, approved copy of the description of the position to which assigned at the time of assignment, or upon request. Employees detailed or reassigned to established positions shall be given position descriptions at the time of assignment. Employees detailed to an unestablished position shall be furnished with statements of duties at the time of assignment to the detail.

Section C:

In accordance with D.C Code § 1-611.01, the Agency agrees to support the principles of equal pay for equal work. Equal pay for equal work claims may be appealed by the Union through the procedures outlined in the grievance and arbitration provision of this agreement. Classification claims are not subject to the grievance and arbitration provisions of this agreement. Such claims must be appealed through the procedures outlined by District Personnel Manual.

ARTICLE 7
TRAINING, CAREER DEVELOPMENT AND UPWARD MOBILITY

Section A:

Consistent with employee development it is the Agency's intention to provide training and career development opportunities for bargaining unit employees for the purpose of developing and maintaining their skills so that they may perform at the highest possible levels in their positions and advance in accordance with individual potential and abilities.

Section B:

1. The Agency will offer to assist employees in implementing individual career development plans by providing easy access to information on training opportunities, publicizing current training programs, advising employees of requirements needed to enter training programs, scheduling training and making resources available to cover approved expenses for training subject to budgetary considerations.
2. The Agency shall distribute to all bargaining unit employees training programs offered by or through the Agency. The Agency also agrees to publicize external career related training and education opportunities that it is aware of.
3. Employees shall be given reasonable opportunities to discuss training needs and/or opportunities with their supervisors and/or other Agency or Personnel officials.

Section C:

1. Requests for training and educational opportunities shall be acknowledged within 2 days, and processed promptly.
2. A record of satisfactorily completed training courses may be filed by each employee in their Official Personnel File.
3. When an institution of higher learning provides for accreditation of on-the-job experience, upon the employee's request the Agency shall submit verification of such experience.

Section D:

1. The Parties recognize the importance of career development, training and upward mobility. The Labor-Management Committee established in this Agreement shall, on a periodic basis perform the following functions:
 - a. Review existing policies and practices, with respect to training and career development and recommend changes in existing programs;
 - b. Recommend the adoption of new programs, policies and practices; and
 - c. Review and offer comments on programs proposed by the Agency.
2. Any upward mobility plan or recommendations submitted to the Director by the Committee shall be given careful consideration and the Committee shall be informed within a reasonable period of time of the status of its recommendations.

ARTICLE 8
SAFETY AND HEALTH

Section A:

The Agency shall provide the employees with reasonably safe and healthy working conditions in accordance with the D.C. Official Code, §§1-620.01 through 1-620.08 (2001 Ed.). It shall ensure the implementation and enforcement of all applicable District and Federal laws, rules and regulations regarding health and safety. 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.

- a. Protective devices and protective equipment shall be provided by the District and shall be used by all employees when required, unless otherwise deemed unsafe.
- b. Employees shall not be required to work alone in areas where their health and safety would be endangered by working alone.

- c. Employees shall not be required to operate equipment that has been determined unsafe to use when, by doing so, they may injure themselves or others.

Section B:

The Agency shall ensure that training is available, in cardiopulmonary resuscitation (CPR) and first aid at the employee's request. The Agency shall provide first aid kits for each level of the Agency's facility. The names, work telephone numbers and work locations of all employees trained in CPR techniques and first aid shall be provided to the Union. The Agency, the Union, and the employees will cooperate in ensuring that all first aid kits are maintained. The Agency shall promptly contact outside emergency medical or other appropriate employee services when an emergency occurs which warrants this type of assistance.

Section C:

The Agency agrees to maintain clean, sanitary and stocked restroom facilities for bargaining unit employees.

Section D:

1. The Agency agrees to maintain the work place and its equipment in good condition. Deficiencies in this area shall be discussed and brought to the attention of the appropriate authority, and addressed consistent with the applicable rules and regulations.
2. The Union and the Agency shall make every effort to prevent accidents of any kind. If accidents occur, the prime consideration will be the welfare of the injured employee. As promptly as the situation allows, accidents are to be reported to the supervisor by the injured employee and/or his/her co-workers. The supervisor must report injuries to the Agency's Risk Management Officer. A continuous review of security/safety measures shall be the joint responsibility of Management and the Union.

Section E:

When an employee identifies what she/he believes to be an unsafe or unhealthy working condition, the employee shall notify his/her supervisor, who shall investigate the matter and take prompt and appropriate action. If an unsafe or unhealthy condition is determined to exist by the supervisor, the affected employee(s) may not, on a case-by-case basis, be required to perform duties in the affected area. During this period, the supervisor may require the employee(s) to perform their duties in another work area or to perform other duties outside the affected area.

Section F:

When the Agency is aware of a workplace inspection or investigation which is conducted by an Agency safety representative or by an outside agency, such as Office of Risk Management, O S H A or NIOSH, in response to a complaint by the Union or bargaining unit employee, the Union shall be given the opportunity to participate, to the extent permitted by the investigating agency, and to provide information as to issues of concern to bargaining unit employees. During the course of any such inspection or investigation, any employee may bring to the attention of the inspector any unsafe or unhealthy working condition.

Section G:

Employees shall be protected against penalty or reprisal for reporting any unsafe or unhealthy working condition or practice, assisting in the investigation of such conditions, or for participating in any occupational safety and health program and activities.

Section H:

The Agency shall prepare and post instructions to evacuate the building in case of emergency at all Agency locations where bargaining unit employees are assigned. The Agency shall take appropriate action to ensure that employees are familiar with the proper means of leaving the building during a suspected fire bomb threat or other emergencies that require the evacuation of the premises.

Section I:

Within space limitations, the Agency agrees to provide an employee lunchroom which may be used by employees during their lunch period. If this is not possible, Management shall identify space in which employees may eat lunch.

Section J:

The Agency and the Union mutually recognize the need for protection of employees from assault and intimidation at the work place and will work cooperatively towards that end. The Parties agree that mutual respect between supervisors, employees, and co-workers is integral to the efficient performance of the Agency. Behaviors that contribute to a hostile, humiliating or intimidating work environment, including abusive language or behavior, are unacceptable and will not be tolerated. The Parties agree to work cooperatively to prevent and end this kind of treatment.

Section K: Wellness Program

The Parties agree that the wellness of employees can reduce healthcare cost and improve attendance and work productivity. Utilizing the DCHR Wellness Program, reasonable efforts

will be made by the Agency and the Union to promote wellness habits such as increased physical activity, healthy diets and ongoing mental health activities.

Section L: Traumatic Incidents/Stress Defusing

The parties agree that it is in the best interest of the Agency and the employee to allow employees to defuse after dealing with traumatic incidents associated with the performance of their official duties. Therefore, the parties agree to develop a defusing policy during the parties' labor management cooperation committee.

Section M: Employee Assistance Program

1. In accordance with D.C. Official Code § 1-620.07 (3)(2001), it shall be the policy of the Agency to provide employees that have personal problems that may adversely affect their overall work performance or conduct on the job with the opportunity to participate in the Employee Assistance Program (EAP).
2. The parties acknowledge that early identification, documentation and referral of an employee for help can result in improved performance and employee morale. Though participation in EAP is not mandatory, EAP referrals will be made for employees who are experiencing personal problems including, but not limited to, issues which may adversely affect work performance or conduct on the job:
 - a. Family and marital problems;
 - b. Financial difficulties;
 - c. Emotional or mental illness; and
 - d. Substance abuse problems.

Section N: Self-Referrals

1. If an employee recognizes that he/she needs assistance and wishes to consult with an EAP counselor, the employee will request approval from his/her duty supervisor to meet with an EAP counselor during their tour of duty. Such request will not require in-depth explanation of the problems involved.
2. In cases where an employee is requesting accommodations from the Agency to complete an EAP program, the Agency may request confirmation from the EAP provider of the employee's attendance. The Agency agrees it will make every effort to grant such requests.

Section O: Agency Referrals

This type of referral shall be initiated by a manager when management recognizes that there are serious performance and or attendance problems. The manager shall refer the employee to

the EAP. The employees' record of compliance and participation in the EAP shall be released to the Agency only with the employee's consent.

Section P: Discipline

Participation in the EAP is not a prerequisite to the Agency addressing performance and/or attendance problems nor does it restrict the Agency from taking appropriate disciplinary actions in accordance with the disciplinary article of this Agreement, or any other appropriate administrative action.

ARTICLE 9
PERSONNEL FILES

Section A:

The Official Personnel Files of all employees in the bargaining unit covered by this Agreement shall be maintained by the D.C. Department of Human Resources (DCHR).

Section B:

Employees shall have the right to examine the contents of their Official Personnel Folder, upon request, in accordance with regulations and procedures issued by DCHR and shall have the right to obtain copies of any and all official documents therein, subject to D.C. Official Code § 1-631.05.

Section C:

Upon presentation of written authorization by an employee, the Union representative may examine the employee's personnel file and make copies of materials placed in his/her folder.

Section D:

DCHR shall keep all arrests from the Metropolitan Police Department, fingerprint records and other confidential reports in a confidential file apart from the official personnel folder. No person shall have access to the confidential file without authorization from the Director of DCHR.

Section E:

Each employee shall have the right to present any and all information immediately germane to any material or information contained in his or her Official Personnel record. The individual's answer/response shall be attached to the material to which it relates, subject to D.C. Code §1-631.05.

Section F:

Information other than a record of official personnel action is untimely if it concerns an event more than three (3) years in the past upon which an action adverse to an employee may be based. Immaterial, irrelevant, or untimely information shall be removed from the official record upon the finding by the agency head that the information is of such a nature. Prior to the removal of any information in the file, the employer shall notify the employee and give him or her an opportunity to be heard, in accordance with D.C. Code § 1-631.05.

Section G:

The employee shall receive a copy of all material that could result in disciplinary action or may adversely affect the employee, in his/her folder in accordance with present personnel practices. Consistent with the Article, when the Agency places documents in an employee's personnel folder, the employee shall be asked to acknowledge receipt of the document. The employee's signature does not imply agreement with the material but simply indicates he/she received a copy.

Section H:

If an employee alleges that he/she was not asked to acknowledge receipt of materials placed in his/her personnel folder as provided in Section G, the employee will be given the opportunity to respond to the document and the response will be included in the folder.

Section I:

The rights of employees pertaining to their official personnel files shall be extended to apply to any employee personnel files maintained by the Agency.

ARTICLE 10
DISTRIBUTION OF AGREEMENT AND ORIENTATION OF EMPLOYEES

Section A:

When the Agency conducts orientation sessions for new or rehired employees, no more than sixty (60) minutes shall be allocated to the Union to make a presentation and distribute the Union's membership packet. The Agency and the Union shall make available electronic copies of this Agreement to management officials and bargaining unit employees respectively. The Agency will provide the union with one-week advance notice, prior to a scheduled orientation, of an employee's appointment or reappointment.

Section B:

If the Agency fails to conduct an orientation, within thirty (30) calendar days of the employee's appointment or reappointment, the Agency shall allow the Union to conduct an orientation as outlined in Section A of this Article.

ARTICLE 11
PROBATIONARY EMPLOYEES

Employees serving a probationary period shall be entitled to all rights and privileges by virtue of this agreement, excluding, appealing or grieving terminations in accordance with the provisions of the District Personnel Manual.

ARTICLE 12
REORGANIZATION

Section A:

Prior to the Agency's implementation of a reorganization, the agency shall notify the Union, in writing, thirty (30) calendar days in advance of such implementation. Upon request, the Agency shall engage in impact and effect bargaining with the Union.

Section B:

The Agency shall inform the Union upon implementation of any realignment and provide details as to any changes in the internal structure or functions of the Agency as a result of the realignment.

1. **Realignment** - An action which affects the internal structure or functions of an agency, but which does not constitute reorganization.

2. **Reorganization** - The action taken for the purposes of carrying out the objectives of Section 2 of the Governmental Reorganization Procedures Act of 1981, effective October 17, 1981 (D.C. Law 4-42; D.C. Official Code § 1-315.01 (2006 Repl.)), which results in the transfer, consolidation, abolishment, addition, or authorization with respect to functions and hierarchy, between or among agencies, and which affects the structure or structures thereof, and which is subject to adoption by legislative action, including consideration by the Council of the District of Columbia, in accordance with the Act; including but not limited to the: (1) transfer of the whole or part of an agency, or the whole or part of the functions thereof, to the jurisdiction and control of another agency; (2) consolidation of the whole or part of an agency, or the whole or part of the functions thereof, with the whole or part of another agency or the functions thereof; (3) the abolishment of the whole or part of an agency wherein such agency or part thereof does not have or will not have any functions; or (4) authorization of an officer or agency head to delegate functions vested in specific officers or agency heads not presently

authorized to be delegated, except as provided in D.C. Official Code § 1-204.22(6) (2006 Repl. & 2011 Supp.)).

ARTICLE 13
GOVERNING LAWS AND REGULATIONS

Section A:

In the event any D.C. Government-wide or Agency rules, regulations, or policies are in conflict with the provisions of this Agreement, this Agreement shall prevail.

Section B:

If during the life of this Agreement a law or an interpretation of a law by an adjudicatory or administrative body invalidates or requires an amendment to any part of this Agreement, the Parties shall meet promptly upon request of either Party to negotiate the change.

ARTICLE 14
EMPLOYEE RIGHTS

Section A:

All persons shall be treated fairly, equitably, and respectfully in accordance with laws, rules and regulations.

Section B:

All employees shall conduct themselves in a professional and businesslike manner, characterized by mutual courtesy, in their day-to-day working relationships.

Section C:

Any discussions with employees concerning counseling, evaluations, workload reviews, or disciplinary actions will be conducted so as to ensure the privacy of employees. Instructions and guidance shall be given in a reasonable and constructive manner and in an atmosphere that will avoid unnecessary embarrassment before other employees or the public.

Section D:

The Agency and the Union agree that employees have the right to form, join, and assist a labor organization or to refrain from joining, organizing, or affiliating with the Union. Employees shall

not be retaliated against for the exercise of his or her rights under this Agreement, or applicable law.

Section E:

Employees shall be free from interference, restraint, coercion and discrimination in the exercise of their right to organize and designate representatives of their own choosing for the purpose of collective bargaining and labor-management cooperation.

ARTICLE 15
BULLETIN BOARDS

The agency agrees to provide a reasonable amount of space on existing or new bulletin boards and in areas commonly used by employees, in reasonable locations. The Union shall use this space for the purpose of advising members of meetings and any other legitimate Union information.

ARTICLE 16
UNION REPRESENTATIONS

Section A:

One (1) Chief Steward and Two (2) Shop Stewards shall be designated by the Union (Local R3-8) and shall be accorded recognition by the Homeland Security and Emergency Management Agency as representatives for employees in the bargaining unit.

Section B:

The Union will furnish the Agency a written list of elected officials and shop stewards authorized to represent employees. NAGE will submit changes to the Agency as they occur. Recognition will be given only to those representatives whose names have been submitted to the Agency for the purpose of official time.

Section C:

Stewards and elected officials are authorized to perform and discharge the duties and responsibilities of their position as it relates to representing the employees of the Unit.

Section D:

Union representatives who are agency employees shall be permitted official time to engage in the following labor-management activities:

1. Investigation, receipt, preparation and presentation of grievances and safety issues;
2. Labor-Management and safety committee meetings;
3. Preparation and presentation in arbitration, PERB, OEA, OHR, and other applicable jurisdictional bodies;
4. Attending meetings with Agency, Mayor, City Council, Congress or official body;
5. Attending negotiation meetings as designated member of team or acting as alternate for absent member;
6. Consulting with Agency or its representatives, other Union representative, or employees, concerning enforcement of Agreement;
7. To attend training or other activities to further the interests of improving the Labor-Management relationship; and
8. Travel to any of the activities listed above.

Section E:

The term "Official Time" as used in this agreement shall mean an approved absence from duty by a recognized union official during regular hours of duty without loss of regular or premium pay and without charge to annual leave, sick leave or compensatory time, for official union business.

Section F:

Request for official union time will be made in advance on the Official Time Form. Official time must be requested and approved through the division manager or designee. Designated representatives will request release from their division manager or designee. The Union agrees to comply with all leave requirements as outlined in this agreement when official time is not being used.

Section G:

1. Requests by Stewards to meet with employees or requests of employees to meet with Stewards shall not require prior explanation to the division manager of the problems involved other than to identify the area to be visited, and the general nature of the Union business to be conducted.
2. The Union and employees recognize that workload and scheduling considerations will not always allow for the immediate release of employees from their assignments. The Division Manager may deny access based on workload or staffing reasons, but will

provide access at the earliest feasible opportunity. The Agency agrees that, while discretion for release lies with the employee's Division Manager, such permission for release shall not be unreasonably delayed.

Section H:

A Union representative, when leaving work to transact permissible official union business as defined by this Agreement during work hours, first shall request permission and receive approval from his/her Division Manager. If no reply is received from the Union's representative's division manager, the request for official time shall be deemed approved. The employee must submit the attached "Official Time Form" each pay period to memorialize the use of approved official time for time and attendance accounting.

Section I:

1. Upon entering a work area other than his/her own, the Union representative shall advise the appropriate division manager of his/her presence and the name of the employee he/she desires to visit. In the event the Union representative wishes to visit a work area but not to meet with a bargaining unit member, he/she must notify the appropriate division manager upon arrival.
2. Non-employee union representatives must give one (1) hour of advance notice prior to entry into any Agency facility to conduct union business. Said notice must be provided to the Agency Labor Liaison or his/her designee.

Section J:

1. A one year trial period will be established to quantify the amount of official time that will be granted by HSEMA to NAGE to conduct official union business during work hours. During this trial period, the Agency agrees to provide the Union with 416 hours of official time annually to be used in the calendar year for the purpose of conducting union representational duties that are directly related to HSEMA bargaining unit members' terms and working conditions. The hours may be distributed by the Union President as deemed necessary. If it becomes necessary during this trial period for the use of more than the 416 official time hours, additional official time may be granted on a case-by-case basis. Reasonable request for official time beyond the 416 hours will not be unreasonably denied. During this trial period, labor management, safety committee meetings or meeting requests initiated by management will not count against official time hours.
2. Upon conclusion of the trial period, the Agency and the Union agree that the undisputed number of official time hours used during the trial period will be the annual allotment for the duration of the contract.

Section K:

The Union may select five (5) employees from the list of written elected officials and shop stewards who will each receive up to 40 hours of official time annually for the purpose of training to enhance labor management relations. The Union will provide 14 days' notice when requesting such leave. The Agency will respond to this request within seven (7) days.

Section L:

The Union agrees that grievances should preferably be investigated, received, processed and presented at a time when Agency performance standards will not be compromised unless otherwise authorized. The Agency will not prevent Union representatives from representing employees at reasonable times consistent with the provisions of this Agreement.

Section M:

The Agency shall make every reasonable effort to notify the Union and the steward no later than 14 working days prior to placing Union representatives on details or making shift changes. In no case shall such action be taken as a means of retaliation.

ARTICLE 17
UNION SECURITY AND UNION DUES DEDUCTIONS

Section A:

The terms and conditions of employment contained in this Agreement shall apply to all bargaining unit employees without regard to Union membership. Employees covered by this Agreement have the right to join or to refrain from joining the Union.

Section B:

1. Pursuant to D.C. Official Code §1-617.07 (2001 Edition), the Employer shall deduct dues from the bi-weekly salaries of those employees who authorize the deduction of said dues. The dues check-off authorization may be cancelled by the employee at any time upon written notification to the Union and the Employer. When Union dues are cancelled, the Employer shall withhold a service fee without written authorization.
2. The employee's authorization (D.C. Form 277) shall be forwarded to the Office of Labor Relations and Collective Bargaining (OLRCB).

Section C:

Each employee's Union dues and service fees shall be transmitted to the Union, minus \$0.10 to the OLRCB for the administrative costs associated with the collection of said dues and service fees.

Section D:

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

Section E:

1. The service fees for bargaining unit employees who are not members of the union shall be equal to the proportionate share of the union's costs of negotiating and administering the collective bargaining agreement and adjusting the grievances and disputes of bargaining unit employees.
2. The union shall be solely responsible to providing notice of the service fee to bargaining unit employees who are not members.
3. The Union shall notify the Employer of the pro-rata amount to be paid for service fees should it result in a change in service fees payable by any unit member. The Union shall adhere to all applicable laws in this regard.

Section F:

The Union shall indemnify, defend and otherwise hold the employer harmless against any and all claims, demands and other forms of liability, which may arise from the operation of this Article. In any case in which a judgment is entered against the employer as a result of the deduction of dues 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.

ARTICLE 18
CONTRACTING OUT

It is recognized that contracting out of work that is normally performed by employees covered by this Agreement is of mutual concern to the Agency and the Union. When there will be adverse impact to bargaining unit employees, the Employer shall meet with the Union within 60 days prior to final action, except in emergencies. 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 Agency agrees to abide by appropriate District regulations regarding contracting out.

ARTICLE 19
VACANCY ANNOUNCEMENTS

Section A:

All vacancy announcements for positions covered by this Agreement shall be distributed via email and posted on all bulletin boards within the Agency for a minimum of ten (10) calendar days and posted on the District's web site.

Section B:

Employees must submit an application in the manner outlined in the announcement to be considered. The Agency will notify all unsuccessful candidates in the bargaining unit of their non-selection within 30 working days, by email, after the selection has been made.

Section C:

Where all other factors are equal among qualified applicants, the vacancy shall be filled by the qualified applicant who has seniority in the Agency.

Section D:

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.

Section E:

The Union president or designee shall be provided with a copy of all vacancy announcements in the Agency by email.

ARTICLE 20
REDUCTION IN FORCE

Section A:

The Agency agrees that reductions-in force will be conducted in accordance with the procedures set forth in D.C. Official Code § 1-624.02.

Section B:

The Parties agree that an employee identified for separation from his or her position through a reduction-in-force action may appeal his or her separation only in accordance with D.C. Official Code § 1-624.08. A reduction-in-force action is not a grievable matter under this Agreement.

Section C:

In the event of a reduction-in-force, the Agency shall engage in impact and effect bargaining, upon request by the Union.

Section D:

When requested by the Union, the Agency agrees to provide the Union with information that is relevant and necessary for the Union to engage in impact and effect bargaining.

ARTICLE 21
SCHEDULING/ HOURS OF WORK

Section A:

Except when the HSEMA director determines that activation is necessary, the working hours in each day in the basic workweek shall be the same.

Section B:

1. Work schedules showing the employees shift, work days and hours shall be posted and made known to the employee.
2. Work schedules shall be established for employees who are assigned in a twenty-four hour operational unit and are required to work on Saturday and/or Sunday as part of their regular workweek. These schedules will be followed when scheduling bargaining unit employees to their various tours of duty, which shall be consistent with DC law. Work schedules for employees assigned to these units shall be made known to the employee.

Section C - Changes in Work Schedule:

Prior to any changes to the employee's work schedule, the employer shall provide the employee with a 14 day written notice, absent emergencies or activation. The employer will also furnish the employee with the reason(s) for the change in the work schedule.

Section D:

An employee's schedule shall not be changed for brief periods of time or on short notice for the sole purpose of avoiding the payment of overtime.

Section E:

When an employee is required to attend a mandatory training, off duty, he/she shall be compensated. The compensation may consist of overtime, compensatory time or an additional day off. However, prior to the training, the employee and his/her supervisor shall determine the compensation the employee will receive.

Section F - Rest Periods:

1. Employees will be provided a break every 4 hours, one of which will be an unpaid 30 minute lunch break.
2. Employees will be provided with one additional 15 minute break for every (2) hours worked beyond the regular tour of duty. The same principle shall apply for overtime.

ARTICLE 22
ADMINISTRATION OF
LEAVE

Section A - General:

In an effort to provide the Union with an opportunity to counsel employees with attendance issues prior to the issuance of a leave restriction letter or letter of warning, the employer shall provide as applicable to the Union President or his or her designee with a list of employees suspected of abusing sick leave, employees with excessive or unscheduled emergencies or employees who are continually late for duty. The Union President shall provide the Agency a current list of authorized representatives to participate in this activity. Upon receipt of the list, the union official and/or steward shall counsel those employees in an effort to educate them regarding attendance problems and or issues. This procedure will not prevent corrective or adverse action when deemed necessary by the Agency.

Section B - Annual Leave:

1. Employees may submit leave at any time during the calendar year.
2. The employee shall request annual leave from the division manager or designee. Agency 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. Leave previously approved will not be cancelled or rescheduled by the Agency without a good and sufficient reason, which shall be in writing in the remarks section on the DCSF-71.
3. Any normal requests for accumulated annual leave must be submitted on a DCSF-71 to the division manager or designee. Requests for three (3) days or less shall be

requested at least two (2) days in advance. Requests for annual leave in excess of four (4) days or more shall be submitted at least four (4) days in advance. The duty supervisor or designee shall respond to the employee leave requests no later than twenty-four (24) hours after receipt of the request for leave or the end of the employees next working day.

4. An alternative or compressed 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 the employees on five (5) day, forty (40) hour schedules and will be charged on an hour-by-hour basis.
5. It is the responsibility of the employee to notify his/her supervisor of the need for emergency leave prior to the start of his/her tour of duty. Call in for emergency annual leave shall be at the earliest practical time, in no event less than one hour prior to the start of the shift; and will state the reason for the requested leave and the expected duration. 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 end of the employee's tour of duty. Every effort will be made to make direct contact with the supervisor prior to the end of the employee's tour of duty.
6. 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 on the same day and staffing requirements prevent the granting of all such requests, the conflict shall be resolved on the basis of employee seniority as determined by service computation data.
7. Employees shall receive a lump sum payment for all annual leave not used at retirement, resignation or separation in accordance with District Personnel Manual.
8. The Agency staffing needs shall be considered when approving leave. All requests for annual leave shall be approved in a fair and equitable manner.

Section C - Sick Leave:

1. Accrued sick leave shall be granted to employees incapacitated by illness and unable to perform their duties. Sick leave may also be used by employees to care for immediate family members in accordance with D.C. Official Code § 32-501. Immediate family members will be recognized as defined in D.C. Official Code § 32-701 (2001 Ed.). Employees shall request sick leave as soon as possible on the first day of sickness.
2. To the extent possible, 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.

3. Employees shall not be required to furnish a doctor's certificate to substantiate requests for approval of sick leave unless such sick leave exceeds three (3) workdays of continuous duration or the employee is on sick leave restriction. However employees may submit medical certificates for sick leave occurrences that are less than three (3) days in duration, management will accept such slip and properly document the submission of a medical certificate for the occurrence.
4. In cases of serious disability or ailment, advance sick leave may be granted to permanent employees in amounts not to exceed 240 hours.
 - a. The request must be in writing and must be supported by an acceptable medical certificate.
 - b. All available accrued and accumulate sick leave must be exhausted. The employee must use annual leave he/she might otherwise forfeit.
 - c. The request should be denied only if the requirements of (a) and (b) are not met or there is reason to believe that the employee will not return to duty or may not be able to repay the advanced leave.

Section D - Maternity Leave:

Maternity leave shall be granted to pregnant employees upon request. Maternity leave may be any combination of accumulated leave and leave without pay. Employees requesting maternity leave should provide reasonable advance notice to their supervisors and state how much leave they are requesting.

Section E - Paternity Leave:

Paternity leave, including for a legal guardian, shall be granted for a period of up to two (2) weeks following the birth of a child (natural, adopted and foster child). An employee requesting Paternity Leave shall be given priority consideration over the provisions as contained in Section B -Annual Leave.

Section F - Family and Medical Leave:

The agency shall grant employees FMLA leave in accordance with D.C. Official Code § 32-501 et seq. (2006). Employees are entitled to apply for both D.C. FMLA and federal FMLA as outlined in the applicable rules and regulations thereof.

Section G - Leave without Pay:

An employee may be granted leave without pay, up to one (1) year, in the event of serious illness and upon expiration of accumulated sick leave in accordance with the provisions of the District of Columbia Personnel Manual (DPM), Chapter 12, Part II, Subpart 5.

Section H - Leave for Donating Blood :

Employees shall be granted paid leave not to exceed four (4) hours on any one occasion per year for the purpose of donating blood.

Section I - Court Leave:

Employees shall be granted leave of absence with pay anytime they are required to report for jury duty or to appear as a witness on behalf of the District of Columbia government, or Federal or a State or Local Government. A night-shift employee who performs jury or witness service during the day shall be granted court leave for his or her regularly scheduled night tour of duty.

Section J - Funeral Leave:

Bereavement leave shall be granted in accordance with the Compensation Units I & 2 Agreement.

Section K: SWAP:

For the purposes of this agreement a SWAP is defined as: A voluntary exchange of tours of duty between employee(s) with like qualifications and/or skill set. Request for a swap must be submitted to the employee(s) division manager or designee on the designated swap form. Such request must be submitted at least one (1) week in advance and must take place within the same work week. SWAPS must not result in a negative impact on the agency.

ARTICLE 23
DISCIPLINE

Employees shall be disciplined for cause in accordance with Chapter 16 of the District Personnel Manual. Discipline shall be administered in a fair and equitable manner, so as not to create an unreasonable delay. Discipline shall be appropriate to the circumstances and shall be corrective rather than punitive in nature, and shall reflect the severity of the infraction.

Section A:

1. Employees have the right to advance notice where appropriate, and an opportunity to respond to proposed discipline pursuant to the provisions of Chapter 16 of the DPM.
 - a. **Admonition** – any written communication from a supervisor or manager to an employee up to but excluding, an official reprimand, that advises or counsels the employee about conduct or performance deficiencies, and the possibility that future violations will result in corrective or adverse action.

- b. A corrective action shall be an official reprimand, or suspension of less than ten (10) days.
 - c. An adverse action shall be a suspension of ten (10) days or more, a reduction in grade, or removal.
 - i. In the case of a proposed corrective action, employees shall receive an advance written notice of ten (10) days.
 - ii. In the case of a proposed adverse action, employees shall receive an advance written notice of fifteen (15) days.
2. The Agency shall take action only in accordance with the progressive discipline table of offenses as contained in the Table of Penalty Guide as approved by the District of Columbia Department of Human Resources.

Section B:

1. Employees have the right to contest adverse actions through either the Office of Employee Appeals (OEA) or the negotiated grievance procedures. Corrective actions may only be contested through the grievance procedure. An employee is deemed to have elected his or her forum at the time of filing. Once the employee has selected the forum, the selection cannot be changed.
2. Should the employee elect to appeal the action to OEA, such appeal shall be filed in accordance with OEA regulations.
3. Should the employee elect to grieve under the negotiated grievance procedure, the grievance must be filed pursuant to the Grievance and Arbitration article of this contract.

Section C:

1. An employee or the employee's representative shall be provided up to four (4) hours of administrative leave to prepare for his/her response to a proposed corrective action, and up to eight (8) hours of administrative leave to prepare for his/her response to a proposed adverse action.
2. If the Agency has reason to counsel an employee, it shall be done so as not to unnecessarily embarrass the employee before other employees or the public.
3. At any investigatory interview which the employee reasonably believes may result in discipline, an employee may request to have a Union representative present at said meeting. Such requests shall not be denied.

Section D:

The Agency should consider, in appropriate cases, referring to EAP employees who are experiencing problems that adversely affect their overall work performance, and whether referral is warranted to assist the employee in improving his or her work performance and/or attendance. Participation in the EAP is not a prerequisite to the Agency addressing performance and/or attendance problems nor does it restrict the Agency from taking appropriate disciplinary actions in accordance with the disciplinary article of this Agreement, or any other appropriate administrative action.

ARTICLE 24
GRIEVANCE/ARBITRATION PROCEDURES

Section A:

1. The purpose of this Article is to provide a mutually acceptable method for the prompt and equitable settlement of grievances.
2. Therefore, the Agency and the Union retain the right to settle any grievance in the enforcement of *this* Agreement through and including Step 4 of the grievance process. The Agency shall ensure that all settlements reached with respect to grievance resolution shall be implemented.

Section B:

A grievance is a complaint by any *unit* employee, the Union or Agency that there has been a violation, misapplication or misinterpretation of:

1. This agreement
2. A violation or misapplication of appropriate term(s) and condition(s) of the Compensation Agreement for Units 1 & 2.

Section C - Presentation of Grievance:

This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level.

Categories of Grievances:

1. **Personal:** A grievance of a personal nature requires signature of the aggrieved employee at Step 1 even if the grievant is represented by the Union.
2. **Group:** If a grievance involves a group of bargaining unit employees within the Agency, the grievance may be filed by the Union on behalf of the group of employees at the appropriate step of the grievance procedure where resolution is possible. When filed by the Union, the grievance must be signed by the Union President or his or her designee. Such designation must be in writing and signed by the President. A group grievance must contain all information specified in Step 1 of the grievance procedure and be signed by each member of the group.
3. **Class:** A grievance involving all the employees in the bargaining unit must be in writing and filed and signed by the Union President or his or her designee; such designation must be in writing and signed by the President. Grievances so filed will be processed only if the issue raised is common to all unit employees. A class grievance must contain all information specified in Step 1 of the grievance procedure.

Section D:

In the event that an individual grievant, group or class is not represented by the Union, the Union shall be given the opportunity, pursuant to advance notification, to be present and offer its view at any meeting held to adjust the grievance. A copy of any settlement agreement reached between the parties or adjustment, decision or response made by the Agency must be sent to the Union.

Section E- Procedure:

The Parties agree that in the event of the emergency operating center of National Special Security Event (NSSE) designated by the Department of Homeland Security activation, the timelines set forth in the section E, Steps one (1) through four (4) will be suspended during the time of the activation.

Step 1:

The aggrieved employee and, should the employee so elect, a Union representative, shall present the grievance in writing to the division manager, or designee within ten (10) business days of the occurrence of the event giving rise to the grievance, or within ten (10) business days of the employee's or Union's knowledge of such event. The division manager, or designee shall make a decision on the grievance and reply to the employee and his/her

representative within ten (10) business days after written presentation of the grievance. The grievance at this and subsequent steps shall contain:

- a. Description of the nature of the grievance;
- b. The date(s) on which the alleged violation occurred;
- c. A complete citation to provisions allegedly at issue
- d. A statement of the remedy or adjustment sought; and
- e. The signature of the aggrieved employee(s) and the Union representative, if applicable, according to the category of the grievance.

Step 2:

If the grievance is not settled, the employee with or without his/her Union representative, shall submit a signed, written grievance to the Agency Labor Liaison within ten (10) business days following the Division Manager's written response or the date said response was due.

The Agency Labor Liaison shall submit a signed, written response to the employee or his/her representative within (10) business days of its receipt.

Step 3:

If the grievance remains unsettled, the grievance shall be submitted to the Agency Director or his or her designee within 15 business days following receipt of the Step 2 response or the date said response was due. Within 15 business days of the Step 2 grievance the Director or his/her designee may meet with the aggrieved employee and his/her representative to attempt to resolve the grievance or respond in writing. When the meeting occurs, the Director shall respond in writing to the employee and his/her representative within 15 business days following the Step 3 meeting.

Step 4:

If the grievance remains unsettled, the Union within 15 business days from receipt of the Director's response, shall advise the Office of Labor Relations and Collective Bargaining (OLRCB) in a signed statement should the Union intend to request arbitration of the matter on behalf of the employee(s). Only the Office of Labor Relations and Collective Bargaining or the Union can refer a grievance to arbitration. If the Union does not demand arbitration within 15 business days of the receipt of the Director's decision, the Director's decision is final and binding.

Section F:

Should the grievance, at any time, not contain the required information, the grievant shall be so notified in writing and given five (5) working days from receipt of notification to resubmit the grievance.

Section G:

If the agency fails to provide a response as outlined in the aforementioned steps of the grievance procedures, the union or employee may proceed to the next step of the grievance process, and take the failure to provide a response as a denial of the grievance.

Section H - Grievance Mediation:

The purpose of this Grievance Mediation procedure is to provide, a method by which the parties may mutually reach satisfactory solutions to grievances prior to the invocation of arbitration. The parties recognize the necessity of carefully considering the circumstances of the particular grievances in deciding whether to utilize this procedure. This procedure, while broadening the channels of grievance resolution, must comply with District of Columbia laws, rules, regulations and the negotiated grievance procedure and shall only be invoked upon mutual agreement of the parties in writing on a case-by-case basis.

1. Selection-Should the parties fail to resolve the grievance utilizing the grievance procedure set forth above (Section G), the parties may, within ten (10) workdays after the Union's request for arbitration pursuant to Step 4 of the grievance procedure, mutually agree to utilize the mediation process as set forth below.
 - a. A joint request shall be submitted to the Federal Mediation and Conciliation Services (FMCS) or other appropriate authority that provides grievance mediation services, with which the parties jointly agree. The mediator selected must have demonstrated expertise in public sector labor relations and in grievance mediation.
 - b. The mediation session(s) must commence within thirty (30) days of the Agreement to mediate and must conclude prior to the date scheduled for the start of the arbitration requested pursuant to the procedures established in Section D of this Article.
2. Mediation Procedure:
 - a. Each party shall have representation at the mediation session.

- b. The grievant(s) shall be present and participate at the mediation session. In the case of a class or group grievance, a maximum of three (3) of the aggrieved of a class or group grievance shall be present as representatives of the class or group.
- c. Mediation sessions shall be informal. The rules of evidence shall not apply.
- d. The mediation session shall be confidential. No record of the session shall be made.
- e. During the session, the mediator may meet individually or jointly with participants, however, he/she is not authorized to compel or impose a settlement.
- f. The mediation session shall not exceed one (1) day unless the parties agree otherwise.

3. Mediation Conclusion:

- a. The parties shall sign their respective copies of any Settlement Agreement as a result of mediation.
- b. Should both parties accept the settlement, it shall not have precedent- setting value unless mutually agreed to on a case-by-case basis. Absent mutual agreement neither party may cite any settlement achieved through mediation in any other proceeding.

Section I - Arbitration:

The parties agree that arbitration is the method of resolving grievances which have not been satisfactorily resolved pursuant to the grievance procedure and may be used by the Union to appeal disciplinary actions.

Section J:

Within 30 days of the decision of the Agency Director on a disciplinary action as the final Agency Action, the Union, on behalf of an employee, may advance the matter to arbitration.

Section K: Selection of an Arbitrator:

Except in cases of mutual agreement as to the appointment of an arbitrator, the party demanding the appointment of an arbitrator may file with either the American Arbitration Association (AAA) or the Federal Mediation and Conciliation Services (FMCS). The AAA or FMCS shall be requested by the party demanding arbitration to provide a list of at least seven (7) arbitrators from the sub-regional Washington, D.C. metropolitan area from which an arbitrator shall be selected after receipt of the list by both parties. When either party requests a panel, the FMCS or AAA shall be provided with the name and address of the Office of Labor Relations and Collective Bargaining as the representative of the Employer. The Party requesting the

panel shall bear the fees associated with the panel request and any initial administrative fees. Both the Employer and the Union may strike three (3) names from the *list* using the alternate strike method. The party requesting arbitration shall strike the first name.

Section L:

If, before the selection process begins, either party maintains that the panel of arbitrators is unacceptable, a request for a new panel from AAA or FMCS shall be made. Subsequent requests can be made until the parties receive an acceptable panel.

1. Either party may dispute that a valid collective bargaining agreement exists between the parties or that the substantive matter in dispute is not within the scope of the collective bargaining agreement.
 - a. The Parties agree that under the current law in the District of Columbia, the substantive issue of whether a particular subject matter is subject to arbitration under the parties CBA is an issue for judicial determination. The threshold issue of arbitrability is within the exclusive jurisdiction of the District of Columbia Superior Court. *See, Washington Teachers' Union Local #6, et al v. District of Columbia Public Schools, 77 A.3d 441 (D.C. 2013).* If legislation is passed changing the law or *Washington Teachers' Union* is overturned by the court, the Parties agree to immediately re-visit and re-negotiate this provision in order to determine the appropriate process for establishing arbitrability under this agreement. Disputes regarding whether a matter is or is not substantively arbitrable under the Parties' CBA will be decided under the rules outlined in D.C. Official Code §16-4407.
 - b. If a Party asserts a matter is not substantively arbitrable and a Party files to compel or stay arbitration under the D.C. Official Code § 16-4407, the unsuccessful Party at Superior Court shall pay the filing costs/fees for filing in superior court of the successful Party.
2. Hearings shall be held in the Office of Labor Relations and Collective Bargaining Negotiation Center or another mutually agreeable location. If any additional costs are involved, they shall be borne equally by the parties.
3. The arbitrator shall hear and decide only one (1) grievance in each case unless the parties mutually agree to consolidate grievances.

4. The arbitration hearing shall be informal and the rules of evidence shall not strictly apply.
5. The hearing shall not be open to the public or persons not immediately involved.
6. Witnesses shall be sequestered upon request of either party.
7. Either party to the arbitration has the right to have a verbatim stenographic record made at its own expense. The expense may be shared upon mutual agreement in advance of the hearing. The stenographic company shall provide the Arbitrator a copy of the record. Stenographic records are not producible pursuant to a request by either party unless that party has paid for all or part of the cost of said record pursuant to a mutual agreement. If the Union intends to share the cost of the record of the hearing it must notify the Office of Labor Relations and Collective Bargaining at the time of scheduling the hearing.
8. The parties shall attempt to submit a written joint statement of the issue or issues to the arbitrator, and if not, shall each submit separate statements.
9. The parties shall exchange witness lists in writing five (5) days prior to the date the hearing is commenced. District employees will be on-call and will be released to testify as requested by either party.
10. The arbitrator's award shall be in writing and shall set forth the arbitrator's findings, reasoning and conclusions within thirty (30) days after the conclusion of the hearing or within thirty (30) days after the arbitrator receives the briefs, if filed, whichever is later.
11. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement through the award. The arbitrator shall confine his/her award to the issue(s) presented. The Arbitrator's award shall not conflict with any provision of applicable law. The arbitrator shall not retain jurisdiction of the case once his or her decision is issued.
12. The arbitrator shall have full authority to award appropriate remedies consistent with law.
13. The arbitrator's award shall be binding upon both parties.
14. A statement of the arbitrator's fee and expenses shall accompany the award. The fees and expenses of the arbitrator shall be borne equally by the parties.

Either party may appeal the arbitrator's award in accordance with applicable law and regulations.

Section M: General:

1. All time limits shall be strictly observed unless the parties mutually agree to extend said time limits.
2. The presentation and discussion of grievances shall be conducted at a time and place which will afford a fair and reasonable opportunity for both parties and their witnesses to attend. Such witness(s) shall be present only for the time necessary for them to present evidence. When discussions and hearings required under this procedure are held during the work hours of the participants, all unit employees required to be present shall be excused with pay for that purpose.
3. If either party considers a grievance to be either substantively or procedurally non-grievable or non-arbitral, that party shall so notify the other party prior to the date of the hearing.
4. A party does not waive its rights to present procedural defenses by failing to raise the issue before the start of the arbitration hearing.

ARTICLE 25
DISTRICT PERSONNEL MANUAL

The Agency shall make available to the Union any portion of the D.C. Personnel Manual that is not available on the District's web site. The Agency shall furnish the Union with a copy of all Agency regulations.

ARTICLE 26
FACILITIES AND SERVICES

The Agency agrees to the use of its facilities for meeting purposes for the union subject to the following conditions:

1. The use of facilities will not involve any additional expense to the District Government other than the normal expenses which are incurred for items such as heating and lighting.
2. The Union will request in writing the use of D.C. Government facilities for the purpose of Union meetings no later than five (5) working days in advance of requested meeting date. The Agency will reply within two (2) working days of initial request.

3. The Union recognizes its responsibility in using District facilities to observe all applicable security and public safety regulations and to conduct its meetings in an orderly manner so as not to interfere with normal work operations, and assumes responsibility for all damages to District property occasioned by their use, and agrees to leave the facility in a clean and neat condition.
4. The employer agrees to provide the union with an office of a size to accommodate a desk, one (1) computer with access to a printer, two (2) chairs, a file cabinet, a telephone, for the purpose of conducting union business. The office will lock.

ARTICLE 27
DETAILS AND TEMPORARY PROMOTIONS

Section A:

A detail is the temporary official assignment of an employee to a different position or duties.

Section B:

1. An employee may be detailed to another position to meet a temporary employment need for a period of not more than 120 days to an unestablished position or 240 days to an established position.
2. Employees detailed to perform the duties of a higher graded position for 60 or more consecutive days, shall receive the pay of the higher graded position, effective the first pay period which begins on or after the 61st day.
3. The applicable rate of pay will be determined by application of D.C. Government procedures concerning grade and step placement for temporary promotions.
4. An employee on detail to a lower graded position shall maintain the pay for his/her original position.

Section C:

This provision shall not apply to training programs.

Section D:

Details shall not be made as a means of retaliation.

ARTICLE 28
SAVINGS CLAUSE

Section A:

1. In the event any 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 specified 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.
2. This collective bargaining agreement represents the complete agreement between the Parties for the term and cancels and supersedes any and all previous agreements entered into between the Parties.

ARTICLE 29
CAREER LADDER

Section A:

Career ladder is defined as a series of positions in the same line of work whose duties increase in difficulty from the entrance level to the level established as full performance. Employees may be promoted in it without further competition until reaching the full-performance level. Although initial competition covers the entire career ladder, such promotions are not guaranteed. The following requirements must be met each time such promotion is made:

1. Time in grade;
2. Demonstration to the satisfaction of the supervisor the ability to perform at the next higher level;
3. Meeting appropriate minimum qualifications, including selection criteria; and
4. There shall be a demonstrated need for the higher-level work to be performed.

Section B:

An employee may receive successive career ladder promotions until he/she reaches full performance level in a career ladder series, after meeting the qualifications required for each level

ARTICLE 30
NEW TECHNOLOGY

Section A:

Both parties recognize the exclusive rights of management to acquire and implement new technology. The Parties recognized management's obligation to provide the Union with advance notice, and if requested, the Unions right to engage in impact and effects bargaining.

Section B:

The Agency agrees to provide written notice to the union to include a description of the new technology and the approximate timing for implementation.

Section C:

Prior to implementation of any new technology that has a substantial impact on the terms and working conditions of bargaining unit employees, the Union upon request, shall be provided with the opportunity to engage in impact and effect bargaining. Impact and effect bargaining will not delay the implementation of the new technology.

Section D:

The Agency shall provide appropriate training to all bargaining unit employees impacted by the new technology. If possible, the training shall be conducted during the employees' regular tours of duty. If such training cannot be conducted during the employees' regular tour of duty, the employee shall be compensated in accordance with the Compensation Agreement for Compensation Units 1 & 2.

ARTICLE 31
SENIORITY

Section A:

Seniority is defined by an employee's length of continuous service in a position, for the purposes of this Agreement only. Seniority may be considered in making decisions about shift changes, leave approvals and other working conditions. Seniority determinations shall be made in the following order:

1. Time in position;
2. Employees hired on the same day shall use alphabetical order of surname; and
3. Service computation date.

Section B:

An employee(s)' continuous service shall be broken by voluntary resignation, discharge for cause or retirement. If an employee returns to his former, or comparable, position within one year, the seniority he had at the time of his/her departure will be restored but he/she shall not accrue additional seniority during his/her period of absence.

Section C:

The Agency shall provide the Union annually with a list of names of employees represented by the Union. The list will be in seniority order as defined by this article. The agency shall also provide the Union annually with a list of new hires in bargaining unit positions and with names of unit employees who have left the Agency since the last seniority list.

ARTICLE 32
ADMINISTRATION OF OVERTIME

Section A:

Overtime work shall be equally distributed among employees. Individual employee qualifications shall be considered when decisions are made on which employees shall be called for overtime work.

Section B - Anticipated Overtime:

Work that is necessary to be performed on an overtime basis that is known and can reasonably be planned for and scheduled in advance.

1. Anticipated overtime assignments shall be scheduled and posted as far in advance as practical, but no less than 24 hours in advance.
2. Employees working anticipated overtime are responsible for reporting for overtime assignments in accordance with the requirements of a regular tour of duty absent extraordinary circumstances. When such circumstances are encountered, the employee will contact the on-duty supervisor as soon as possible for the purpose of requesting an excusal.

Section C - Unanticipated Overtime:

Is work necessary to be performed on an overtime basis that is not known, or cannot reasonably be planned for and scheduled in advance. This includes, but is not limited to overtime work that cannot be scheduled in advance due to fluctuations or uncertainties in operational requirements.

1. Management shall first solicit volunteers when unanticipated overtime work is required.
2. **On duty employees** – Management will make every effort to notify employees at least one (1) hour or the earliest practical time in advance of the end of their tour of duty in cases of forced overtime. In the event a sufficient number of qualified volunteers are not available to perform the unanticipated overtime, overtime will be assigned as follows:
 - a. Unanticipated – (forced overtime) overtime work will be assigned to equally qualified employees in inverse order of seniority.
 - b. Unanticipated (Volunteers) – Overtime shall first be distributed based on the minimum skill set required of the position.

Section D - Qualified Employee:

Qualified Employee means one that possesses the required knowledge, skills and abilities necessary to perform a particular assignment. Overtime shall first be distributed based on the minimum skill set required of the position.

Section E:

When employees' services on an overtime basis are determined not to be needed prior to the start of the assignment, every attempt will be made to notify the affected employee in sufficient time to prevent the employee from reporting to duty. In the event that an employee is not notified they shall be credited a minimum of two (2) hours of overtime in accordance with the provision of the Compensation Agreement for Compensation Units 1 & 2, if subsequently sent home.

Section F:

Absent operational emergencies, employees will not be scheduled to work a combination of regular and/or overtime assignments that do not allow for eight (8) consecutive hours off-duty within each twenty-four (24) hour period. This twenty-four (24) hour period begins when the employee first reports to work (either on regular time or on an overtime basis) after an off-duty period.

Section G - Overtime Trades:

In order to mitigate potential adverse impact resulting from overtime assigned through involuntary drafts, management will approve employee requests to trade overtime assignments provided the employees involved in the trade are equally qualified to perform the trade assignment and the trade does not result in a negative impact to the agency. A trade is defined as the voluntary exchange of overtime assignments between two employees.

Article 33
TRAINING, LICENSING AND CERTIFICATIONS

Section A:

Training that is required and/or a condition of employment shall be at the expense of the Agency. If possible, the training shall be conducted during the employee's regular tour of duty. If such training cannot be conducted during the employees regular tour of duty; the employee shall be compensated in accordance with the Compensation units 1 and 2 Agreement.

Section B:

When it is determined by the Agency that employees holding certain positions are required to be certified or licensed as a condition of employment, maintaining such certificates or licensing shall be at the expense of the Agency.

ARTICLE 34
DURATION AND FINALITY

Section A:

This Agreement shall remain in full force and effect until September 30, 2017. The Agreement will become effective upon ratification by the Union and the Mayor's approval subject to the provisions of D.C. Official Code §1-617.15 (2001 Ed.). If disapproved because certain provisions are asserted to be contrary to applicable law, or if not ratified by the Union, the Parties shall meet within thirty (30) days to negotiate a legally constituted replacement provision or the offensive provision shall be deleted.

Section B:

1. The Parties acknowledge that this contract represents the complete Agreement arrived at as a result of negotiations during which both parties had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter.
2. The Employer and the Union agree to waive the right to negotiate with respect to any subject matter referred to or covered in this Agreement for the duration of this contract, unless by mutual consent or as provided in this Agreement.

Section C:

In the event that a state of civil emergency is declared by the Mayor (civil disorder, natural disaster, etc.), the provisions of this Agreement may be suspended during the time of the emergency or activation.

Section D:

If either Party desires to renegotiate, renew or modify the Agreement, it will do so by giving written notice to the other Party on or before March 31 of the year preceding the September termination date. The Agreement may be rolled over for two (2) years.

Exchange of Work Days Form

1. Name of Employee _____
(wanting to swap)

a. Position _____

b. Date/Shift _____

(To be covered by the employee agreeing to take the shift).

I hereby agree to cover the date(s) listed in 2b below for the employee in exchange for him/her covering my dates listed in 1b above.

Employee's Signature

Date

I have been made aware of this swap(s) and approve it.

Supervisor's Signature

Date

2. Name of Employee _____
(covering swap)

a. Position _____

b. Date/Shift _____

(to be covered by the employee agreeing to take the shift).

I hereby agree to cover the dates listed in 1b above for the named employee in exchange for him/her covering my dates listed 2b above.

Employee's Signature

Date

I have been made aware of this swap(s) and approve it.

Supervisor's Signature

Date

APPENDIX 1

HSEMA Rules and Procedures for SWAP

- 1) Neither party can be on leave restriction.
- 2) The exchange must occur within the same week.
- 3) The parties must have like skill sets.
- 4) In the event an employee is unable to report to work as a result of unscheduled leave, he/she must be responsible in finding his/her replacement or alternate.
- 5) If a replacement/alternate cannot be identified, the employee is responsible for reporting to work and carrying out assigned duties.
- 6) If the employee fails to show he/she will be charged an Absence Without Official Leave (AWOL).
- 7) If either party is charged AWOL for failing to report on agreed upon day he/she will be restricted from participating in any future exchange of days for a 12-month period.
- 8) The parties are not utilizing the agreement as a tool for overtime compensation. If either employee has fulfilled an eighty (80) hour pay period, they cannot enter into an agreement during that same pay period.
- 9) Each employee is limited to only six (6) separate exchanges within a twelve (12) month period.
- 10) Each employee is free at the end of the sixth and final agreement during the twelve (12) month period to enter into agreement with any other interested employees that perform like skill sets.
- 11) Both parties understand that each new subsequent agreement with any new employees again is limited to only six (6) separate agreements of exchanging days within a twelve (12) month period.

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	Preparation and representation in arbitration, PERB, OEA, OHR and other applicable jurisdictional body
4	Attending meetings with Agency, Mayor, City Council, Congress or other official body
5	Attending negotiation meetings as designated member of team or acting as alternate for absent member
6	Consulting with Agency or its representatives, other Union representatives, or employees, concerning enforcement of Agreement
7	To attend training or other activities to further the interests of improving the Labor-Management relationship
8	Travel to and from any of the activities listed above

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**



Lionel Sims, Director 5/23/2016

Office of Labor Relations and
Collective Bargaining



Chris Geldart, Director
Homeland Security and Emergency
Management Agency



Repunzelle Bullock, Esq., Chief Negotiator
Office of Labor Relations and
Collective Bargaining



Brian Baker, Labor Liaison
Homeland Security and Emergency
Management Agency

**FOR THE NATIONAL ASSOCIATION OF
EMPLOYEES, Local R3-08**



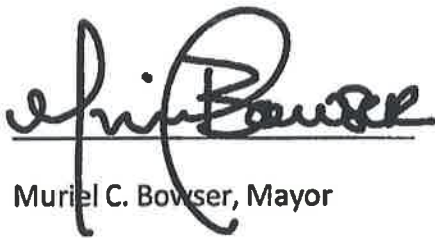
Lee Blackmon, National Representative
NAGE



David Hackney, President
NAGE Local R3-08

APPROVAL

This collective bargaining agreement between the District of Columbia Departments of Homeland Security and Emergency Management Agency and the National Association of Government Employees, Local R3-08, dated May 23, 2016 has been reviewed in accordance with §1-617.15 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this 25th day of May 2016.



Muriel C. Bowser, Mayor



HOMELAND SECURITY AND EMERGENCY MANAGEMENT AGENCY

FY 2023 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 16, 2024

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1 HOMELAND SECURITY AND EMERGENCY MANAGEMENT AGENCY

Mission: The Mission of the District of Columbia Homeland Security and Emergency Management Agency (HSEMA) is to lead the planning and coordination of homeland security and emergency management efforts to ensure that the District of Columbia is prepared to prevent, protect against, respond to, mitigate, and recover from all threats and hazards.

Services: HSEMA plans and prepares for emergencies; coordinates emergency response and recovery efforts; provides training and conducts exercises for emergency first responders, employees and the public; provides emergency preparedness information to the public; and disseminates emergency information.

2 2023 ACCOMPLISHMENTS

Accomplishment	Impact on Agency	Impact on Residents
<p>DC HSEMA completed the construction of the District’s new Emergency Operations Center (EOC), located at 1015 Half St SE. The District’s EOC serves as the District’s primary location for emergency management and disaster response.</p>	<p>The buildout of the new EOC has 1) increased operational space to better accommodate the multiple agencies that support EOC operations during incidents; 2) improved technology and emergency communications infrastructure that enhances of response and coordination capabilities; and 3) allows for the first backup EOC to be created at HSEMA’s previous headquarters located at the Unified Communications Center.</p>	<p>The capabilities of the District’s EOC as the primary location for emergency management and disaster response—managed by HSEMA—facilitate state and federal coordination and support multi-agency coordination of information and resources. The buildout of the new EOC facility ensures that District agencies can efficiently and effectively support the residents of DC in preparing for, responding to, and recovering from emergency incidents facing the District.</p>
<p>DC HSEMA successfully applied for \$6.1 million in Federal Emergency Management Agency (FEMA) funding through the STORM Act to launch the Resilient Housing for All loan fund, in partnership with the Department of Housing and Community Development (DHCD), Housing Production Trust Fund (HPTF), and the DC Green Bank (DCGB).</p>	<p>Only eight states (including the District) received funding through the STORM Act after submitting applications through a competitive process. This new funding source provides the government with a capitalization grant to fund low-interest loans to create a revolving loan fund. Not only will this funding support the important goal of providing safe and affordable housing to all residents, but it will create a funding stream for future lines of resilience projects.</p>	<p>The Resilient Housing for All Loan Fund is designed to award loans directly to eligible affordable housing developers to integrate resilient design principles into affordable housing developments. This may include structural flood-proofing, drainage improvements, and investments in green infrastructure that reduce flood risks. These resilience projects will reduce hazard risks for our most vulnerable residents, while also working towards several of the District’s goals for affordable housing, with a focus on preserving the existing supply of affordable housing, expanding the affordable housing stock, and furthering the development of affordable housing services to DC residents. This funding will help accomplish these goals by ensuring that construction proactively addresses climate related risks.</p>

(continued)

Accomplishment	Impact on Agency	Impact on Residents
<p>The mission of DC HSEMA's Protect DC program is to provide a safe and secure environment for all DC residents. In partnership with the Mayor's of Community Affairs and the DC Public Charter School Board, the program successfully organized community preparedness events for LGBTQIA+ community-based organizations, public charter schools, and faith-based organizations. The community engagement series provided participants with information on preventing targeted violence and terrorism and technical assistance on applying for the federal Non-Profit Security Grant Program.</p>	<p>The Protect DC program furthers the HSEMA's efforts to prevent targeted violence and terrorism through community referrals and coordinating the delivery of services to at-risk individuals. The program has received 62 referrals through its anonymous reporting from residents, community organizations, and other agencies. The program has successfully provided threat assessment and management services and implementation of interventions to mitigate and prevent the likelihood of violence such as performing vulnerability assessments, facilitating community mediation, and coordinating the delivery of mental health and well-being resources.</p>	<p>The Protect DC program has trained more than 300 residents and workers from various backgrounds in the Fundamentals of Behavioral Threat Assessment and Management. The program has measured a 10% knowledge gain of participants, demonstrating an increased awareness of the risk factors and warning signs of violence. In addition, the program partnered with the Office of the Deputy Mayor of Education and local education agencies to host the first District-wide Campus Safety Summit, bringing together more than 450 school leaders and operations staff to share information, training, and discuss safety and security requirements.</p>

3 2023 OBJECTIVES

Strategic Objective

Emergency Operations - Provide situational awareness, logistical and resource support, and a field command operation to coordinate critical incident response, mitigation, and recovery to emergencies and other major events impacting the District of Columbia.

Homeland Security and Intelligence - Improve information sharing among public and private sector partners by providing strategic analysis of regional threats and hazards.

Resilience and Emergency Preparedness - Resilience and Emergency Preparedness is a comprehensive approach to building capabilities related to homeland security and emergency management. It includes the personnel, processes, plans, and resources necessary to build each preparedness capability to target levels. Once built, these capabilities enable the District to prevent, protect against, mitigate, respond to, and recover from the threats and hazards that affect the city.

Agency Management - Ensure that HSEMA provides its divisions with sufficient resources while ensuring that all fiscal requirements are fulfilled.

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

4 2023 OPERATIONS

Operation Title	Operation Description
<p>Emergency Operations - Provide situational awareness, logistical and resource support, and a field command operation to coordinate critical incident response, mitigation, and recovery to emergencies and other major events impacting the District of Columbia.</p>	
Deployment for incident management: Daily Service	Deploy HSEMA personnel across the District to manage incidents, and to other jurisdictions to support incident response and management through EMAC.
Manage Disaster Logistics Center: Daily Service	Manage the District's Disaster Logistics Center warehouse and coordinate disaster logistics operations during incident response.
Emergency Operations Center (EOC): Daily Service	Manage the EOC, a central facility for command and control of emergency operations, which coordinates interagency response to and recovery from major emergencies and works closely with supporting District agencies before and during EOC activations. On a daily basis, the Joint All Hazards Operations Center (JAHOC) serves this function as the 24/7 central hub of communications, processing information from multiple sources to keep District agencies, regional and Federal partners, businesses, and the public informed and create a common operating picture.
<p>Homeland Security and Intelligence - Improve information sharing among public and private sector partners by providing strategic analysis of regional threats and hazards.</p>	
Tactical Analysis: Daily Service	Provide tactical intelligence support and open source research, both in response to requests as well as on an ad hoc basis, to public and private sector partners in the public safety community in a timely manner.
Strategic Analysis: Daily Service	Provide strategic analysis and assessments of threats and hazards for public safety partners and decision makers by researching, analyzing, and synthesizing regional patterns and trends.
Information Sharing: Daily Service	Ensure timely, relevant, and vetted intelligence information and analysis related to the safety and security of District citizens and first responders is provided to local, regional, and national public safety partners.
<p>Resilience and Emergency Preparedness - Resilience and Emergency Preparedness is a comprehensive approach to building capabilities related to homeland security and emergency management. It includes the personnel, processes, plans, and resources necessary to build each preparedness capability to target levels. Once built, these capabilities enable the District to prevent, protect against, mitigate, respond to, and recover from the threats and hazards that affect the city.</p>	
UASI Funding: Daily Service	Continue to drive the District's competitiveness in receiving Urban Area Security Initiative (UASI) grant funds by ensuring District priorities are represented in regional strategies, and identifying projects to move priority regional capabilities towards target levels.
Continuity Of Operations (COOP) Planning: Daily Service	Support the District agencies responsible for updating their COOP plans annually with exercising, evaluating, and, if necessary, revising their COOP plans.
Capability Building: Daily Service	Identify and implement projects to build priority preparedness capabilities to target levels.
Develop a suite of all hazard District preparedness plans in alignment with identified District Preparedness System capability priorities: Daily Service	Develop a suite of all hazard District preparedness plans in alignment with identified District Preparedness System capability priorities.

(continued)

Operation Title	Operation Description
Maintain the District's training and exercise plan in alignment with identified District Preparedness System capability priorities: Daily Service	Maintain the District's training and exercise plan in alignment with identified District Preparedness System capability priorities.
Agency Management - Ensure that HSEMA provides its divisions with sufficient resources while ensuring that all fiscal requirements are fulfilled.	
Regional Support: Daily Service	Provides leadership to the NCR as members of regional homeland security and emergency management leadership teams and supporting governance groups.
Mayor's Special Event Task Group (MSETG): Daily Service	Manage the administration of the MSETG, a body responsible for organizing the City's public safety planning efforts for events requiring interagency coordination.
Serves as the State Administrative Agent for the federal homeland security grant programs that are awarded to the District of Columbia, and the National Capital Region (NCR): Daily Service	Provides financial and programmatic oversight to various grant programs administered by DC HSEMA including emergency preparedness and response and recovery programs. Administers numerous individual subawards/projects in the District of Columbia and the National Capital Region.
Community Outreach & Media Prepare: Daily Service	Maintain a strong outreach program designed to educate and equip community residents and businesses to prepare for and recover from all hazards and the potential for disasters.

5 2023 STRATEGIC INITIATIVES

In FY 2023, Homeland Security and Emergency Management Agency had 5 Strategic Initiatives and completed 40%.

Title	Description	Update
UCC EOC Renovation	By the end of FY23, HSEMA plans to ratify the contract for Title II (construction) services. Construction of the Unified Communications Center (UCC) is set to take place in FY24 following the full operationalization of the Half Street SE facility.	Completed to date: 0-24% The solicitation process for Title II services will begin in December 2023 (FY24/Q1) with a fully ratified contract expected by March 31, 2024.
Transition to Half Street SE	In FY23, HSEMA will transition day-to-day operations to its new facility at Half Street SE and will begin transitioning its emergency operations capabilities to include the 24/7 Joint All Hazards Operations Center, the District's Emergency Operations Center, and the District's Fusion Center.	Completed to date: Complete All HSEMA day-to-day and emergency operations have fully transitioned to the Half Street facility.
Mitigation Project Implementation	In FY23, HSEMA will complete the design phase for the St. Elizabeths campus microgrid and complete the underlying strategy for the blue-green infrastructure project in SW DC. These two projects are high priority objectives in the Resilient DC strategy that will increase the District's resilience to power disruptions and flooding events, respectively.	Completed to date: 75-99% In Q4 HSEMA worked closely with DGS to award the contract for the St. Elizabeths microgrid project and kick off the design phase. Design will be completed in FY2024. As noted in last quarter the SW Buzzard Point Flood Resilience Strategy was released and has gone through public comment.
Racial Equity Work Plan	In FY23, HSEMA will complete the racial equity agency plan as a member of the racial equity pilot cohort through ORE and will develop a District-wide workplan for incorporating racial equity considerations in emergency management operations.	Completed to date: Complete HSEMA completed the Racial Equity Work Plan and submitted it on 3/31/2023. HSEMA will continue working on establishing protocols and incorporating racial equity considerations in emergency management operations through the rest of the fiscal year.

School
Safety
Program
Develop-
ment

In FY23, HSEMA will continue ongoing support to DCPS for the development and socialization of school safety plans, and will develop and begin implementation of a workplan to expand this support to other education sector stakeholders including charter and private schools and higher education campuses.

Completed to date: 75-99%
HSEMA transitioned all public charter schools to the CORE DC system. HSEMA made Protect DC available to school communities as a mechanism to make referrals for people who may pose a risk of violence or serious harm. HSEMA-interagency taskforce launched the inaugural District-wide Campus Safety Summit.

6 2023 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Emergency Operations - Provide situational awareness, logistical and resource support, and a field command operation to coordinate critical incident response, mitigation, and recovery to emergencies and other major events impacting the District of Columbia.											
Percentage of weekly EOC facility inspections completed per quarter	Up is Better	52.8%	72.5%	84.6%	92.3%	41.7%	23.1%	60.8%	100%	Unmet	Q3 and Q4 saw a drop in the number of inspections conducted due to the move of the agency from the Martin Luther King Jr Ave SE location to the new Half St SE facility, and continuous technical work at the new EOC.
Percent of employees with activation responsibilities trained in their EOC role	Up is Better	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	90%	Met	
Homeland Security and Intelligence - Improve information sharing among public and private sector partners by providing strategic analysis of regional threats and hazards.											
Percentage of distributable analytic products co-authored with one or more federal, state, or local partners that meet a DHS Standing Information requirement	Up is Better	2.5%	1.3%	0%	0%	1%	0%	0.3%	10%	Unmet	HSEMA's Strategic Intelligence Bureau (SIB) only published one co-authored analytical product due to insufficiently engaging partners. SIB is revamping its liaison officer program to align production with mission requirements of partners and stakeholders.
Percentage of fusion center staff trained against 28 CFR Part 23, and Privacy Civil Rights and Civil Liberty Policies	Neutral	New in 2022	100%	100%	100%	100%	100%	100%	100%	Neutral Measure	
Resilience and Emergency Preparedness - Resilience and Emergency Preparedness is a comprehensive approach to building capabilities related to homeland security and emergency management. It includes the personnel, processes, plans, and resources necessary to build each preparedness capability to target levels. Once built, these capabilities enable the District to prevent, protect against, mitigate, respond to, and recover from the threats and hazards that affect the city.											

Key Performance Indicators (continued)

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Percent of employees funded through the FEMA Emergency Management Performance Grants (EMPG) program that have completed the EMPG training requirements	Up is Better	60%	63.5%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	67.3%	95%	Unmet	HSEMA uses its learning managing system HSEMAAcademy.com as the system of record to track this metric. In some cases, employees may have completed the training but have not properly uploaded their certificates into the system. HSEMA will work with those employees to properly complete the requirement.
Percentage of Single Member Districts where HSEMA conducted a community preparedness training or event.	Up is Better	81%	66.7%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	73.9%	75%	Nearly Met	Community preparedness efforts are undergoing programmatic changes.
Percentage of executive level staff with responsibilities in the Emergency Operations Plan completing an emergency senior/cabinet level training within 60 days of onboarding	Up is Better	0%	0%	100%	0%	100%	100%	100%	100%	Met	
Percent of EMAP accreditation standards for which HSEMA has current documentation	Up is Better	57.6%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	95%	Met	
Percentage of new or revised plans (where the planning process was led by HSEMA) socialized through training, exercise, or real-world events.	Up is Better	74.4%	71.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	96.7%	90%	Met	
Percent of agencies with roles in the EOP that participated in HSEMA led trainings, exercises or training and exercise working group meetings.	Up is Better	12%	44.5%	42.3%	25%	9.6%	11.5%	88.5%	75%	Met	
Percent increase from the previous year in the amount of competitive grant funding awarded to HSEMA for resilience and hazard mitigation	Up is Better	Not Available	-43.6%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	-21.3%	5%	Unmet	There was a 21% decrease in the amount of competitive grant funding awarded to HSEMA for resilience and hazard mitigation from the previous year.

Agency Management - Ensure that HSEMA provides its divisions with sufficient resources while ensuring that all fiscal requirements are fulfilled.

Key Performance Indicators (continued)

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Percent of federal subgrants issued within 45 days of award receipt	Up is Better	Not Available	97%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	43%	90%	Unmet	There was a one-week delay in issuing certain subawards due to system changes and a turnover in signing authority.
Percent of grant dollars spent within the timeframe of the grants	Up is Better	Not Available	99.2%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	98%	Met	
Percent increase in the number of recipients of AlertDC	Up is Better	2.9%	2.2%	0.4%	0.6%	0.5%	1.3%	2.9%	3%	Nearly Met	HSEMA will continue outreach activities to increase the number of Alert DC subscribers.

Workload Measures

Measure	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023
Deployment for incident management							
Number of days agency staff are deployed out of District to support response and recovery activities in other jurisdictions	0	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	21
Number of days JAHOC teams are deployed to special events	11	30	8	2	16	8	34
Number of days agency staff are deployed to incident sites	257	171	21	1	5	6	33
Emergency Operations Center (EOC)							
Number of level 3 (enhanced) or higher Emergency Operations Center activations	27	24	4	4	4	5	17
Number of AlertDC messages sent to the public	9,751	10,254	1,989	1,979	2,223	2,352	8543
Number of HSEMA alerts sent to District government staff	5,564	5,749	948	889	976	753	3566
Number of alerts processed through JAHOC inbox	8,449	11,639	8,345	8,294	10,771	10,355	37,765
Information Sharing							
Number of situational and analytic products distributed to vetted fusion center partners	Not Available	495	112	105	104	107	428
Tactical Analysis							
Number of raw suspicious activity reports (SARs) processed	720	483	96	92	96	103	387
Number of requests for information (RFIs) processed	851	773	93	123	119	87	422
Number of emerging incidents and planned events supported by fusion center staff assigned to facilitate information collection and analysis aligned to vetted stakeholder collection priorities and/or information needs	Not Available	27	3	4	4	3	14
Develop a suite of all hazard District preparedness plans in alignment with identified District Preparedness System capability priorities							
Number of District plans created, revised, or reviewed for District Government partners annually	285	121	31	69	21	81	202
Maintain the District's training and exercise plan in alignment with identified District Preparedness System capability priorities							

Workload Measures (continued)

Measure	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023
Number of trainings provided to first responders, District employees, and the public by HSEMA	207	160	39	35	54	36	164
Community Outreach & Media Prepare							
Number of community preparedness trainings or events conducted by HSEMA	152	118	6	24	38	29	97
Mayor's Special Event Task Group (MSETG)							
Number of special events that have been processed by the Mayor's Special Events Task Group	48	75	6	26	34	27	93
Serves as the State Administrative Agent for the federal homeland security grant programs that are awarded to the District of Columbia, and the National Capital Region (NCR)							
Number of grant monitoring visits	0	9	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0
Number of reimbursements processed for subrecipients annually	Not Available	2,685	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4030
Number of active subawards	662	1,026	982	956	986	956	956

HSEMA FY23 Performance Oversight - Question 8A

Table 8A

Agency Description FY 2023 Approved	HOMELAND SECURITY AND EMERGENCY MANAGEMENT AGENCY
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Unaudited

Budget and Spending

Appropriated Fund Description	Program (Parent Level 2) Description	Program (Parent Level 1) Description	Data			Variance Description
			Approved Budget	Expenditures	Available Budget	
FEDERAL GRANT FUND - FPR	AGENCY FINANCIAL OPERATIONS	AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	1,394,036	592,850	801,185	
		P-CARD CLEARING	-	(7,524)	7,524	
AGENCY FINANCIAL OPERATIONS Total			1,394,036	585,326	808,710	
FEDERAL GRANT FUND - FPR	AGENCY MANAGEMENT PROGRAM	EXECUTIVE ADMINISTRATION	376,146	692,956	(316,809)	FEMA (COVID) PA and Homeland Security Grants - Sub-grants Homeland Security Grants - Equipment
		GRANTS ADMINISTRATION	193,979,368	#####	6,266,920	
		HUMAN RESOURCE SERVICES	106,348	90,334	16,014	
		INFORMATION TECHNOLOGY SERVICES	1,235,378	1,329,732	(94,354)	
		PROPERTY, ASSET, AND LOGISTICS MANAGEMENT	4,397,950	3,012,555	1,385,395	
AGENCY MANAGEMENT PROGRAM Total			200,095,189	#####	7,257,165	
FEDERAL GRANT FUND - FPR	PUBLIC SAFETY	DISTRICT PREPAREDNESS	1,391,037	1,458,927	(67,890)	
		FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	777,519	908,555	(131,036)	
		INCIDENT COMMAND AND COORDINATIONS	1,394,557	1,291,533	103,023	
		INCIDENT COORDINATION AND SUPPORT	985,192	904,048	81,144	
		INTELLIGENCE ANALYSIS	1,441,923	1,441,294	629	
		INTELLIGENCE ANALYSIS - CYBER	417,748	247,945	169,802	
		OPERATIONS SUPPORT	565,567	602,668	(37,101)	
		SPECIAL EVENTS	135,171	244,808	(109,637)	
		STATE-WIDE OPERABILITY COORDINATION	262,252	262,252	0	
		PUBLIC SAFETY Total			7,370,964	7,362,031	8,934
FEDERAL GRANT FUND - FPR	RESILIENCE AND EMERGENCY	COMMUNITY OUTREACH AND ENGAGEMENT	974,782	883,256	91,526	
		LOCAL PLANNING	318,191	533,893	(215,702)	
		LOCAL TRAINING	1,084,907	1,084,225	682	
		REGIONAL PLANNING	-	51,762	(51,762)	
		STRATEGIC PARTNERSHIPS	685,864	732,950	(47,086)	
RESILIENCE AND EMERGENCY PREPAREDNESS Total			3,063,745	3,286,086	(222,341)	
FEDERAL GRANT FUND - FPR Total			211,923,934	#####	7,852,468	
LOCAL FUND	AGENCY FINANCIAL OPERATIONS	AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	1,028,767	912,173	116,595	
		P-CARD CLEARING	-	10,834	(10,834)	
		AGENCY FINANCIAL OPERATIONS Total			1,028,767	923,006	105,761
LOCAL FUND	AGENCY MANAGEMENT PROGRAM	COMMUNICATIONS	-	-	-	
		EXECUTIVE ADMINISTRATION	698,284	851,987	(153,703)	

Table 8A

Agency Description	HOMELAND SECURITY AND EMERGENCY MANAGEMENT AGENCY
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Unaudited

Budget and Spending

Appropriated Fund Description	Program (Parent Level 2) Description	Program (Parent Level 1) Description	Data			Variance Description	
			Approved Budget	Expenditures	Available Budget		
LOCAL FUND	AGENCY MANAGEMENT	GRANTS ADMINISTRATION	3,252,793	3,250,147	2,645		
		HUMAN RESOURCE SERVICES	184,973	212,192	(27,219)		
		INFORMATION TECHNOLOGY SERVICES	334,412	405,256	(70,844)		
	AGENCY MANAGEMENT PROGRAM Total			4,470,462	4,719,582	(249,121)	
	PUBLIC SAFETY	DISTRICT PREPAREDNESS	FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	80,916	9,817	71,099	
			INCIDENT COMMAND AND COORDINATIONS	550,764	547,289	3,475	
			OPERATIONS SUPPORT	1,985,365	1,890,302	95,063	
			SPECIAL EVENTS	75,620	72,486	3,133	
			PUBLIC SAFETY Total	3,090,007	2,955,070	134,937	
	RESILIENCE AND EMERGENCY	COMMUNITY OUTREACH AND ENGAGEMENT	LOCAL PLANNING	126,542	50,967	75,575	
			REGIONAL PLANNING	371,851	352,281	19,570	
			STRATEGIC PARTNERSHIPS	-	51,849	(51,849)	
			RESILIENCE AND EMERGENCY PREPAREDNESS Total	101,166	98,570	2,596	
	LOCAL FUND Total			9,188,795	9,151,326	37,469	
	Grand Total			221,112,730	#####	7,889,937	

HSEMA FY23 Performance Oversight - Question 8B

Table 8B

Agency Description		HOMELAND SECURITY AND EMERGENCY MANAGEMENT AGENCY		Unaudited			
FY 2024 Approved Budget and Spending - As of December 31, 2023							
Appropriated Fund Description	Program (Parent Level 1) Description	Program Description	Data				
			Approved Budget	Commitments	Obligations	Expenditures	Available Budget
FEDERAL GRANT FUND	RESILIENCE AND EMERGENCY PREPAREDNESS	COMMUNITY OUTREACH AND ENGAGEMENT	3,595,600	-	85,844	105,455	3,404,301
		LOCAL PLANNING	180,372	-	43,000	49,031	88,341
		LOCAL TRAINING	410,614	-	-	109,507	301,107
		REGIONAL PLANNING	-	-	-	(4,498)	4,498
		STRATEGIC PARTNERSHIPS	859,456	-	-	185,069	674,387
		RESILIENCE AND EMERGENCY PREPAREDNESS Total	5,046,042	-	128,844	444,563	4,472,635
	AGENCY FINANCIAL OPERATIONS	AGENCY BUDGETING AND FINANCIAL MANAGEMENT	1,512,320	78,218	10,000	89,998	1,334,105
		AUDIT ADJUSTMENTS	-	-	-	59,733	(59,733)
		P-CARD CLEARING	-	-	-	-	-
	AGENCY FINANCIAL OPERATIONS Total	1,512,320	78,218	10,000	149,731	1,274,371	
	AGENCY MANAGEMENT PROGRAM	EEO AND DIVERSITY - GENERAL	207,217	-	-	-	207,217
		EXECUTIVE ADMINISTRATION	434,430	-	-	147,714	286,716
		GRANTS ADMINISTRATION - GENERAL	162,719,786	37,105	#####	#####	147,588,206
		HOMELAND SECURITY REGIONAL	532,494	-	-	-	532,494
		HUMAN RESOURCE SERVICES - GENERAL	231,257	-	-	54,527	176,730
		INFORMATION TECHNOLOGY SERVICES - GENERAL	2,059,683	-	306,263	180,599	1,572,821
		PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERAL	1,622,069	-	-	-	1,622,069
	AGENCY MANAGEMENT PROGRAM Total	167,806,936	37,105	#####	#####	151,986,253	
	PUBLIC SAFETY	DISTRICT LOGISTICS COORDINATION	1,124,223	-	-	-	1,124,223
		DISTRICT PREPAREDNESS	1,998,771	-	-	100,330	1,898,441
		FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	1,150,518	-	78,172	145,410	926,936
		INCIDENT COMMAND AND COORDINATIONS	1,713,271	-	21,412	353,596	1,338,264
		INCIDENT COORDINATION AND SUPPORT	2,294,922	-	120,893	42,104	2,131,925
		INTELLIGENCE ANALYSIS	2,784,384	-	-	291,355	2,493,029
		INTELLIGENCE ANALYSIS - CYBER	707,446	-	-	12,169	695,277
		OPERATIONS SUPPORT	539,987	-	-	37,792	502,194
		SAFETY AND SECURITY	221,657	-	-	-	221,657
SPECIAL EVENTS		241,663	-	-	61,804	179,860	
STATE-WIDE OPERABILITY COORDINATION		372,502	-	-	37,776	334,726	
PUBLIC SAFETY Total	13,149,344	-	220,477	1,082,336	11,846,532		
FEDERAL GRANT FUND - FPR Total			187,514,641	115,323	#####	#####	169,579,791
LOCAL FUND	RESILIENCE AND EMERGENCY PREPAREDNESS	COMMUNITY OUTREACH AND ENGAGEMENT	71,797	-	-	13,851	57,946
		LOCAL PLANNING	-	-	-	38,973	(38,973)
		REGIONAL PLANNING	-	-	-	(4,498)	4,498
		STRATEGIC PARTNERSHIPS	110,610	-	-	66,459	44,151
	RESILIENCE AND EMERGENCY PREPAREDNESS Total	182,407	-	-	114,784	67,622	
	AGENCY FINANCIAL OPERATIONS	AGENCY BUDGETING AND FINANCIAL MANAGEMENT	921,251	8,000	19,920	165,848	727,483
		SERVICES	-	-	-	14,040	(14,040)
		P-CARD CLEARING	-	-	-	-	-
	AGENCY FINANCIAL OPERATIONS Total	921,251	8,000	19,920	179,888	713,444	
	AGENCY MANAGEMENT PROGRAM	COMMUNITY OUTREACH AND SPECIAL EVENTS	-	-	-	-	-
		EXECUTIVE ADMINISTRATION	618,860	-	-	164,522	454,338
		GRANTS ADMINISTRATION - GENERAL	86,393	-	(0)	528,581	(442,189)
		HOMELAND SECURITY REGIONAL	588,803	-	-	-	588,803
		HUMAN RESOURCE SERVICES - GENERAL	209,257	-	-	54,529	154,728
	INFORMATION TECHNOLOGY SERVICES - GENERAL	227,640	7,846	12,808	16,219	190,766	
	AGENCY MANAGEMENT PROGRAM Total	1,730,952	7,846	12,808	763,852	946,446	
	PUBLIC SAFETY	DISTRICT LOGISTICS COORDINATION	93,263	-	-	-	93,263
DISTRICT PREPAREDNESS		98,373	-	-	20,871	77,502	
FACILITIES AND LOGISTICS - EMERGENCY RESPONSE		448,088	-	24,153	74,925	349,010	

Table 8B

Agency Description HOMELAND SECURITY AND EMERGENCY MANAGEMENT AGENCY
 FY 2024 Approved Budget and Spending - As of December 31, 2023

Unaudited

Appropriated Fund Description	Program (Parent Level 1) Description	Program Description	Data				
			Approved Budget	Commitments	Obligations	Expenditures	Available Budget
LOCAL FUND	PUBLIC SAFETY	INCIDENT COMMAND AND COORDINATIONS	1,659,037	-	386,128	468,519	804,390
		INVESTIGATION OF EEO, ADA, AND LANGUAGE					
		ACCESS COMPLAINTS	381,234	-	-	-	381,234
		OPERATIONS SUPPORT	-	-	-	1,404	(1,404)
		SAFETY AND SECURITY	148,800	-	-	-	148,800
		SPECIAL EVENTS	408,663	-	75,000	60,258	273,405
	STATE-WIDE OPERABILITY COORDINATION	77,832	-	-	-	77,832	
	PUBLIC SAFETY Total		3,315,290	-	485,281	625,977	2,204,032
LOCAL FUND Total			6,149,900	15,846	518,009	1,684,501	3,931,544
Grand Total			193,664,541	131,169	#####	#####	173,511,335

HSEMA FY23 Performance Oversight - Question 9A

FY 2023 Reprogrammings

Fund 4020002

Award	Program	Account	Grant Reprogramm ing Adjustments
2000043 - BN0.8200.PSP19F.HAZARD MITIGATION GRANT PROGRAM	800014-LOCAL PLANNING	7011001-CONTINUING FULL TIME	(\$122,687)
2000043 - BN0.8200.PSP19F.HAZARD MITIGATION GRANT PROGRAM	800014-LOCAL PLANNING	7014008-MISC FRINGE BENEFITS	(\$27,727)
2000043 - BN0.8200.PSP19F.HAZARD MITIGATION GRANT PROGRAM	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$150,415
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800221-DISTRICT PREPAREDNESS	7131003-TRAVEL - OUT OF CITY	(\$2,500)
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7131009-PROF SERVICE FEES & CONTR	\$10,000
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7131003-TRAVEL - OUT OF CITY	(\$5,000)
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	7131003-TRAVEL - OUT OF CITY	\$23,000
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	7132001-CONTRACTUAL SERVICES - OTHER	(\$40,000)
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7131003-TRAVEL - OUT OF CITY	(\$2,500)
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800020-STRATEGIC PARTNERSHIPS	7131003-TRAVEL - OUT OF CITY	(\$2,500)

Award	Program	Account	Grant Reprogramming Adjustments
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800010-SPECIAL EVENTS	7131003-TRAVEL - OUT OF CITY	\$10,000
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	100151-EXECUTIVE ADMINISTRATION	7131003-TRAVEL - OUT OF CITY	\$60,000
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800014-LOCAL PLANNING	7131003-TRAVEL - OUT OF CITY	\$2,500
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800003-INCIDENT COMMAND AND COORDINATIONS	7131003-TRAVEL - OUT OF CITY	\$17,000
2000023 - BN0.8200.EMP22F.EMERGENCY MANAGEMENT PERFORMANCE	800003-INCIDENT COMMAND AND COORDINATIONS	7132001-CONTRACTUAL SERVICES - OTHER	(\$70,000)
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7111002-OFFICE SUPPLIES	\$1,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7131003-TRAVEL - OUT OF CITY	\$8,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7132001-CONTRACTUAL SERVICES - OTHER	\$193,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7171003-PURCHASES EQUIPMENT & MACHINERY	\$30,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7121010-RENTALS LAND & STRUCTURES	(\$1,136,752)
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7131009-PROF SERVICE FEES & CONTR	\$673,041

Award	Program	Account	Grant Reprogramming Adjustments
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7171003-PURCHASES EQUIPMENT & MACHINERY	\$3,195,617
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7015001-OVERTIME PAY	(\$20,000)
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7131003-TRAVEL - OUT OF CITY	\$20,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$4,678,577)
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$150,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7012006-TERM FULL TIME	(\$51,991)
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7014008-MISC FRINGE BENEFITS	(\$13,027)
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7015001-OVERTIME PAY	\$1,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7111011-GENERAL	\$750
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7131009-PROF SERVICE FEES & CONTR	\$35,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7171003-PURCHASES EQUIPMENT & MACHINERY	\$500
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7131003-TRAVEL - OUT OF CITY	\$25,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7131009-PROF SERVICE FEES & CONTR	\$157,164

Award	Program	Account	Grant Reprogramming Adjustments
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7132001-CONTRACTUAL SERVICES - OTHER	\$85,000
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7132001-CONTRACTUAL SERVICES - OTHER	\$40,634
2000033 - BN0.8200.HSG21F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7121010-RENTALS LAND & STRUCTURES	\$1,284,641
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7011001-CONTINUING FULL TIME	\$123,570
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7012006-TERM FULL TIME	\$171,967
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7013004-SHIFT DIFFERENTIAL	\$9,240
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7014008-MISC FRINGE BENEFITS	\$40,455
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7015001-OVERTIME PAY	\$30,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7111002-OFFICE SUPPLIES	(\$15,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7111008-CLOTHING & UNIFORMS	\$4,235

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7131003-TRAVEL - OUT OF CITY	(\$10,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7131009-PROF SERVICE FEES & CONTR	(\$35,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7132001-CONTRACTUAL SERVICES - OTHER	(\$290,700)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7171003-PURCHASES EQUIPMENT & MACHINERY	(\$23,500)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7011001-CONTINUING FULL TIME	\$61,205
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7012006-TERM FULL TIME	(\$325,061)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7014008-MISC FRINGE BENEFITS	(\$64,162)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7015001-OVERTIME PAY	(\$14,226)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7111002-OFFICE SUPPLIES	\$750
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7131003-TRAVEL - OUT OF CITY	\$10,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7131009-PROF SERVICE FEES & CONTR	(\$30,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800014-LOCAL PLANNING	7132001-CONTRACTUAL SERVICES - OTHER	\$22,628
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800221-DISTRICT PREPAREDNESS	7011001-CONTINUING FULL TIME	(\$63,113)

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800221-DISTRICT PREPAREDNESS	7012006-TERM FULL TIME	\$115,006
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800221-DISTRICT PREPAREDNESS	7014008-MISC FRINGE BENEFITS	\$7,852
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800221-DISTRICT PREPAREDNESS	7015001-OVERTIME PAY	\$75,139
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800221-DISTRICT PREPAREDNESS	7131003-TRAVEL - OUT OF CITY	\$15,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800221-DISTRICT PREPAREDNESS	7132001-CONTRACTUAL SERVICES - OTHER	\$520,683
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7011001-CONTINUING FULL TIME	\$866
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7012002-TEMP FULL TIME	(\$107,446)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7012006-TERM FULL TIME	\$96,398
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7014008-MISC FRINGE BENEFITS	(\$229)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7015001-OVERTIME PAY	(\$20,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7111002-OFFICE SUPPLIES	\$5,000

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7131003-TRAVEL - OUT OF CITY	\$50,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7131009-PROF SERVICE FEES & CONTR	(\$234,259)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7132001-CONTRACTUAL SERVICES - OTHER	\$281,116
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800004-INCIDENT COORDINATION AND SUPPORT	7171003-PURCHASES EQUIPMENT & MACHINERY	\$48,900
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7011001-CONTINUING FULL TIME	(\$105,730)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7012006-TERM FULL TIME	\$14,887
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7014008-MISC FRINGE BENEFITS	(\$28,126)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7015001-OVERTIME PAY	\$5,900
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7111002-OFFICE SUPPLIES	(\$338)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7131003-TRAVEL - OUT OF CITY	(\$3,000)

Award	Program	Account	Grant Reprogrammi ng Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7132001-CONTRACTUAL SERVICES - OTHER	\$65,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800011-STATE-WIDE OPERABILITY COORDINATION	7171003-PURCHASES EQUIPMENT & MACHINERY	(\$8,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7011001-CONTINUING FULL TIME	\$2,143
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7012006-TERM FULL TIME	\$72,335
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7014008-MISC FRINGE BENEFITS	\$18,061
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7111002-OFFICE SUPPLIES	\$10,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7131003-TRAVEL - OUT OF CITY	\$20,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7132001-CONTRACTUAL SERVICES - OTHER	\$62,104
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800001-FACILITIES AND LOGISTICS - EMERGENCY RESPONSE	7171003-PURCHASES EQUIPMENT & MACHINERY	\$19,922
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$805,441)

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7011001-CONTINUING FULL TIME	(\$159,916)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7012006-TERM FULL TIME	\$182,415
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7014008-MISC FRINGE BENEFITS	\$7,573
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7015001-OVERTIME PAY	\$15,072
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7111002-OFFICE SUPPLIES	(\$5,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7111020-IT SUPPLIES	\$10,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7121009-TELEPHONE, TELETYPE, TELEGRAM, ETC	\$28,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7131003-TRAVEL - OUT OF CITY	\$16,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7131009-PROF SERVICE FEES & CONTR	(\$18,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$109,440

Award	Program	Account	Grant Reprogramm ing Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7171003-PURCHASES EQUIPMENT & MACHINERY	\$79,384
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7011001-CONTINUING FULL TIME	(\$32,790)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7012006-TERM FULL TIME	(\$81,802)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7013004-SHIFT DIFFERENTIAL	\$50,049
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7014008-MISC FRINGE BENEFITS	(\$12,598)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7015001-OVERTIME PAY	(\$19,251)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7111002-OFFICE SUPPLIES	\$11,732
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7131003-TRAVEL - OUT OF CITY	\$20,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7131009-PROF SERVICE FEES & CONTR	\$8,320
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800015-LOCAL TRAINING	7171003-PURCHASES EQUIPMENT & MACHINERY	(\$75,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7011001-CONTINUING FULL TIME	(\$20,246)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7012006-TERM FULL TIME	\$101,085
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7014008-MISC FRINGE BENEFITS	\$20,291
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7015001-OVERTIME PAY	\$15,000

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7111002-OFFICE SUPPLIES	(\$3,629)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7131003-TRAVEL - OUT OF CITY	\$5,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7131009-PROF SERVICE FEES & CONTR	\$15,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800007-OPERATIONS SUPPORT	7132001-CONTRACTUAL SERVICES - OTHER	(\$100,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7011001-CONTINUING FULL TIME	(\$217,990)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7012006-TERM FULL TIME	(\$36,903)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7014008-MISC FRINGE BENEFITS	(\$65,570)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7015001-OVERTIME PAY	\$1,135
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7111002-OFFICE SUPPLIES	(\$5,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7131003-TRAVEL - OUT OF CITY	(\$6,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7132001-CONTRACTUAL SERVICES - OTHER	(\$50,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7171003-PURCHASES EQUIPMENT & MACHINERY	(\$75,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7011001-CONTINUING FULL TIME	(\$241,185)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7012006-TERM FULL TIME	\$207,857

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7014008-MISC FRINGE BENEFITS	\$17,606
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7015001-OVERTIME PAY	\$26,431
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7111002-OFFICE SUPPLIES	(\$3,643)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7131003-TRAVEL - OUT OF CITY	\$35,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7131009-PROF SERVICE FEES & CONTR	(\$32,500)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7132001-CONTRACTUAL SERVICES - OTHER	(\$319,432)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800005-INTELLIGENCE ANALYSIS	7171003-PURCHASES EQUIPMENT & MACHINERY	(\$75,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7011001-CONTINUING FULL TIME	\$98,176
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7012006-TERM FULL TIME	(\$65,692)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7014008-MISC FRINGE BENEFITS	\$8,089
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7015001-OVERTIME PAY	(\$5,652)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7111002-OFFICE SUPPLIES	(\$4,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7131003-TRAVEL - OUT OF CITY	\$5,000
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7131009-PROF SERVICE FEES & CONTR	\$45,728

Award	Program	Account	Grant Reprogramming Adjustments
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	800006-INTELLIGENCE ANALYSIS - CYBER	7171003-PURCHASES EQUIPMENT & MACHINERY	(\$9,000)
2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7171003-PURCHASES EQUIPMENT & MACHINERY	\$804,383
2000032 - BN0.8200.HSG20F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7111002-OFFICE SUPPLIES	\$100,000
2000032 - BN0.8200.HSG20F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7131009-PROF SERVICE FEES & CONTR	\$125,000
2000032 - BN0.8200.HSG20F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7132001-CONTRACTUAL SERVICES - OTHER	\$75,000
2000032 - BN0.8200.HSG20F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7171003-PURCHASES EQUIPMENT & MACHINERY	\$1,400,000
2000032 - BN0.8200.HSG20F.HOMELAND SECURITY GRANTS	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7121010-RENTALS LAND & STRUCTURES	(\$1,700,000)
2000049 - BN0.8200.TVT21F.TARGETED VIOLENCE TERRORISM PREV	100044-GRANTS ADMINISTRATION - GENERAL	7131009-PROF SERVICE FEES & CONTR	\$145,001
2000049 - BN0.8200.TVT21F.TARGETED VIOLENCE TERRORISM PREV	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$145,001)
			Tota \$0

HSEMA FY23 Performance Oversight - Question 9B

FY 2024 Reprogrammings (As of December 31, 2023)

Fund 4020002

Award	Program	Account	Grant Reprogram ming Adjustments
2000041 - BN0.8200.NSG22F.UAS NONPROFIT SECURITY GRANT PROG	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$160,000
2000041 - BN0.8200.NSG22F.UAS NONPROFIT SECURITY GRANT PROG	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$160,000)
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800012-COMMUNITY OUTREACH AND ENGAGEMENT	7131003-TRAVEL - OUT OF CITY	\$7,500
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800020-STRATEGIC PARTNERSHIPS	7131003-TRAVEL - OUT OF CITY	(\$2,500)
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800010-SPECIAL EVENTS	7131003-TRAVEL - OUT OF CITY	\$20,000
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800010-SPECIAL EVENTS	7132001-CONTRACTUAL SERVICES - OTHER	(\$20,000)
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	100151-EXECUTIVE ADMINISTRATION	7111008-CLOTHING & UNIFORMS	\$50,000

2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	100151-EXECUTIVE ADMINISTRATION	7131003-TRAVEL - OUT OF CITY	\$70,000
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	100151-EXECUTIVE ADMINISTRATION	7132001-CONTRACTUAL SERVICES - OTHER	(\$50,000)
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800014-LOCAL PLANNING	7131003-TRAVEL - OUT OF CITY	\$5,000
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800003-INCIDENT COMMAND AND COORDINATIONS	7131003-TRAVEL - OUT OF CITY	\$52,500
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	800003-INCIDENT COMMAND AND COORDINATIONS	7132001-CONTRACTUAL SERVICES - OTHER	(\$130,000)
2000024 - BN0.8200.EMP23F.EMERGENCY MANAGEMENT PERFORMANCE	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	7131011-OFFICE SUPPORT	(\$2,500)
2000050 - BN0.8251.COP20F.COVID19 PUBLIC ASSISTANCE	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$1,500,000
2000050 - BN0.8251.COP20F.COVID19 PUBLIC ASSISTANCE	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$1,500,000)

HSEMA FY23 Performance Oversight - Question 10A

FY 2023 Intra-District Transfers

Fund	Award	Project	Costcenter	Program	Account	InterAgency
1010001-LOCAL FUNDS	1000431 - BN0 CDL Training DPW	401351 - 10.01 - BN0 - CDL Training - DPW (KT0)	80004-FINANCE BUREAU (BN0)	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	7131009-PROF SERVICE FEES & CONTR	\$18,675
1010001-LOCAL FUNDS	1000023 - BN0.0100.LOCAL FUNDS	401863 - 10.01 - Special Event Relief Fund	80010-EXECUTIVE OFFICE - BN0 (BN0)	800010-SPECIAL EVENTS	7015001-OVERTIME PAY	\$120,000
1010001-LOCAL FUNDS	1000510 - BN0 Radio Services OUC	401513 - 10.01 - BN0 - Radio Services - UC0	80005-INFORMATION TECHNOLOGY BUREAU (BN0)	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7131009-PROF SERVICE FEES & CONTR	\$1,994
1010001-LOCAL FUNDS	2001419 - Bn0 Sign Language Services JS0	401523 - 10.01 - BN0 - Facilitate Sign Language Services	80017-READINESS AND RESPONSE COORDINATION BUREAU (BN0)	800003-INCIDENT COMMAND AND COORDINATIONS	7131009-PROF SERVICE FEES & CONTR	\$2,202
1010001-LOCAL FUNDS	2001409 - BN0 Employment Compliance Services BE0	401511 - 10.01 - BN0 - Employment Compliance Services - DCHR	80004-FINANCE BUREAU (BN0)	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	7131009-PROF SERVICE FEES & CONTR	\$2,685
1010001-LOCAL FUNDS	No Award	No Project	80004-FINANCE BUREAU (BN0)	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	7131009-PROF SERVICE FEES & CONTR	(\$21,360)
1010001-LOCAL FUNDS	No Award	No Project	80005-INFORMATION TECHNOLOGY BUREAU (BN0)	100071-INFORMATION TECHNOLOGY SERVICES - GENERAL	7131009-PROF SERVICE FEES & CONTR	(\$1,994)

Fund	Award	Project	Costcenter	Program	Account	InterAgency
1010001-LOCAL FUNDS	No Award	No Project	80014-SPECIAL EVENTS BUREAU (BN0)	800010-SPECIAL EVENTS	7131009-PROF SERVICE FEES & CONTR	(\$120,000)
1010001-LOCAL FUNDS	No Award	No Project	80017-READINESS AND RESPONSE COORDINATION BUREAU (BN0)	800003-INCIDENT COMMAND AND COORDINATIONS	7131009-PROF SERVICE FEES & CONTR	(\$2,202)
4020002-FEDERAL GRANTS	2001295 - BN0.FMA19F.MITIGATION GRANT PROGRAM	201771 - 19.01 - FMA19.4100F.HAZARD MITIGATION.HOMELAND SECURITY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$154,665)
4020002-FEDERAL GRANTS	2001295 - BN0.FMA19F.MITIGATION GRANT PROGRAM	401601 - 10.01 - Project Scoping for the DC Watts Branch Flood Mitigation Concep	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTU AL SERVICES - OTHER	\$154,665
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	200042 - 21.01 - BRC21.4100F.BUILDING RESILIENT INFRASTRUCTURE.HOMELAND SECURITY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$1,000,000)
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	401132 - 10.01 - Project Scoping for Recreation Center Resilience Hubs	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTU AL SERVICES - OTHER	\$212,960
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	401131 - 10.01 - Project Scoping for Developing Living Shorelines for Buzzard Po	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTU AL SERVICES - OTHER	\$242,987

Fund	Award	Project	Costcenter	Program	Account	InterAgency
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	401133 - 10.01 - Flood Homes Retrofit	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001- CONTRACTU AL SERVICES - OTHER	\$244,053
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	401135 - 10.01 - Project Scoping for Kenilworth Park/Watts Branch Environmental	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001- CONTRACTU AL SERVICES - OTHER	\$300,000
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	200058 - 21.10 - HSG21.3106F.HOMELAND SECURITY/STATE.EOC ENHANCEMENT DESIGN	80017-READINESS AND RESPONSE COORDINATION BUREAU (BN0)	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7131009-PROF SERVICE FEES & CONTR	(\$123,405)
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	200058 - 21.16 - HSG21.4100F.HOMELAND SECURITY/STATE.HOMELA ND SECURITY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007- GRANTS & GRATUITIES	(\$253,540)
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	200058 - 21.22 - HSG21.5182F.HOMELAND SECURITY/STATE.INTELLGE NCE ANALYSIS - DC (	80008-ANALYSIS CENTER BUREAU (BN0)	800005-INTELLIGENCE ANALYSIS	7131009-PROF SERVICE FEES & CONTR	(\$124,664)
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	200058 - 21.22 - HSG21.5182F.HOMELAND SECURITY/STATE.INTELLGE NCE ANALYSIS - DC (	80008-ANALYSIS CENTER BUREAU (BN0)	800005-INTELLIGENCE ANALYSIS	7132001- CONTRACTU AL SERVICES - OTHER	(\$24,222)
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	401513 - 21.22 - BN0 - Radio Services - UC0	80017-READINESS AND RESPONSE COORDINATION BUREAU (BN0)	100113-PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERA	7131009-PROF SERVICE FEES & CONTR	\$123,405

Fund	Award	Project	Costcenter	Program	Account	InterAgency
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	401461 - 10.01 - BN0- Subscription & Administration of a web-based application-TO0	80005-INFORMATION TECHNOLOGY BUREAU (BN0)	800005-INTELLIGENCE ANALYSIS	7131009-PROF SERVICE FEES & CONTR	\$124,664
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	401461 - 10.01 - BN0- Subscription & Administration of a web-based application-TO0	80005-INFORMATION TECHNOLOGY BUREAU (BN0)	800005-INTELLIGENCE ANALYSIS	7132001- CONTRACTU AL SERVICES - OTHER	\$24,222
4020002-FEDERAL GRANTS	2000033 - BN0.8200.HSG21F.HOME LAND SECURITY GRANTS	401522 - 10.01 - EOC Enhancement	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7171003- PURCHASES EQUIPMENT & MACHINERY	\$253,540
4020002-FEDERAL GRANTS	2000034 - BN0.8200.HSG22F.HOME LAND SECURITY GRANTS	200059 - 22.15 - HSG22.5182F.HOMELAND SECURITY/STATE.INTELLGE NCE ANALYSIS - DC (	80008-ANALYSIS CENTER BUREAU (BN0)	800005-INTELLIGENCE ANALYSIS	7132001- CONTRACTU AL SERVICES - OTHER	(\$51,114)
4020002-FEDERAL GRANTS	2000034 - BN0.8200.HSG22F.HOME LAND SECURITY GRANTS	401461 - 10.02 - BN0- Subscription & Administration of a web-based application-TO0	80008-ANALYSIS CENTER BUREAU (BN0)	800005-INTELLIGENCE ANALYSIS	7132001- CONTRACTU AL SERVICES - OTHER	\$51,114
4020002-FEDERAL GRANTS	2001321 - BN0 FY 22 State Local Cybersecurity	201833 - 10.01 - BN0.CBG22F.CYBERSECURI TY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007- GRANTS & GRATUITIES	(\$540,000)
4020002-FEDERAL GRANTS	2001321 - BN0 FY 22 State Local Cybersecurity	401521 - 10.01 - Cybersecurity Plan Development	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001- CONTRACTU AL SERVICES - OTHER	\$540,000

Fund	Award	Project	Costcenter	Program	Account	InterAgency
4020002-FEDERAL GRANTS	2000016 - BN0.8200.BRC20F.FY 20 BUILDING RESILIENT INFRASTRU	200041 - 20.01 - BRC20.4100F.ST. ELIZABETH HOSPITAL & HSEMA COMM PROJ.HOMELAND S	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$1,401,648)
4020002-FEDERAL GRANTS	2000016 - BN0.8200.BRC20F.FY 20 BUILDING RESILIENT INFRASTRU	401127 - 10.01 - Saint Elizabeths Hosptial Campus & DC Emergency Communications	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTU AL SERVICES - OTHER	\$1,401,648
4020002-FEDERAL GRANTS	2000032 - BN0.8200.HSG20F.HOME LAND SECURITY GRANTS	200057 - 20.16 - HSG20.4100F.HOMELAND SECURITY/STATE.HOMELA ND SECURITY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$108,750)
4020002-FEDERAL GRANTS	2000032 - BN0.8200.HSG20F.HOME LAND SECURITY GRANTS	401482 - 10.01 - Medical Reserve Corps	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTU AL SERVICES - OTHER	\$108,750
4020025-FEMA PUBLIC ASSISTANCE	2000018 - BN0.8200.COP20F.COVID 19 PUBLIC ASSISTANCE	200043 - 20.01 - COP20.4100F.COVID-19 PUBLIC ASSISTANCE.HOMELAND SECURITY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$7,481,867)
4020025-FEMA PUBLIC ASSISTANCE	2000018 - BN0.8200.COP20F.COVID 19 PUBLIC ASSISTANCE	200043 - 20.02 - COP21.4100F.COVID-19 PUBLIC ASSISTANCE.HOMELAND SECURITY	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$15,000,000)
4020025-FEMA PUBLIC ASSISTANCE	2000018 - BN0.8200.COP20F.COVID 19 PUBLIC ASSISTANCE	401911 - 10.01 - FEMA PA COVID OCP FY23	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7131009-PROF SERVICE FEES & CONTR	\$15,000,000

Fund	Award	Project	Costcenter	Program	Account	InterAgency
4020025-FEMA PUBLIC ASSISTANCE	2000018 - BN0.8200.COP20F.COVID 19 PUBLIC ASSISTANCE	401920 - 10.01 - FEMA PA COVID DOH FY23	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7015001- OVERTIME PAY	\$7,521
4020025-FEMA PUBLIC ASSISTANCE	2000018 - BN0.8200.COP20F.COVID 19 PUBLIC ASSISTANCE	401920 - 10.01 - FEMA PA COVID DOH FY23	80002-GRANTS MANAGEMENT BUREAU (BN0)	100044-GRANTS ADMINISTRATION - GENERAL	7132001- CONTRACTU AL SERVICES - OTHER	\$7,474,346
					Total	\$0

HSEMA FY23 Performance Oversight - Question 10B

FY 2024 Intra-District Transfers

Fund	Award	Program	Account	InterAgency
1010001-LOCAL FUNDS	1000023 - BN0.0100.LOCAL FUNDS	150003-AGENCY BUDGETING AND FINANCIAL MANAGEMENT	7131009-PROF SERVICE FEES & CONTR	\$3,060
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$455,947)
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$212,960
4020002-FEDERAL GRANTS	2000017 - BN0.8200.BRC21F.FY 21 BUILDING RESILIENT INFRASTRU	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$242,987
4020002-FEDERAL GRANTS	2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$164,305
4020002-FEDERAL GRANTS	2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7111002-OFFICE SUPPLIES	\$17,500
4020002-FEDERAL GRANTS	2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$129,000
4020002-FEDERAL GRANTS	2000034 - BN0.8200.HSG22F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7171003-PURCHASES EQUIPMENT &	\$46,667
4020002-FEDERAL GRANTS	2001459 - BN0.8200.HSG23F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	(\$164,305)
4020002-FEDERAL GRANTS	2001459 - BN0.8200.HSG23F.HOMELAND SECURITY GRANTS	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$193,167)
4020002-FEDERAL GRANTS	2000016 - BN0.8200.BRC20F.FY 20 BUILDING RESILIENT INFRASTRU	100044-GRANTS ADMINISTRATION - GENERAL	7141007-GRANTS & GRATUITIES	(\$1,229,148)
4020002-FEDERAL GRANTS	2000016 - BN0.8200.BRC20F.FY 20 BUILDING RESILIENT INFRASTRU	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$187,500
4020002-FEDERAL GRANTS	2000016 - BN0.8200.BRC20F.FY 20 BUILDING RESILIENT INFRASTRU	100044-GRANTS ADMINISTRATION - GENERAL	7132001-CONTRACTUAL SERVICES - OTHER	\$1,041,648
3075750-INTRA DISTRICT CAPITAL	3000030 - BN0.0750.CAPITAL INTRA DISTRICT	150020-SOAR CONVERSION	7132001-CONTRACTUAL SERVICES - OTHER	(\$793,295)
			Total	-\$790,235

HSEMA FY23 Performance Oversight - Question 14

Grant Program	Date	Amount	Expended to date	Source	Purpose
Emergency Management Performance Grant (EMPG)	9/18/2023	\$3,087,304	TBD	DHS- FEMA	The purpose of the FY 2023 EMPG Program is to give grants to assist state, local, tribal, and territorial governments in preparing for all hazards, as authorized by the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5121 et seq.).
Homeland Security Grant Program (HSGP) - includes the State Homeland Security Program (SHSP) and Urban Areas Security Initiative (UASI)	9/11/2023	Total: \$55,445,482 UASI: \$50,360,095 SHSP: \$5,085,387	Total: \$1,239,617 UASI: \$1,045,250 SHSP: \$194,367	DHS- FEMA	The FY 2023 HSGP provides funding for planning, organization, equipment, training, and exercise needs of states and high-threat, high-density urban areas, and assists them in building an enhanced and sustainable capacity to prevent, protect against, respond to, and recover from acts of terrorism. It is composed of the UASI and SHSP.
Nonprofit Security Grant Program (NSGP)	8/25/2023	\$8,138,926	\$0	DHS- FEMA	NSGP provides funding support for target hardening activities to nonprofit organizations that are at high risk of a terrorist attack and located within one of the UASI-eligible urban areas. DC had 56 successful applicants in FY2023.
State and Local Cybersecurity Grant Program (SLCGP)	12/29/2022	\$2,312,569	\$600,000	DHS	The State and Local Cybersecurity Grant Program (SLCGP) is intended to assist state and local governments manage and reduce systemic cyber risk through planning and mitigation initiatives. The FY22 award was the first year of this new grant program.
State and Local Cybersecurity Grant Program (SLCGP)	12/8/2023	\$4,240,457	\$0	DHS	The State and Local Cybersecurity Grant Program (SLCGP) is intended to assist state and local governments manage and reduce systemic cyber risk through planning and mitigation initiatives.

Securing the Cities Program (STC)	8/21/2023	\$237,500	\$0	DHS	The Securing the Cities program (STC) is a DHS initiative to expand state/local radiation detection capability in major urban areas. This award is intended to sustain the current National Capital Region STC program established through prior grant awards. The FY23 grant award is an increase to the prior FY2020-2022 STC award, current combined total is \$4,136,641

HSEMA FY23 Performance Oversight - Question 15

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO686877	CW90443	MOTOROLA SOLUTIONS INC.	FY23 HSEMA - Operations and Intelligence-Half Street Early Deployment Motorola (6BNUA1)	04/25/2023-04/24/2024	No	Danny McCoy	Satisfactory	Federal	\$868,327.13	\$868,327.13
FY2023	PO675224	CW85902	DIGI DOCS INC DOCUMENT MGRERS	FY2023 HSEMA OY2 DigiDocs Ops- Staffing Services Support JAHOC and Emergency Operations Ctr II	10/1/2022 until 9/30/2023	Yes	Donte Lucas	Satisfactory	Federal/Local	\$715,000.00	\$697,331.99
FY2023	PO686376	N/A	ADVANCED NETWORK CONSULTING	FY23 HSEMA Administration/IT- Half St 2023- Dell (6BNUA1)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$524,260.85	\$517,067.94
FY2023	PO687141	N/A	ACTIVU CORPORATION	FY23 HSEMA Administration/IT- Half St 2023 - Activu Additional Components (6BNUA0)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$402,890.97	\$402,890.97
FY2023	PO678078	CW88817	MIDTOWN PERSONNEL, INC.	FY23-HSEMA-RRC-Resilience-Contractual Support OY1 (7BNUA2 & 2BNUA2)	07/01/2022-6/30/2023	Yes	Jeremy Bersin	Satisfactory	Federal	\$296,129.60	\$271,408.18
FY2023	PO677692	N/A	ENVIRONMENTAL SYSTEMS RESEARCH	HSEMA FY23 ArcGIS Platform OY2	Date Award until 9/30/2023	Yes	Jerica Shakelford	Satisfactory	Federal	\$249,973.00	\$210,658.18
FY2023	PO683662	CW77836	MISSION CRITICAL PARTNERS, LLC	FY23 HSEMA Mission Support-MCP Contractual Services Op Yr 3 (6BNUA1)	2/19/2023-2/18/2024	Yes	Whitney Bowen	Satisfactory	Federal/Local	\$226,104.99	\$92,059.51
FY2023	PO678015	CW84610	ESI ACQUISITION	FY23 HSEMA OY 1 Operations/Interoperability - District Common Operating WebEOC System	Date Award until 9/30/2023	Yes	Melissa Deas	Satisfactory	Federal	\$200,000.00	\$186,083.00
FY2023	PO682293	CW95481	COMPUTER AID, INC	New-IT Consultants (STaR2) FY23- HSEMA- Application Technical Specialist Senior	01/2023 until 01/2024	No	Jerica Shakelford	Satisfactory	Federal	\$183,213.60	\$176,248.65
FY2023	PO688113	CW83605	MB STAFFING SERVICES LLC	FY23-HSEMA-RRC-Resilience-Contractual Support (7BNUA2 & 2BNUA2)	05/22/2023-5/21/2024	Yes	Jeremy Bersin	Satisfactory	Federal	\$163,000.00	\$39,923.46
FY2023	PO682292	CW95481	COMPUTER AID, INC	New-IT Consultants (STaR2) FY23 - HSEMA- Application Technical Specialist Journeyman	01/2023 until 01/2024	No	Jerica Shakelford	Satisfactory	Federal	\$153,523.84	\$141,653.44
FY2023	PO678489	N/A	GENERAL SERVICE ADMINISTRATION	FY23 HSEMA Operations/Facilities-Emergency Fleet Vehicles	Date Award until 9/30/2023	No	Billy Rogers	Satisfactory	Federal/Local	\$140,000.00	\$134,928.41

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO687560	N/A	ErgoDirect Inc.	FY23 HSEMA Administration/IT- Half St 2023- Ergotron Monitor Arms (6BNUA0)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$128,833.63	\$128,833.63
FY2023	PO678102	CW77836	MISSION CRITICAL PARTNERS, LLC	FY2023 HSEMA-Admin-Contractual & Technical Services (MCP) Option Yr. 2 Continuation	2/19/2022-2/18/2023	Yes	Whitney Bowen	Satisfactory	Federal	\$125,000.00	\$107,962.63
FY2023	PO687551	N/A	CARAHSOFT TECHNOLOGY CORP	FY23 HSEMA Administration/IT- HSEMA UCC- ServiceNow	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$107,406.80	\$107,406.80
FY2023	PO679509	N/A	SOIL AND LAND USE TECHNOLOGY	FY 23 Operations- Trauma Scene Clean-up Services	Date Award until 9/30/2023	No	Donte Lucas	Satisfactory	Local	\$105,000.00	\$104,459.00
FY2023	PO674732	CW85900	THE COLES GROUP, LLC	FY23 HSEMA OY2 Coles Group - Staffing Services Support JAHOC and Emergency Operations Center I	10/1/2022-9/30/2023	Yes	Melissa Deas	Satisfactory	Federal/Local	\$103,960.00	\$99,792.00
FY2023	PO695154	N/A	THE CNA CORPORATION	FY23 HSEMA Mission Support - Grants Management- Continuation of PA Cost Recovery Contractor Staff	Date Award until 9/30/2023	No	Charles Madden	Satisfactory	Federal	\$100,000.00	\$0.00
FY2023	PO693553	N/A	MERIDIAN KNOWLEDGE SOLUTIONS	FY23 HSEMA- Operation and Intelligence Preparedness- Learning Management System (1BNUA2)	8/30/2023-8/29/2024	Yes	Patrick Maury	Satisfactory	Federal	\$98,976.25	\$98,976.25
FY2023	PO676199	N/A	ACTIVU CORPORATION	FY23-HSEMA IT-AV System Maint & Support	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$96,415.19	\$96,415.19
FY2023	PO678241	N/A	COBWEBS AMERICA INC	FY23 Operations and Intelligence- Fusion Center- Cobweb Renewal (8BNUA2)	Date Award until 9/30/2023	No	Carl Amritt	Satisfactory	Federal	\$90,000.00	\$90,000.00
FY2023	PO684181	N/A	K2SHARE, LLC	FY2023-Mission Support/Grants- K2Share License for SPARS Software- HSGP/M&A	Date Award until 9/30/2023	No	Charles Madden	Satisfactory	Federal	\$83,387.50	\$83,387.50
FY2023	PO676417	CW63677	TRAPWIRE INC.	FY23 Operations and Intelligence- Fusion Center- TrapWire OY4 (1BNTV1)	9/1/2022-8/30/2023	Yes	Carl Amritt	Satisfactory	Federal	\$80,034.35	\$80,034.35
FY2023	PO682439	CW85900	THE COLES GROUP, LLC	FY23 HSEMA OY2 Coles Group - Staffing Services Support JAHOC and Emergency Operations Center I- Preparedness (1BNUA2)	10/1/2022-9/30/2023	Yes	Melissa Deas	Satisfactory	Federal	\$75,441.60	\$27,547.79

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO686028	N/A	SHARP ELECTRONICS CORPORATION	FY23 HSEMA Administration/IT-Half St 2023- Sharp/22 Miles (6BNUA0)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$71,584.00	\$71,584.00
FY2023	PO690232	N/A	COMPASS GROUP USA, INC	FY23 HSEMA Readiness and Response Coordination-2023 DC Interoperability Summit(11BNU2)	Date Award until 9/30/2023	No	Charles Guddemi	Satisfactory	Federal	\$68,272.50	\$68,272.50
FY2023	PO688147	N/A	XEROX CORPORATION	FY23 HSEMA Administration/IT-Half St 2023- Xerox Copiers, Maintenance, Services (6BNUA0)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$66,723.00	\$64,036.00
FY2023	PO692616	N/A	STERLING COMPUTERS CORPORATION	FY23 HSEMA- Operations and Intelligence- Navigate 360 subscription to support TAC Operation	Date Award until 9/30/2023	Yes	Carl Amritt	Satisfactory	Federal	\$63,223.13	\$63,223.13
FY2023	PO678803	CW64205	MERIDIAN KNOWLEDGE SOLUTIONS	FY23-HSEMA Learning Management Software OY4 Preparedness	9/21/2022-9/20/2023	Yes	Patrick Maury	Satisfactory	Federal	\$63,000.00	\$63,000.00
FY2023	PO685181	N/A	TOUMA INC DBA ASAP SYSTEMS	FY23 HSEMA Operations/Facilities and Logistics- Systems BarCloud Suite Professional Inventory Management System (4BNSH2)	Date Award until 9/30/2023	No	Kenneth Woodall	Satisfactory	Federal	\$62,104.00	\$62,104.00
FY2023	PO688561	N/A	BLUEBAY OFFICE INC	FY23 HSEMA Administration Mission Support-BPA Office Supplies	Date Award until 9/30/2023	Yes	Samantha Gross	Satisfactory	Federal	\$60,000.00	\$60,000.00
FY2023	PO694089	N/A	SOIL AND LAND USE TECHNOLOGY	FY 23 HSEMA Operations- Trauma Scene Clean-up Services II	Date Award until 9/30/2023	No	Donte Lucas	Satisfactory	Local	\$60,000.00	\$14,408.00
FY2023	PO690046	N/A	TYSON PROJECT MANAGEMENT GROUP	FY23 HSEMA Mission Support Move Management Services (6BNUA1)	Date Award until 9/30/2023	No	Whitney Bowen	Satisfactory	Federal	\$60,000.00	\$3,820.00
FY2023	PO674680	N/A	SKYLINE TECHNOLOGY SOLUTIONS,	FY23 HSEMA Administration/ Maintenance & Support /IT- Firmware & Software CCTV	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$57,800.00	\$57,800.00
FY2023	PO688565	N/A	EXPEDITION COMMUNICATIONS LLC	FY23 HSEMA - Operations and Intelligence-Satellite Damage Repair to Mobile Command (EMPG)	Date Award until 9/30/2023	No	Billy Rogers	Satisfactory	Federal	\$53,927.63	\$53,927.63
FY2023	PO674679	N/A	SKYLINE TECHNOLOGY SOLUTIONS,	FY23 HSEMA Administration/IT- Server TS-SFS Maintenance	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$52,916.00	\$52,916.00

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO693534	N/A	EXPEDITION COMMUNICATIONS LLC	FY23 HSEMA Administration/IT- Half St-Peplink-VSAT Equipment (6BNUA1)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$50,103.07	\$50,103.07
FY2023	PO675217	N/A	COMLABS GOVERNMENT SYSTEMS	FY23 HSEMA Administration/IT- Enmet and Voice Manager Annual Renewal	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$40,914.00	\$40,914.00
FY2023	PO682332	N/A	DELLOMAR LLC	FY2023 HSEMA Admin/Finance Catering Services	Date Award until 9/30/2023	Yes	LaDona Williams	Satisfactory	Federal	\$40,000.00	\$39,304.00
FY2023	PO688564	N/A	STAR OFFICE PRODUCTS INC	FY23 HSEMA Administration Mission Support-BPA Office Supplies	Date Award until 9/30/2023	Yes	Samantha Gross	Satisfactory	Federal	\$40,000.00	\$40,000.00
FY2023	PO685211	N/A	TPW CONSULTANTS LLC	FY23 HSEMA Administration/IT- Adobe Acrobat - Annual Maintenance (5BNUA2)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$38,402.70	\$38,402.70
FY2023	PO682536	N/A	CARAHSOFT TECHNOLOGY CORP	FY23 HSEMA Administration/IT- VMWare Software Maintenance Renewal (5BNUA2)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$38,341.02	\$20,751.02
FY2023	PO691281	N/A	PROVEN MANAGEMENT LLC	FY23 HSEMA - Operations and Intelligence-Half Street Moving Service (6BNUA0)	Date Award until 9/30/2023	No	Kenneth Woodall	Satisfactory	Federal	\$34,000.00	\$4,410.88
FY2023	PO688975	N/A	NETWORKING FOR FUTURE INC	FY23 HSEMA - Operations and Intelligence- Half St 2023- Cisco-Webex Room Kits (6BNUA1)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$32,964.84	\$32,964.84
FY2023	PO675006	N/A	BABEL STREET INC.	FY23 Operations- Fusion Center- Babel Street Renewal (8BNUA2)	Date Award until 9/30/2023	No	Carl Amritt	Satisfactory	Federal	\$32,812.51	\$32,812.51
FY2023	PO691280	N/A	NexusXplore Pty Ltd	FY23 Operations and Intelligence-SIB- Monitor Threats Subscription (8BNUA1)	Date Award until 9/30/2023	Yes	Carl Amritt	Satisfactory	Federal	\$32,500.00	\$32,500.00
FY2023	PO687556	N/A	Moonshot CVE USA Inc.	FY23 Operations and Intelligence-SIB- Threats and Trends Subscription (8BNUA1)	Date Award until 9/30/2023	Yes	Carl Amritt	Satisfactory	Federal	\$27,965.00	\$27,965.00
FY2023	PO694532	N/A	GREYNOISE INTELLIGENCE, INC	FY23-HSEMA- Operations-NTIC- Subscription for Cyber Research Platform (10BNU2)	Date Award until 9/30/2023	Yes	Carl Amritt	Satisfactory	Federal	\$27,000.00	\$27,000.00

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO693098	N/A	MVS INC	FY23 HSEMA Administration/IT-HSEMA Half St-EOC Communications Equipment (6BNUA1)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$26,413.03	\$25,794.53
FY2023	PO684591	N/A	CAPITAL CITY RESTAURANT GROUP	FY2023 HSEMA Admin/Finance Catering Services PBA	Date Award until 9/30/2023	Yes	LaDona Williams	Unsatisfactory	Federal	\$26,040.00	\$22,291.00
FY2023	PO692267	CW85902	DIGI DOCS INC DOCUMENT MGRS	FY2023-Grants Management- Contract Staff Support for NSGP Program- HSGP M&A	9/2022 until 9/2023	No	Charles Madden	Satisfactory	Federal	\$24,742.40	\$1,855.68
FY2023	PO693113	N/A	AVID SYSTEMS LLC	FY23 HSEMA Administration/IT- Half St-Iridium Phone Docking Solution (6BNUA1)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$23,497.56	\$23,497.56
FY2023	PO676198	N/A	AVAYA, INC.	FY23 HSEMA Admin/IT- Annual Telephone System Maintenance	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$22,738.22	\$22,738.22
FY2023	PO680183	N/A	IDSI INTERNATIONAL, INC.	FY23 Operations and Intelligence- Safety and Security - Tier II Data Renewal (9BNUA2)	Date Award until 9/30/2023	Yes	Fred Goldsmith	Satisfactory	Federal	\$22,000.00	\$22,000.00
FY2023	PO690396	N/A	SKY LLC DBA/US OFFICE SOL	FY23 HSEMA Operations/Facilities and Logistics- Agency Water Supply (EMPG)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$21,738.60	\$21,738.60
FY2023	PO685209	N/A	SPROUT SOCIAL, INC	FY23 Executive Office - OEA- Digital marketing tool & Subscription (2BNSH1)	Date Award until 9/30/2023	No	Rebekah Mena	Satisfactory	Federal	\$20,864.00	\$20,864.00
FY2023	PO684592	N/A	Hegens Management and Consulting service	FY23 HSEMA Sewage Cleaning for the Command Vehicle	Date Award until 9/30/2023	Yes	Billy Rogers	Satisfactory	Local	\$20,000.00	\$18,630.00
FY2023	PO675064	N/A	IG LLC d/b/a SITE Intelligence Group	FY23 Operations- Fusion Center- Site Intelligence Renewal 8BNUA2	Date Award until 9/30/2023	Yes	Carl Amritt	Satisfactory	Federal	\$19,425.00	\$19,425.00
FY2023	PO673982	N/A	XEROX CORPORATION	FY23- HSEMA - Administration/IT- Xerox Copier-Printer Annual Maintenance	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$17,748.00	\$17,748.00
FY2023	PO676566	N/A	BEYONDTRUST CORPORATION	FY23 HSEMA- Admin/IT Bomgar licenses	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$16,682.56	\$16,682.56
FY2023	PO673971	N/A	TPW CONSULTANTS LLC	FY23 HSEMA Iridium Service	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$16,365.00	\$16,365.00
FY2023	PO694026	N/A	EXPEDITION COMMUNICATIONS LLC	FY23 HSEMA Administration/IT-HSEMA UCC-MobileSat Satellite and Voice Services	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$14,337.60	\$14,337.60

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO685779	N/A	DEVELOPMENT INNOVATION SYSTEMC	FY23 HSEMA Administration/IT-Half St 2023- Key-Box Key Management System (6BNUA0)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$14,272.00	\$14,272.00
FY2023	PO693655	N/A	Foundation for Trusted Identity	FY23 HSEMA - Operations and Intelligence- Half Street Access Control Equipment (6BNUA0)	Date Award until 9/30/2023	No	Fred Goldsmith	Satisfactory	Federal	\$14,111.00	\$14,111.00
FY2023	PO679693	N/A	DELL MARKETING L.P.	FY23 HSEMA-IT-UCC- Dell Storage Drives for SAN (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$13,763.90	\$13,763.90
FY2023	PO684888	N/A	SKYLINE TECHNOLOGY SOLUTIONS,	FY23 HSEMA Administration/IT- HSEMA UCC - CCTV Hardware Advantage Licensing (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$12,750.00	\$12,750.00
FY2023	PO675223	N/A	COMCAST BUSINESS COMMUNICATION	FY223 HSEMA - Administration/Facilities - Cable Transport Service and HDTV Service	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Local	\$12,000.00	\$11,667.60
FY2023	PO675225	N/A	WASH METRO AREA TRANSIT AUTH	FY23- HSEMA WMATA Administration/Facilities Emergency Bus contingency services with WMATA	Date Award until 9/30/2023	No	Robert Harris	Satisfactory	Local	\$12,000.00	\$10,955.45
FY2023	PO682534	N/A	SUPRETECH INC.	FY23 HSEMA Administration/IT- Adobe Creative Cloud - Annual Software Maintenance (5BNUA2)	Date Award until 9/30/2023	Yes	Anecia Stevens	Satisfactory	Federal	\$11,075.00	\$11,075.00
FY2023	PO678629	N/A	DELLOMAR LLC	FY2023 HSEMA Admin/Finance Catering Services (Breakfast)	Date Award until 9/30/2023	No	LaDona Williams	Satisfactory	Federal	\$10,000.00	\$9,971.70
FY2023	PO675858	N/A	GOTTA GO NOW, LLC	FY23 HSEMA GOTTA GO Services	Date Award until 9/30/2023	No	Billy Rogers	Satisfactory	Local	\$10,000.00	\$6,800.00
FY2023	PO678777	N/A	IVY CITY SMOKEHOUSE INC.	FY2023 HSEMA Admin/Finance Catering Services (Lunch)	Date Award until 9/30/2023	No	LaDona Williams	Satisfactory	Federal	\$10,000.00	\$9,140.25
FY2023	PO678614	N/A	PINKE'S E.A.T.S LLC	FY23 HSEMA Admin/Finance - Catering	Date Award until 9/30/2023	No	LaDona Williams	Satisfactory	Federal	\$10,000.00	\$10,000.00
FY2023	PO695153	N/A	THE CNA CORPORATION	FY23 HSEMA Mission Support - Grants Management- Continuation of PA Cost Recovery Contractor Staff II	Date Award until 9/30/2023	No	Charles Madden	Satisfactory	Federal	\$10,000.00	\$0.00
FY2023	PO681527	N/A	THE HAMILTON GROUP	FY2023-HSEMA- Executive Division- Business Cards- Local	Date Award until 9/30/2023	No	Damon Westray	Satisfactory	Local	\$10,000.00	\$4,590.00

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO686092	N/A	ABC TECHNICAL SOLUTIONS I	HSEMA UCC - Unitrends 2023 Backup Maintenance Renewal	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$9,944.77	\$9,944.77
FY2023	PO684955	N/A	FARONICS TECHNOLOGIES USA INC.	FY23 HSEMA Administration/IT- Half St 2023- Deep Freeze software Application and Support Services (6BNUA0)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$9,680.00	\$9,680.00
FY2023	PO684337	N/A	SUPRETECH INC.	FY23 HSEMA Administration/IT- Half St 2023- Avocent KVM Switches (6BNUA0)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$9,087.57	\$9,087.57
FY2023	PO692503	N/A	SUPRETECH INC.	FY23 HSEMA Administration/IT- HSEMA UCC- IT Printer Supplies (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$9,007.62	\$9,007.62
FY2023	PO679091	N/A	SUPRETECH INC.	FY23 HSEMA-IT- HSEMA UCC- Malwarebytes - Annual Software Maintenance Renewal (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$8,820.00	\$8,820.00
FY2023	PO690964	N/A	MEDICAL FACULTY ASSOCIATES INC	FY23 HSEMA - Operations and Intelligence-Half Street AEDs and Services(6BNUA0)	Date Award until 9/30/2023	No	Fred Goldsmith	Satisfactory	Federal	\$8,000.00	\$8,000.00
FY2023	PO686303	N/A	AUTHENTIC8, INC	FY23 Operations and Intelligence- Cyber-Subscription (10BNU2)	Date Award until 9/30/2023	No	Carl Amritt	Satisfactory	Federal	\$7,836.15	\$7,836.15
FY2023	PO673978	N/A	JOHNSON CONTROLS SECURITY	FY23-IT-Annual Maintenance & Monitoring Room	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$7,658.78	\$7,658.78
FY2023	PO679094	N/A	ABC TECHNICAL SOLUTIONS I	FY23 HSEMA-IT-UCC- Unitrends Backup Maintenance Renewal (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$7,444.77	\$7,444.77
FY2023	PO679092	N/A	SUPRETECH INC.	FY23 HSEMA-IT-UCC- ManageEngine - Software Maintenance Renewal (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$6,739.00	\$6,739.00
FY2023	PO684338	N/A	SUPRETECH INC.	FY23 HSEMA Administration/IT- Half St 2023- HP Designjet Z9 (6BNUA0)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$5,433.75	\$5,433.75
FY2023	PO687557	N/A	CASEY & COMPANY LLC	Half Street - Plant Maintenance Services	Date Award until 9/30/2023	No	Whitney Bowen	Satisfactory	Local	\$4,680.00	\$3,240.00
FY2023	PO689118	N/A	WASHINGTON INFORMER NEWSPAPER	FY2023-Office of External Affairs-Ready DC/Alert DC Advertisement-2BNSH1	Date Award until 9/30/2023	No	Rebekah Mena	Satisfactory	Federal	\$4,500.00	\$4,500.00

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2023	PO692843	N/A	WASHINGTON INFORMER NEWSPAPER	FY2023- Office of External Affairs-Sept. National Preparedness Month- Ad (informer) 2BNSH1	Date Award until 9/30/2023	No	Rebekah Mena	Satisfactory	Federal	\$4,350.00	\$4,350.00
FY2023	PO676108	N/A	SHARP ELECTRONICS CORPORATION	FY23 HSEMA 22Miles-Digital Signage and Conference Room Management System (Renewal)	Date Award until 9/30/2023	No	Patrick Maury	Satisfactory	Federal	\$4,335.40	\$4,335.40
FY2023	PO690868	N/A	ARTICULATE GLOBAL, INC.	FY23 HSEMA - Operations and Intelligence-Articulate 360 Subscription Renewal (1BNUA2)	Date Award until 9/30/2023	No	Carl Amritt	Satisfactory	Federal	\$4,197.00	\$4,197.00
FY2023	PO689621	N/A	CAPITAL COMMUNITY NEWS INC	FY2023-Office of External Affairs-ReadyDC/Alert DC Flood week July-2BNSH1	Date Award until 9/30/2023	No	Rebekah Mena	Satisfactory	Federal	\$4,164.00	\$4,164.00
FY2023	PO692568	N/A	CAPITAL COMMUNITY NEWS INC	FY2023-Office of External Affairs- Sept. National Preparedness Month Ad (Capital)-2BNSH1	Date Award until 9/30/2023	No	Rebekah Mena	Satisfactory	Federal	\$4,164.00	\$4,164.00
FY2023	PO684587	N/A	ATEL BUS & TRUCK SERVICE	FY23 HSEMA Facilities and Logistics- DC 13 Cosmetic Damage Repairs	Date Award until 9/30/2023	No	Billy Rogers	Satisfactory	Local	\$4,154.35	\$4,154.35
FY2023	PO681476	N/A	RECOVERY POINT SYSTEMS INC.	FY23 HSEMA-IT-UCC-Recovery Point-Data Tape Storage Renewal (5BNUA2)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$2,932.67	\$2,624.32
FY2023	PO690233	N/A	EXPEDITION COMMUNICATIONS LLC	FY23 HSEMA Administration/IT-HSEMA UCC-MobileSat Cisco Smartnet Service Renewal (6BNUA0)	Date Award until 9/30/2023	No	Anecia Stevens	Satisfactory	Federal	\$2,761.82	\$2,761.82
FY2024	PO695828	CW85902 OY3	DIGI DOCS INC DOCUMENT MGRERS	FY24 HSEMA OY3 DigiDocs Ops- Staffing Services Support JAHOC and Emergency Operations Ctr II	10/1/2023-9/30/2024	Yes	Donte Lucas	Satisfactory	Local	\$735,000.00	\$207,628.46
FY2024	PO701581	CW95481	COMPUTER AID, INC	Option Two Continuation-IT Consultants (STaR2) FY24- HSEMA- Application Technical Specialist Senior	01/01/2024 until 01/01/2025	No	Jerica Shakelford	Satisfactory	Federal	\$184,158.00	\$0.00
FY2024	PO698093	CW883605	MB STAFFING SERVICES LLC	FY24 HSEMA Based Year Staffing Services-Contractual Services (7BNUA3, 2BNUA3 & Mitigation)	05/22/2023-5/21/2024	Yes	Jeremy Bersin	Satisfactory	Federal	\$183,000.00	\$0.00

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2024	PO701686	CW95481	COMPUTER AID, INC	Option Two Continuation IT Consultants (STaR2) FY24 - HSEMA- Application Technical Specialist Journeyman	01/01/2024 until 01/01/2025	No	Jerica Shakelford	Satisfactory	Federal	\$154,315.20	\$0.00
FY2024	PO699890	CW77836	MISSION CRITICAL PARTNERS, LLC	FY24 HSEMA Mission Support-MCP Contractual Services Op Yr 3 (6BNUA1)	2/19/2023-2/18/2024	Yes	Whitney Bowen	Satisfactory	Federal	\$133,455.13	\$20,533.94
FY2024	PO697456	N/A	GENERAL SERVICE ADMINISTRATION	FY24 HSEMA Operations/Facilities-Emergency Fleet Vehicles	Date Award until 9/30/2024	No	Billy Rogers	Satisfactory	Federal/Local	\$123,612.66	\$35,102.96
FY2024	PO696199	CW85900	THE COLES GROUP, LLC	FY24 HSEMA OY3 Coles Group - Staffing Services (External Affairs and Preparedness)	10/1/2023-9/30/2024	Yes	Melissa Deas	Satisfactory	Federal	\$103,000.00	\$17,898.75
FY2024	PO700249	N/A	THE CNA CORPORATION	FY24 HSEMA Mission Support - Grants Management- Continuation of PA Cost Recovery Contractor Staff	Date Award until 9/30/2024	No	Charles Madden	Satisfactory	Federal	\$100,000.00	\$0.00
FY2024	PO696027	N/A	COBWEBS AMERICA INC	FY24 Operations and Intelligence- SIB- Cobweb Renewal (8BNUA3)	Date Award until 9/30/2024	No	Carl Amritt	Satisfactory	Federal	\$90,000.00	\$90,000.00
FY2024	PO700345	N/A	ENVIRONMENTAL SYSTEMS RESEARCH	FY24 HSEMA ArcGIS Platform OY3	Date Award until 9/30/2024	Yes	Jerica Shakelford	Satisfactory	Federal	\$62,283.53	\$5,137.18
FY2024	PO697715	CW95481	COMPUTER AID, INC	Continuation-IT Consultants (STaR2) FY24- HSEMA- Application Technical Specialist Senior	01/01/2023 until 01/01/2024	No	Anecia Stevens	Satisfactory	Federal	\$61,386.00	\$51,942.00
FY2024	PO702285	N/A	SKYLINE TECHNOLOGY SOLUTIONS,	FY24 HSEMA Administration/IT- Server TS-SFS Maintenance	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$60,499.18	\$0.00
FY2024	PO701822	N/A	SKYLINE TECHNOLOGY SOLUTIONS,	FY24 HSEMA Administration/ Maintenance & Support /IT- Firmware & Software CCTV	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$60,145.91	\$0.00
FY2024	PO697811	N/A	TRAPWIRE INC.	FY24-HSEMA- Operations-SIB- Subscription to Monitor Threat detection (8BNUA3)	Date Award until 9/30/2024	No	Carl Amritt	Satisfactory	Federal	\$57,169.48	\$57,169.48
FY2024	PO697499	CW95481	COMPUTER AID, INC	Continuation IT Consultants (STaR2) FY24 - HSEMA- Application Technical Specialist Journeyman	01/01/2023 until 01/01/2024	No	Jerica Shakelford	Satisfactory	Federal	\$51,438.40	\$36,006.88

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2024	PO696053	N/A	COMLABS GOVERNMENT SYSTEMS	FY24 HSEMA Administration/IT-Emmet and Voice Manager Annual Renewal	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$43,014.00	\$43,014.00
FY2024	PO698248	N/A	SOIL AND LAND USE TECHNOLOGY	FY 24 HSEMA Operations- Trauma Scene Clean-up Services	Date Award until 9/30/2024	No	Donte Lucas	Satisfactory	Federal	\$40,000.00	\$12,284.00
FY2024	PO695904	N/A	BABEL STREET INC.	FY24 Operations-SIB-Babel Street Renewal (8BNUA2)	Date Award until 9/30/2024	No	Carl Amritt	Satisfactory	Federal	\$34,453.14	\$34,453.14
FY2024	PO697740	N/A	TYSON PROJECT MANAGEMENT GROUP	FY24 HSEMA Mission Support Move Management Services (6BNUA1)	Date Award until 9/30/2024	Yes	Whitney Bowen	Satisfactory	Federal	\$30,000.00	\$0.00
FY2024	PO697739	N/A	XEROX CORPORATION	FY24 HSEMA Administration/IT-Xerox Printers	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$22,584.00	\$4,124.00
FY2024	PO697325	N/A	AVAYA FEDERAL SOLUTIONS I	FY24 HSEMA Administration/IT-Avaya Annual Telephone System Maintenance	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$22,512.48	\$0.00
FY2024	PO695786	N/A	IDS INTERNATIONAL, INC.	FY24 Operations and Intelligence- Safety and Security - Tier II Data Renewal	Date Award until 9/30/2024	Yes	Carl Amritt	Satisfactory	Federal	\$22,000.00	\$22,000.00
FY2024	PO696215	N/A	IG LLC d/b/a SITE Intelligence Group	FY24 Operations- SIB-Site Intelligence Renewal (8BNUA3)	Date Award until 9/30/2024	No	Carl Amritt	Satisfactory	Federal	\$20,400.00	\$20,400.00
FY2024	PO696975	N/A	BEYONDTRUST CORPORATION	FY24 HSEMA Administration/IT-BeyondTrust Bomgar Licenses	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$17,683.50	\$17,683.49
FY2024	PO695814	N/A	ACTIVU CORPORATION	FY24 HSEMA Administration/IT-Activu Support Renewal	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$16,462.03	\$16,462.03
FY2024	PO695971	N/A	TPW CONSULTANTS LLC	FY24 HSEMA Administration/IT-Iridium Service	Date Award until 9/30/2024	Yes	Anecia Stevens	Satisfactory	Federal	\$16,365.00	\$0.00
FY2024	PO702232	N/A	Mortell Industries LLC	FY24 HSEMA Sewage Cleaning for the Command Vehicle-Base Year	Date Award until 9/30/2024	Yes	Billy Rogers	Satisfactory	Federal	\$15,000.00	\$0.00
FY2024	PO697796	N/A	PROVEN MANAGEMENT LLC	FY24 HSEMA - Operations and Intelligence-Half Street Moving Service	Date Award until 9/30/2024	Yes	Kenneth Woodall	Satisfactory	Federal	\$15,000.00	\$0.00
FY2024	PO701988	N/A	SKYLINE TECHNOLOGY SOLUTIONS,	FY24 HSEMA Administration/IT-HSEMA UCC - CCTV Hardware Advantage Licensing	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$12,750.00	\$0.00

Fiscal Year	Order ID	Contract ID	Supplier	Order Title	Contract Term	Competitive Bid	Contract Monitor	Monitor Results	Funding Source	Original Amount	Amount Spent
FY2024	PO699624	N/A	WASH METRO AREA TRANSIT AUTH	FY24- HSEMA WMATA Administration/Facilities Emergency Bus contingency services with WMATA	Date Award until 9/30/2024	No	Robert Harris	Satisfactory	Local	\$12,000.00	\$0.00
FY2024	PO700974	N/A	DELLOMAR LLC	FY2024 HSEMA Admin/Finance Catering Services	Date Award until 9/30/2024	No	LaDona Williams	Satisfactory	Federal	\$10,000.00	\$0.00
FY2024	PO701664	N/A	SOIL AND LAND USE TECHNOLOGY	FY 24 HSEMA Operations- Trauma Scene Clean-up Services BPA OY1	Date Award until 9/30/2024	No	Donte Lucas	Satisfactory	Federal	\$10,000.00	\$6,801.00
FY2024	PO696183	N/A	CASEY & COMPANY LLC	FY24 HSEMA Administration Mission Support- Plant Maintenance Services	Date Award until 9/30/2024	No	Whitney Bowen	Satisfactory	Local	\$9,360.00	\$2,160.00
FY2024	PO699221	N/A	JOHNSON CONTROLS SECURITY	FY24 HSEMA-IT- Annual Maintenance for Monitoring Rooms	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$7,475.21	\$0.00
FY2024	PO696001	N/A	COMCAST BUSINESS COMMUNICATION	FY24 HSEMA Administration/IT- Cable Transport Services HDTc Services	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Local	\$5,450.40	\$5,450.40
FY2024	PO698053	N/A	Hegens Management and Consulting service	FY24 HSEMA Sewage Cleaning for the Command Vehicle	Date Award until 9/30/2024	No	Billy Rogers	Satisfactory	Federal	\$5,000.00	\$3,660.00
FY2024	PO697743	N/A	SHARP ELECTRONICS CORPORATION	FY24 HSEMA 22Miles- Digital Signage and Conference Annual Support and Warranty	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$3,543.00	\$3,543.00
FY2024	PO697801	N/A	SHARP ELECTRONICS CORPORATION	FY2 HSEMA 22Miles- Digital Signage and Conference Installation Phase 2	Date Award until 9/30/2024	No	Anecia Stevens	Satisfactory	Federal	\$2,450.00	\$0.00

HSEMA FY23 Performance Oversight - Question 35

Year	Grant	Subrecipient	Amount	Awarded	End Date
2023	NSGP	Adat Shalom Reconstructionist Congregation	150,000.00	10/12/2023	09/30/2025
2023	NSGP	B nai Shalom of Olney	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Bells United Methodist Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Beth Shalom Congregation and Talmud Torah	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Bochasanwasi Shri Akshar Purushottam Swaminarayan Sanstha	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Chabad Community Center Germantown-Clarksburg	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Chabad Jewish Center of Reston-Herndon	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Chabad Lubavitch Jewish Center Tysons	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Chabad of Loudoun County	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Congregation B nai Tzedek	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Congregation Sha are Shalom	135,971.00	10/12/2023	09/30/2025
2023	NSGP	Covenant Baptist United Church of Christ	140,000.00	10/12/2023	09/30/2025
2023	NSGP	Episcopal Church of Our Saviour Hillandale	150,000.00	10/12/2023	09/30/2025
2023	NSGP	First Baptist Church of Highland Park	103,700.00	10/12/2023	09/30/2025
2023	NSGP	Forcey Bible Church	149,561.00	10/12/2023	09/30/2025
2023	NSGP	Galilee Baptist Church	81,025.00	10/12/2023	09/30/2025
2023	NSGP	Hillel at the George Washington University	79,800.00	10/12/2023	09/30/2025
2023	NSGP	International Ethiopian Evangelical Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Luther Place Memorial Church	149,465.00	10/12/2023	09/30/2025
2023	NSGP	McKendree-Simms-Brookland United Methodist Church	75,052.00	10/12/2023	09/30/2025
2023	NSGP	Melvin J. Berman Hebrew Academy	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Miracle International Praise Ministries	131,000.00	10/12/2023	09/30/2025
2023	NSGP	Mt. Zion United Methodist Church Georgetown	150,000.00	10/12/2023	09/30/2025
2023	NSGP	National Community Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	New Samaritan Baptist Church	129,340.00	10/12/2023	09/30/2025
2023	NSGP	New Samaritan Baptist Church	138,340.00	10/12/2023	09/30/2025
2023	NSGP	New Samaritan Baptist Church	147,190.00	10/12/2023	09/30/2025
2023	NSGP	Ohev Shalom - The National Synagogue	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Our Savior Lutheran Church and School	144,650.00	10/12/2023	09/30/2025
2023	NSGP	Paramount Baptist Church	149,840.00	10/12/2023	09/30/2025
2023	NSGP	Peace Baptist Church	144,000.00	10/12/2023	09/30/2025
2023	NSGP	Prince George s Muslim Association	91,400.00	10/12/2023	09/30/2025
2023	NSGP	Re ese Adbarat Debre Selam Kidist Mariam	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Saint George Antiochian Orthodox Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Saint Jane Frances de Chantal Church	149,730.00	10/12/2023	09/30/2025
2023	NSGP	Saint Jane Frances de Chantal Church	149,875.00	10/12/2023	09/30/2025
2023	NSGP	Saint Jane Frances de Chantal Church	149,575.00	10/12/2023	09/30/2025
2023	NSGP	Saint Mark s Parish in the District of Columbia	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Shaare Torah	149,000.00	10/12/2023	09/30/2025
2023	NSGP	Shechem Covenant Outreach Ministries	45,500.00	10/12/2023	09/30/2025
2023	NSGP	Singh Sabha Gurdwara	149,500.00	10/12/2023	09/30/2025
2023	NSGP	Sri Siva Vishnu Temple Trust	150,000.00	10/12/2023	09/30/2025
2023	NSGP	St. James' Episcopal Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	St. Matthew s United Methodist Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Sydenstricker United Methodist Church	100,000.00	10/12/2023	09/30/2025
2023	NSGP	Temple Micah	53,942.00	10/12/2023	09/30/2025
2023	NSGP	Temple Sinai	150,000.00	10/12/2023	09/30/2025
2023	NSGP	The Falls Church	149,500.00	10/12/2023	09/30/2025
2023	NSGP	The Orthodox Congregation of Silver Spring	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Tifereth Israel Congregation	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Turkish American Community Center	148,887.00	10/12/2023	09/30/2025
2023	NSGP	Turkish American Community Center	146,138.00	10/12/2023	09/30/2025
2023	NSGP	Union Wesley AME Zion Church	150,000.00	10/12/2023	09/30/2025
2023	NSGP	Unitarian Universalist Church of Arlington	150,000.00	10/12/2023	09/30/2025
2022	NSGP	Adas Israel Congregation	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Bender JCC of Greater Washington	125,343.00	11/14/2022	09/30/2024

2022	NSGP	Beth El Hebrew Congregation	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Carolina Missionary Baptist Church	93,200.00	11/14/2022	09/30/2024
2022	NSGP	Congregation Adat Reyim	149,938.00	11/14/2022	09/30/2024
2022	NSGP	Congregation Olam Tikvah	22,300.00	11/14/2022	09/30/2024
2022	NSGP	Emory Fellowship United Methodist Church	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Gethsemane United Methodist Church	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Islamic Center of Maryland	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Islamic Community Center of Laurel	148,000.00	11/14/2022	09/30/2024
2022	NSGP	Jewish Community Center of Prince George s County	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Jewish Federation of Greater Washington	25,000.00	11/14/2022	09/30/2024
2022	NSGP	Jewish Rockville Outreach Center	128,400.00	11/14/2022	09/30/2024
2022	NSGP	Kemp Mill Synagogue	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Magen David Sephardic Congregation	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Ohev Shalom - The National Synagogue	60,000.00	11/14/2022	09/30/2024
2022	NSGP	Peace Baptist Church	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Pohick Episcopal Church	100,909.00	11/14/2022	09/30/2024
2022	NSGP	Pozez Jewish Community Center of Northern Virginia	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Prince George s Muslim Association	139,450.00	11/14/2022	09/30/2024
2022	NSGP	Re ese Adbarat Debre Selam Kidist Mariam	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Seven Locks Jewish Community	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Sixth & I Historic Synagogue	52,000.00	11/14/2022	09/30/2024
2022	NSGP	Tabernacle Baptist Church	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Temple Beth Ami	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Temple Emanuel	150,000.00	11/14/2022	09/30/2024
2022	NSGP	Temple Shalom	60,570.00	11/14/2022	09/30/2024
2022	NSGP	Temple Sinai	150,000.00	11/14/2022	09/30/2024