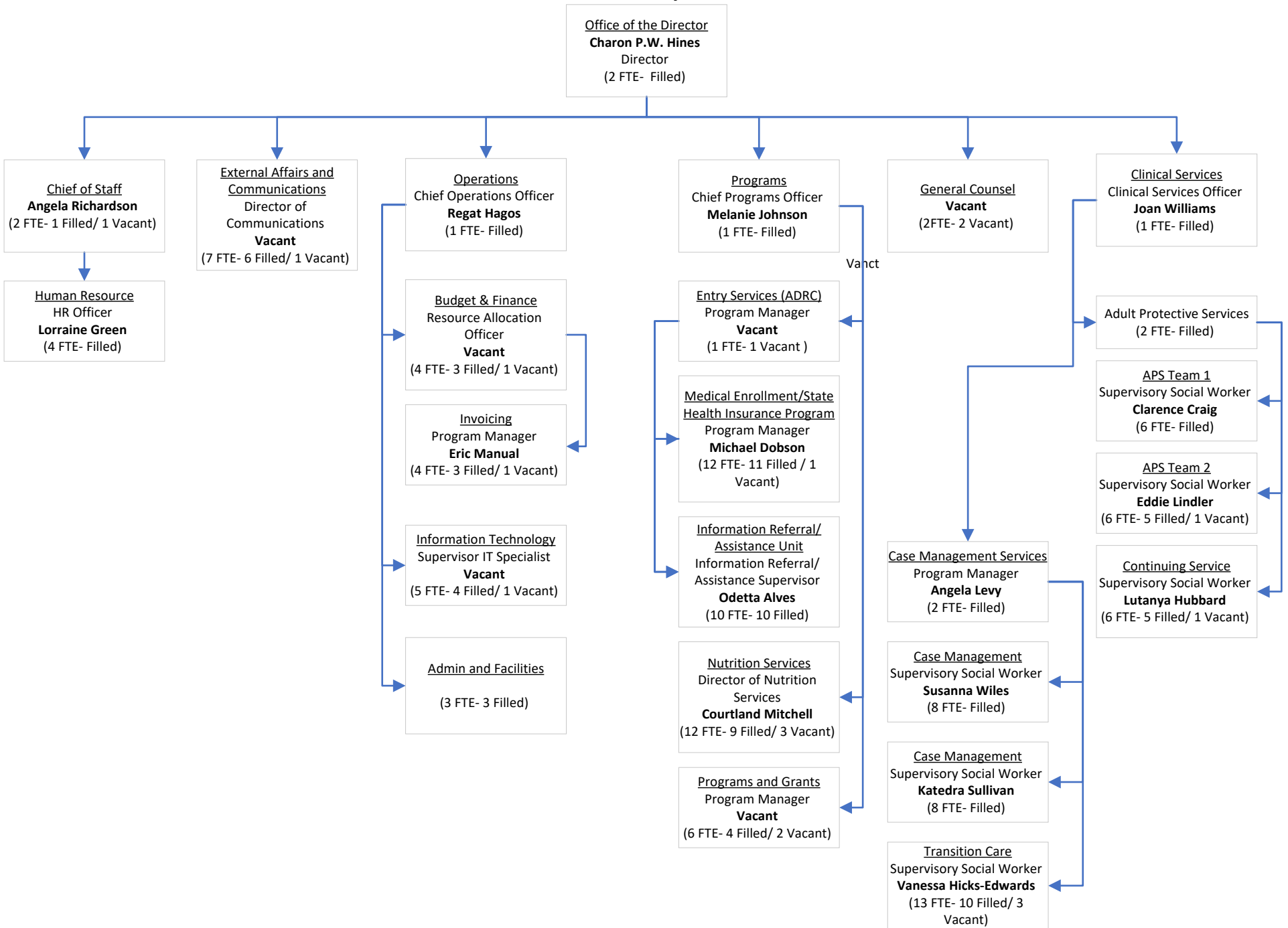


DEPARTMENT OF AGING AND COMMUNITY LIVING

ORGANIZATIONAL FUNCTIONAL CHART

As of January 2024



Name	Title	Program & Activity Name	Grade	Step	Salary	Fringe	Federal/Local Law Applies	Vacant Status	Reg/Temp/Term	Residency Status	Hire Date	Date Information Collected
Agbomson,Deborah	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	MD	9/25/2023	1/1/2024
Akinola,Ekundayo K	Transition-Care-Specialist	Home and Community Based Support	12	10	103,333.00	25,006.59	Local/Federal	F	Reg	MD	9/9/2013	1/1/2024
Allen,Darren	Transition-Care-Specialist	Consumer Info and Outreach Services	12	2	83,289.00	20,155.94	Local/Federal	F	Reg	DC	12/5/2022	1/1/2024
Alves,Odetta	Information-Referral-and-Assi	Home and Community Based Support	13	0	114,441.25	27,694.78	Local/Federal	F	Reg	DC	6/6/2022	1/1/2024
Anderson,Tiara	Program-Analyst	Nutrition Services	12	2	83,289.00	20,155.94	Local	F	Reg	DC	1/31/2022	1/1/2024
Ankrom,Darlesha C	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	MD	1/3/2023	1/1/2024
Banks,Danita T	Public-Health-Analyst	Agency Management Servies	12	4	98,340.00	23,798.28	Local	F	Term	N/A	1/9/2006	1/1/2024
Barnes,Kendra	Case-Manager	Home and Community Based Support	12	4	88,300.00	21,368.60	Local	F	Reg	DC	10/1/2018	1/1/2024
Battle,N. Elicitia	Medicaid-Enrollment-Specialist	Consumer Info and Outreach Services	11	6	75,775.00	18,337.55	Local/Federal	F	Reg	MD	2/6/2017	1/1/2024
Baxter,Emma	Transition-Care-Specialist	Home and Community Based Support	12	7	95,816.00	23,187.47	Local/Federal	F	Reg	DC	9/8/2014	1/1/2024
Bennett,Adesina Ajani	Human-Resources-Specialist	Home and Community Based Support	13	3	99,035.00	23,966.47	Local/Federal	F	Reg	DC	10/30/2017	1/1/2024
BILBRO Jr.,CHESTER	Case-Manager	Home and Community Based Support	12	3	85,794.00	20,762.15	Local	F	Reg	DC	10/25/2021	1/1/2024
Bjorge,Mark L.	COMMUNITY-OUTREACH-SPEC	Consumer Info and Outreach Services	12	7	95,816.00	23,187.47	Local/Federal	F	Reg	DC	12/8/2014	1/1/2024
Boyd,Shanitay	Case-Manager	Home and Community Based Support	12	1	80,784.00	19,549.73	Local	F	Term	DC	1/30/2023	1/1/2024
Brewer,Barbara Jane	Social-Worker	Home and Community Based Support	12	10	115,104.00	27,855.17	Local	F	Reg	MD	3/2/2008	1/1/2024
Bryant,Chicquita	Program-Analyst	Nutrition Services	11	2	67,383.00	16,306.69	Local	F	Reg	MD	2/14/2022	1/1/2024
Bryant,Stephanie	Program-Analyst	Agency Management Servies	12	6	93,311.00	22,581.26	Federal	F	Reg	MD	5/15/2017	1/1/2024
Butler,LaToria	Customer-Service-Communication	Consumer Info and Outreach Services	11	2	67,383.00	16,306.69	Local/Federal	F	Reg	DC	3/14/2022	1/1/2024
Butler,Mia	Customer-Service-Specialist	Consumer Info and Outreach Services	11	7	77,873.00	18,845.27	Local/Federal	F	Reg	DC	5/11/2015	1/1/2024
BUTLER,RAMONA	Program-Coordinator	Home and Community Based Support	13	5	105,001.00	25,410.24	Local/Federal	F	Reg	VA	4/8/2013	1/1/2024
Butler,Renita	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	DC	10/10/2023	1/1/2024
BYRD,DAMON	Social-Worker	Home and Community Based Support	11	10	100,741.00	24,379.32	Local	F	Reg	MD	9/26/2003	1/1/2024
Cacho Sr.,Andrew C	Social-Worker	Home and Community Based Support	11	6	91,397.00	22,118.07	Local	F	Reg	MD	1/8/2018	1/1/2024
Chase,Darrell	Program-Analyst	Home and Community Based Support	12	6	103,928.00	25,150.58	Local	F	Reg	DC	11/27/2017	1/1/2024
China,Frances A.	Custom-Service-Communications	Consumer Info and Outreach Services	11	5	73,677.00	17,829.83	Local/Federal	F	Reg	DC	10/1/2018	1/1/2024
Cooper-Geiger,Barbara	Case-Manager	Home and Community Based Support	12	2	83,289.00	20,155.94	Local	F	Reg	VA	11/8/2021	1/1/2024
Craig,Clarence F	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	122,950.72	29,754.07	Local	F	Reg	DC	1/21/1986	1/1/2024
Darku,Jemila S.	Community-Outreach-Coordinator	Consumer Info and Outreach Services	12	7	95,816.00	23,187.47	Federal	F	Term	MD	6/26/2017	1/1/2024
Davis,Lynette	Human-Resources-Specialist	Agency Management Servies	13	4	102,018.00	24,688.36	Local/Federal	F	Reg	MD	9/28/2016	1/1/2024
Dease,Jeremiah E	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	MD	10/11/2022	1/1/2024
Dobson,Michael	Program-Manager	Agency Management Servies	13	0	125,000.00	30,250.00	Local/Federal	F	Reg	VA	12/4/2023	1/1/2024
Dozier,Antonette D	Program-Analyst	Agency Management Servies	11	5	73,677.00	17,829.83	Local/Federal	F	Reg	MD	1/7/2008	1/1/2024
Edgecombe,Brendan	Case-Manager	Home and Community Based Support	12	5	90,805.00	21,974.81	Local	F	Reg	MD	5/23/2022	1/1/2024
Ellerbe,Sherri A	Customer-Service-Specialist	Consumer Info and Outreach Services	11	8	79,971.00	19,352.98	Local/Federal	F	Reg	DC	1/26/2015	1/1/2024
Fennell,Cherelle N.	Program-Analyst	Agency Management Servies	11	3	69,481.00	16,814.40	Federal	F	Reg	MD	9/16/2019	1/1/2024
Ferguson,Sadia	Program-Analyst	Agency Management Servies	12	6	93,311.00	22,581.26	Federal	F	Reg	VA	9/5/2017	1/1/2024
Floyd,Cecily Williams	Social-Worker	Home and Community Based Support	12	5	101,134.00	24,474.43	Local	F	Reg	MD	8/11/2014	1/1/2024
Franks,Krystal	Case-Manager	Home and Community Based Support	12	4	88,300.00	21,368.60	Local	F	Reg	MD	8/20/2018	1/1/2024
Gantt,Robin	Program-Analyst	Nutrition Services	11	3	69,481.00	16,814.40	Local	F	Reg	MD	12/20/2021	1/1/2024
Garrett,Mamie R	STAFF-ASSISTANT	Agency Management Servies	9	10	69,770.00	16,884.34	Local/Federal	F	Reg	MD	8/26/1985	1/1/2024
George,Courtney	Executive-Assistant	Agency Management Servies	12	3	85,794.00	20,762.15	Local/Federal	F	Reg	MD	9/11/2023	1/1/2024
Gill,Takira	Case-Manager	Home and Community Based Support	12	3	85,794.00	20,762.15	Local	F	Reg	MD	10/12/2021	1/1/2024
Gomez,Nathan	Program-Analyst	Agency Management Servies	12	5	90,805.00	21,974.81	Federal	F	Reg	DC	6/19/2017	1/1/2024
Graves,Cory	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Federal	F	Reg	MD	1/3/2023	1/1/2024
Green,L. Lorraine	Human-Resources-Officer-II	Agency Management Servies	14	0	152,544.99	36,915.89	Local/Federal	F	Reg	MD	1/21/2020	1/1/2024
Hagos,Regat G.	Chief-Operating-Officer	Agency Management Servies	15	0	154,084.00	37,288.33	Local/Federal	F	Reg	VA	4/21/2014	1/1/2024
Harley,Sheila	Custom-Service-Communications	Consumer Info and Outreach Services	11	6	75,775.00	18,337.55	Local/Federal	F	Reg	MD	3/20/2017	1/1/2024
Hicks-Edwards,Vanessa L	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	119,416.60	28,898.82	Local/Federal	F	Reg	MD	6/25/2012	1/1/2024
Hines,Charon P.W.	Director	Agency Management Servies	E4	0	202,052.27	48,896.65	Local/Federal	F	Reg	DC	1/2/2015	1/1/2024
Holt,Wendell L	Program-Support-Specialist	Agency Management Servies	12	10	103,333.00	25,006.59	Local/Federal	F	Reg	DC	6/16/2003	1/1/2024
Hubbard,Lutanya	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	116,503.00	28,193.73	Local	F	Reg	MD	10/24/2022	1/1/2024
Inge,Carmen	Social-Services-Assistant	Home and Community Based Support	8	6	63,604.00	15,392.17	Local	F	Reg	MD	12/29/2014	1/1/2024
Jackson,David	Program-Analyst	Agency Management Servies	12	5	90,805.00	21,974.81	Local/Federal	F	Reg	DC	9/17/2018	1/1/2024
January,Chandra	Program-Analyst	Nutrition Services	11	2	67,383.00	16,306.69	Local	F	Reg	MD	12/20/2021	1/1/2024
Jenkins,Edwinta	Program-Analyst	Agency Management Servies	12	5	90,805.00	21,974.81	Local/Federal	F	Reg	MD	11/8/2021	1/1/2024
John,Nigel A.	Facilities-Services-Specialist	Agency Management Servies	12	8	98,322.00	23,793.92	Local/Federal	F	Reg	MD	1/20/2015	1/1/2024
Johnson,Melanie	Chief-Program-Officer	Agency Management Servies	15	0	155,000.00	37,510.00	Local/Federal	F	Reg	DC	7/5/2022	1/1/2024
Johnson,Sammie	Social-Worker	Home and Community Based Support	12	4	98,340.00	23,798.28	Local	F	Reg	DC	8/24/2015	1/1/2024
Kelly,Ervin Malcolm	Social-Worker	Home and Community Based Support	11	6	91,397.00	22,118.07	Local/Federal	F	Reg	MD	7/4/2010	1/1/2024
Lee,Chicquita	Resource-Allocation-Analyst	Agency Management Servies	13	8	113,950.00	27,575.90	Local/Federal	F	Reg	MD	4/3/2005	1/1/2024

Legge,Estefani	Staff-Assistant	Home and Community Based Support	11	2	67,383.00	16,306.69	Local	F	Reg	DC	5/9/2022	1/1/2024
Levy,Angela Elaine	Program-Manager	Home and Community Based Support	14	0	134,208.38	32,478.43	Local	F	Reg	MD	12/6/2021	1/1/2024
Lindler,Eddie Yolanda	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	122,418.02	29,625.16	Local	F	Reg	MD	7/10/2006	1/1/2024
Lucas,Joel	Transition-Care-Specialist	Home and Community Based Support	12	6	93,311.00	22,581.26	Local/Federal	F	Reg	DC	11/28/2016	1/1/2024
Manuel,Eric D	Program-Manager	Agency Management Servies	14	0	125,697.07	30,418.69	Local/Federal	F	Reg	DC	12/17/2018	1/1/2024
Meyers,Leslie Ross	Social-Worker	Home and Community Based Support	12	5	101,134.00	24,474.43	Local	F	Reg	MD	1/22/2018	1/1/2024
Mitchell,William Courtland	Program-Manager	Nutrition Services	13	0	114,441.00	27,694.72	Local	F	Reg	DC	12/5/2022	1/1/2024
Moore,Tamara	Program-Coordinator	Home and Community Based Support	13	6	107,984.00	26,132.13	Local	F	Reg	MD	7/23/2018	1/1/2024
Morgan,Charlotte	Case-Manager	Home and Community Based Support	12	4	88,300.00	21,368.60	Local/Federal	F	Reg	MD	2/22/2016	1/1/2024
Morton,Lakeisha	Program-Analyst	Nutrition Services	12	1	80,784.00	19,549.73	Local	F	Reg	DC	2/20/2018	1/1/2024
Noonan-Jones,Gwendolyn A.	Transition-Care-Specialist	Home and Community Based Support	12	10	103,333.00	25,006.59	Local/Federal	F	Reg	MD	10/27/2008	1/1/2024
North,Sonia Denise	Social-Worker	Home and Community Based Support	12	7	106,722.00	25,826.72	Local	F	Reg	MD	1/12/1998	1/1/2024
Oloughlin,Charlayne Letitia	Social-Worker	Home and Community Based Support	12	10	115,104.00	27,855.17	Local	F	Reg	MD	5/20/2013	1/1/2024
Overton,LaChelle C	Human-Resources-Specialist	Agency Management Servies	13	1	93,069.00	22,522.70	Local/Federal	F	Reg	MD	1/8/2018	1/1/2024
Parker,Aaron	Information-Technology-Special	Agency Management Servies	12	2	83,289.00	20,155.94	Local/Federal	F	Reg	MD	2/14/2022	1/1/2024
Parks,Alison Browne	Custom-Service-Communications	Consumer Info and Outreach Services	11	6	75,775.00	18,337.55	Local/Federal	F	Reg	DC	7/8/2019	1/1/2024
Pham,Tan Duy	Information-Technology-Special	Agency Management Servies	12	5	90,805.00	21,974.81	Local/Federal	F	Reg	VA	1/4/2021	1/1/2024
Pichardo,Arlin	Case-Manager	Home and Community Based Support	12	5	90,805.00	21,974.81	Local/Federal	F	Reg	VA	9/27/2021	1/1/2024
Polee,Darneasha R	Events-Coordinator	Consumer Info and Outreach Services	12	10	103,333.00	25,006.59	Local/Federal	F	Reg	DC	3/11/2019	1/1/2024
Polo-Herrera,Alberto	Customer-Service-Specialist	Agency Management Servies	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	VA	1/3/2023	1/1/2024
Price,Naisha	Case-Manager	Home and Community Based Support	12	4	88,300.00	21,368.60	Local	F	Reg	MD	11/22/2021	1/1/2024
Pride,Nia	Transition-Care-Specialist	Consumer Info and Outreach Services	12	2	83,289.00	20,155.94	Federal	F	Term	MD	6/27/2016	1/1/2024
Reed,Kevin D.	Social-Worker	Home and Community Based Support	12	4	98,340.00	23,798.28	Local	F	Reg	DC	3/4/2019	1/1/2024
Reyes,Hilda J.	Custom-Service-Communications	Consumer Info and Outreach Services	11	5	73,677.00	17,829.83	Local/Federal	F	Reg	DC	10/1/2018	1/1/2024
Richardson,Angela Maria	Chief-of-Staff	Agency Management Servies	15	0	165,461.00	40,041.56	Local/Federal	F	Reg	DC	10/18/2017	1/1/2024
Russell,Robert	Resource-Allocation-Analyst	Agency Management Servies	13	6	107,984.00	26,132.13	Local/Federal	F	Reg	DC	7/8/2019	1/1/2024
Saiful,Md Roman	IT-SPEC-DATAMGT-CUSTSPT-	Agency Management Servies	12	4	88,300.00	21,368.60	Local/Federal	F	Reg	VA	3/4/2019	1/1/2024
Sanga,Nkwenti Patrick	Resource-Allocation-Analyst	Agency Management Servies	13	10	119,916.00	29,019.67	Local/Federal	F	Reg	MD	5/29/2005	1/1/2024
Silva,Sierra	Social-Worker	Home and Community Based Support	12	4	98,340.00	23,798.28	Local	F	Reg	MD	5/29/2018	1/1/2024
Smith,Morgan	Public-Health-Nutritionist	Nutrition Services	12	1	80,784.00	19,549.73	Local	F	Reg	DC	2/13/2023	1/1/2024
Smith,Teresa Belinda	Social-Worker	Home and Community Based Support	12	10	115,104.00	27,855.17	Local	F	Reg	MD	11/13/2007	1/1/2024
Sullivan,Katedra S	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	119,416.32	28,898.75	Local	F	Reg	DC	9/27/2021	1/1/2024
Swint-Hill,Diamynn	Transition-Care-Specialist	Consumer Info and Outreach Services	12	1	80,784.00	19,549.73	Federal	F	Reg	MD	11/20/2023	1/1/2024
Taylor Jr Jr.,Samuel L L	Facilities-Services-Specialist	Agency Management Servies	12	8	98,322.00	23,793.92	Local/Federal	F	Reg	MD	2/12/1984	1/1/2024
Thompson,Alice Arcenia	Community-Outreach-Specialist	Consumer Info and Outreach Services	13	8	113,950.00	27,575.90	Local/Federal	F	Reg	DC	1/2/2007	1/1/2024
Thornton,Chyna	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	MD	9/25/2023	1/1/2024
Tribble,Akia	Customer-Service-Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,798.97	Local/Federal	F	Reg	DC	12/4/2023	1/1/2024
Wallace,Orisia	Transition-Care-Specialist	Home and Community Based Support	12	6	93,311.00	22,581.26	Local/Federal	F	Reg	DC	1/7/2019	1/1/2024
Washington,Amanda	Communications-Specialist	Consumer Info and Outreach Services	13	3	99,035.00	23,966.47	Local/Federal	F	Reg	MD	9/23/2019	1/1/2024
Watson,Plathon	Housing-Coordinator	Home and Community Based Support	12	7	95,816.00	23,187.47	Local/Federal	F	Reg	VA	1/13/2014	1/1/2024
Watson-Brooks,Karen Y.	Social-Worker	Home and Community Based Support	12	7	106,722.00	25,826.72	Local	F	Reg	DC	10/1/2007	1/1/2024
WELCH,TRACY	Social-Worker	Home and Community Based Support	12	3	85,794.00	20,762.15	Local	F	Reg	DC	10/25/2021	1/1/2024
Wells,Talia	Custom-Service-Communications	Consumer Info and Outreach Services	11	2	67,383.00	16,306.69	Local/Federal	F	Reg	MD	2/28/2022	1/1/2024
Wiles,Susanna	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	99,513.95	24,082.38	Local/Federal	F	Reg	MD	10/12/2021	1/1/2024
Williams,Deneal	Invoicing-Specialist	Agency Management Servies	11	2	67,383.00	16,306.69	Local/Federal	F	Reg	MD	3/28/2022	1/1/2024
Williams,Janeashia	Program-Analyst	Nutrition Services	12	2	83,289.00	20,155.94	Local	F	Reg	DC	2/6/2017	1/1/2024
Williams,Joan	Clinical-Services-Officer	Home and Community Based Support	15	0	155,000.00	37,510.00	Local/Federal	F	Reg	DC	8/14/2023	1/1/2024
Willingham,Belinda	Program-Support-Specialist	Consumer Info and Outreach Services	11	3	69,481.00	16,814.40	Federal	F	Term	MD	9/27/2021	1/1/2024
Wise,Sharon Denise	COMMUNITY-OUTREACH-SPEC	Consumer Info and Outreach Services	12	3	85,794.00	20,762.15	Local/Federal	F	Reg	DC	7/19/2021	1/1/2024
Wray,Rolanda	Transition-Care-Specialist	Home and Community Based Support	12	8	98,322.00	23,793.92	Local/Federal	F	Reg	MD	3/17/2008	1/1/2024
Wudineh,Aweke	IT-Specialist-Data-Management	Home and Community Based Support	14	2	113,522.00	27,472.32	Local/Federal	F	Reg	MD	10/6/2014	1/1/2024
Vacant	BUDGET-ANALYST	Agency Management Servies	12	1	89,964.00	21,771.29	Local	V				1/1/2024
Vacant	Program-Manager	Agency Management Servies	14	0	137,328.50	33,233.50	Local	V				1/1/2024
Vacant	Director-of-Communications	Consumer Info and Outreach Services	15	0	152,434.50	36,889.15	Local/Federal	V				1/1/2024
Vacant	Social-Worker	Home and Community Based Support	12	0	89,959.00	21,770.08	Local/Federal	V				1/1/2024
Vacant	SUPERVISORY-SOCIAL-WORKER	Home and Community Based Support	13	0	119,416.00	28,898.67	Local/Federal	V				1/1/2024
Vacant	Attorney-Advisor	Agency Management Servies	12	0	91,650.00	22,179.30	Local/Federal	V				1/1/2024
Vacant	General-Counsel	Agency Management Servies	2	0	173,831.50	42,067.22	Local/Federal	V				1/1/2024
Vacant	Medicaid-Enrollment-Supervisor	Consumer Info and Outreach Services	13	0	119,416.00	28,898.67	Local/Federal	V				1/1/2024
Vacant	Resource-Allocation-Officer	Agency Management Servies	14	0	137,328.50	33,233.50	Local/Federal	V				1/1/2024
Vacant	Program-Analyst	Agency Management Servies	12	0	80,784.00	19,549.73	Local/Federal	V				1/1/2024
Vacant	Social-Worker	Home and Community Based Support	12	0	89,959.00	21,770.08	Local	V				1/1/2024

Vacant	Supervisory-Information-Techno	Agency Management Servies	14	0	137,328.50	33,233.50	Local/Federal	V	1/1/2024
Vacant	Special-Assistant	Home and Community Based Support	14	0	109,999.00	26,619.76	Local	V	1/1/2024
Vacant	Program-Analyst	Nutrition Services	11	0	65,285.00	15,798.97	Local	V	1/1/2024
Vacant	Public-Health-Nutritionist	Nutrition Services	12	0	80,784.00	19,549.73	Local	V	1/1/2024
Vacant	Public-Health-Nutritionist	Home and Community Based Support	12	0	80,784.00	19,549.73	Local	V	1/1/2024
Vacant	Program-Manager	Agency Management Servies	14	0	137,328.50	33,233.50	Federal	V	1/1/2024
Vacant	Special-Assistant	Consumer Info and Outreach Services	12	0	80,784.00	19,549.73	Federal	V	1/1/2024
Vacant	Transition-Care-Specialist	Consumer Info and Outreach Services	12	0	80,784.00	19,549.73	Federal	V	1/1/2024
Vacant	Customer-Service-Specialist	Home and Community Based Support	9	0	54,183.00	13,112.29	Federal	V	1/1/2024
Vacant	Customer-Service-Specialist	Consumer Info and Outreach Services	9	0	54,183.00	13,112.29	Federal	V	1/1/2024

Name	Title
Aaron Parker	IT Specialist
Ajani Bennett	Human Resources Officer
Alberto Polo- Herrera	Customern Communications Specialist
Alesia Jerrels	Supervisory Social Worker
Alice Thompson	Community Outreach Specialist (Team Lead)
Alison B. Parks	Medicaid Enrollment Specialist
Andrew Cacho	Social Worker
Angela Levy-Singh	Program Manager
Angela Richardson	Deputy Director of Communications
Antonette Dozier	Staff Assistant
Arlin Pichardo	Case Manager
Aweke Wudineh	IT Specialist (Data Management)
Barbara Brewer	Social Worker
Barbara Cooper-Geiger	Social Worker
Belinda Willingham	Program Support Specialist
Brett Bennett	Attorney Advisor
Brendan Edgecombe	Community Transition
Brie'Asha Nwanze	Special Assistant
Carmen Inge	Social Services Assistant
Cecily Floyd	Social Worker
Chandra January	Program Analyst
Charlayne Oloughlin	Social Worker
Charlotte Morgan	Medicaid Enrollment Specialist
Chelsea Geyer	Special Projects Officer
Chester Bilbro-Bey	Case Manager
Chicquita Bryant	Program Analyst
China Frances	Customer Service Communications Specialist
Chris DeYoung	Director of Medicaid Enrollment and SHIP
Chyna Thornton	Administrative Assistant
Clarence Craig	Supervisory Social Worker
Damon Byrd	Social Worker
Darrell Chase	Program Policy Analyst
David Jackson	Program Analyst
Dee'Anna Segee	Program Analyst
Edwinta Jenkins	Program Analyst
Ekundayo Akinola	Transition Care Specialist
Elaine Murry	Program Manager
Elicitia Cleveland	Customer Service Communications Specialist
Emma Baxter	Transition Care Specialist
Eniola Akinkuowo	Social Worker
Eric Manuel	Program Manager
Estefani Legge	Staff Assistant
Garret King	Chief of Staff
Gwen Noonan-Jones	Public Health Analyst
Hilda Reyes	Customer Service Communications Specialist
Janeashia Williams	Program Analyst

Jeremiah Dease	IR&A
Jacob Wrong	COO
Jasmine Conyers	Medicaid Enrollment Specialist
Jemila Darku	Community Outreach Coordinator
Jennifer Witherspoon	Customer Service Communications Specialist
Jessica Smith	Chief Operating Officer
Joann Luster	Social Worker
Joel Lucas	Social Worker
Karen Dorbin	Director of Communications
Karen Watson-Brooks	Social Worker
Katedra Sullivan	Supervisory Social Worker
Kathleen Liu	General Counsel
Katrice Jefferson-Pope	Medicaid Enrollment Supervisor
Keisha Jefferson	Program Analyst
Kendra Barnes	Case Manager
Kevin Reed	Social Worker
Keyana McNeil	Human Resource Specialist
Krystal Franks	Social Worker
LaChelle Anderson	Human Resource Specialist
LaKeisha Morton	Program Analyst
Lance Holt	Staff Assistant
Lutanya Hubbard	Supervisory Social Worker
Leslie Meyers	Social Worker
Lorraine Green	Human Resources Officer
Mamie Garrett	Staff Assistant
Margaret Woods	Program Coordinator (Nurse)
Melanie Johnson	Program Manager
Morgan Smith	Program Manager
Maria Young	Medicaid Enrollment Specialist
Mark Bjorge	Community Outreach Specialist
Melisse Ivey	Volunteer Coordinator
Mia Butler	Medicaid Enrollment Specialist
Motika Herbert	Program Analyst
Naisha Price	Case Manager
Natasha Walker	Customer Service Communications Specialist
Natasha Webb	Medicaid Enrollment Specialist
Nathan Gomez	Program Analyst
Nia Pride	Customer Service Communications Specialist
Nigel A. John	Facility Services Specialist
Nkwenti Sanga	Budget Analyst
Odetta Alves	Information & Referral Assistance Supervisor
Orisia Wallace	Social Worker
Paulett Costley	Program Manager
Plathon Watson	Housing Coordinator
Ramona Butler	Program Coordinator
Regat Hagos	Resource Allocation Officer
Richard Williams	Creative Communications & Graphics Specialist

Rinaldo Washington	Special Projects Coordinator
Robert Russell	Resource Allocation Analyst
Robin Gantt	Program Analyst
Rolanda Wray	Transition Care Specialist
Roman Saiful	IT Specialist
Sadia Ferguson	Program Analyst
Sammie Johnson	Social Worker
Samuel L. Taylor, Jr.	Facility Services Specialist
Sharon Wise	Community Outreach Specialist
Sonia North	APS
Sheila Harley	Customer Service Communications Specialist
Sherri Ellerbe	Medicaid Enrollment Specialist
Sierra Silva	Social Worker
Sina Baktash	Supervisory Social Worker
Stephanie Bryant	Program Analyst
Stephanie Hemsley	Human Resources Officer
Susanna Wiles	Social Worker
Takira Gill	Case Manager
Talia Wells	Medicaid Enrollment Specialist
Tamara Moore	Information & Referral/Assistance Supervisor
Tan Pham	IT Specialist
Taufuria Williams	Nutrition Services
Tanya Reid	Administrative Support Manager
Teresa Smith	Social Worker
Tiara Anderson	Program Analyst
Tracy Welch	Social Worker
Vadonia Mallory	Customer Services Community Specialist
Vanessa Hicks	Supervisory Social Worker
Yolanda Lyles	Chief Information Officer

Name	Title	Laptop	Cellphone	IPAD
Aaron Parker	IT Specialist	X	X	
Ajani Bennett	Human Resource Specialist	X	X	
Akia Tribble	Customer service Communications Specialist	X		
Alberto Polo- Herrera	Customer service Communications Specialist	X		
Alice Thompson	Community Outreach Specialist (Team Lead)	X	X	
Alison B. Parks	Medicaid Enrollment Specialist	X	X	
Amanda Washington	Communications Specialist	X	X	
Andrew Cacho	Social Worker	X	X	
Angela Levy-Singh	Program Manager	X	X	
Angela Richardson	Deputy Director of Communications	X	X	
Antonette Dozier	Staff Assistant	X	X	
Arlin Pichardo	Case Manager	X	X	
Aweke Wudineh	IT Specialist (Data Management)	X	X	
Barbara Brewer	Social Worker	X	X	
Barbara Cooper-Geiger	Social Worker	X	X	
Belinda Willingham	Program Support Specialist	X	X	
Carmen Inge	Social Services Assistant	X	X	
Cecily Floyd	Social Worker	X	X	
Chandra January	Program Analyst	X	X	
Charlayne O'loughlin	Social Worker	X	X	
Charlotte Morgan	Medicaid Enrollment Specialist	X	X	
Charon Hines	Agency Derector	X	X	
Cherelle Fennell	Program Analyst	X	X	
Chester Bilbro-Bey	Case Manager	X	X	
Chicquita Bryant	Program Analyst	X	X	
China Frances	Customer Service Communications Specialist	X		
Chiquita Lee	Resource Allocation Analyst	X	X	
Chyna Thornton	Administrative Assistant	X	X	
Clarence Craig	Supervisory Social Worker	X	X	
Cory Graves	Program Support Specialist	X	X	
Courtland Mitchell	Program Manager	X	X	
Courtney George	Executive Assistant	X	X	
Damon Byrd	Social Worker	X	X	

Darneesha Polee	Program Analyst	X	X	
Darrell Chase	Program Policy Analyst	X	X	
Darren Allen	Transition Care Specialist	X	X	
David Jackson	Program Analyst	X	X	
Deborah Agbomson	Information & Referral/Assistance	X		
Deneal Williams	Program Analyst	X	X	
Diamynn Hill	Transition Care Specialist	X	X	
Diane Moses	Customer Service Specialist	X		
Eddie Lindler	APS Supervisory Social Worker	X	X	
Edwinta Jenkins	Program Analyst	X	X	
Ekundayo Akinola	Transition Care Specialist	X	X	
Elicitia Battle	Customer Service Communications Specialist	X		
Emma Baxter	Transition Care Specialist	X	X	
Eniola Akinkuowo	Social Worker	X	X	
Eric Manuel	Program Manager	X	X	
Ervin Kelly	Chief of Staff	X	X	
Estefani Legge	Staff Assistant	X	X	
Gwen Noonan-Jones	Public Health Analyst	X	X	
Hilda Reyes	Customer Service Communications Specialist	X		
Janeashia Williams	Program Analyst	X	X	
Jemila Darku	Community Outreach Coordinator	X	X	
Jeremiah Dease	Customer Service Communications Specialist	X		
Joan Williams	Chief Operating Officer	X	X	
Joel Lucas	Social Worker	X	X	
Karen Watson-Brooks	Social Worker	X	X	
Katedra Sullivan	Supervisory Social Worker	X	X	
Keianna Evans	Hotline Specialist	x	x	
Kendra Barnes	Case Manager	X	X	
Kevin Reed	Social Worker	X	X	
Krystal Franks	Social Worker	X	X	
LaChelle Anderson	Human Resource Specialist	X	X	
LaKeisha Morton	Program Analyst	X	X	
Lance Holt	Staff Assistant	X		
Latoria Butler	Medicaid Enrollment Specialist	x	x	

laura Dummit	Medicaid Enrollment Specialist	x	x	
Leslie Meyers	Social Worker	X	X	
Lorraine Green	Human Resources Officer	X	X	
Lutanya Hubbard	Supervisory Social Worker	x	x	
Lynette davis	Human Resources Specialist	x	x	
Mamie Garrett	Staff Assistant	X	X	
Mark Bjorge	Community Outreach Specialist	X	X	
Melanie Johnson	Program Coordinator (Nurse)	X	X	
Mia Butler	Medicaid Enrollment Specialist	X	X	
Michael Dobson	Program Manager	x	x	
Morgan Smith	Public Health Nutritionist	x	x	
Naisha Price	Case Manager	X	X	
Nathan Gomez	Program Analyst	X	X	
Nia Pride	Customer Service Communications Specialist	X	x	
Nigel A. John	Facility Services Specialist	X	X	
Nkwenti Sanga	Budget Analyst	X	X	
Odetta Alves	Information & Referral Assistance Supervisor	x	x	
Orisia Wallace	Social Worker	X	X	
Plathon Watson	Housing Coordinator	X	X	
Ramona Butler	Program Coordinator	X	X	
Regat Hagos	Resource Allocation Officer	X	X	
Renita Butler	Creative Communications & Graphics Specialist	X	X	
Robert Russell	Resource Allocation Analyst	X	X	
Robin Gantt	Program Analyst	X	X	
Rolanda Wray	Transition Care Specialist	X	X	
Roman Saiful	IT Specialist	X	X	
Sammie Johnson	Social Worker	X	X	
Samuel L. Taylor, Jr.	Facility Services Specialist	X	X	
Shanitay Boyd	Supervisory Social Worker	X	X	
Sharon Wise	Community Outreach Specialist	X	X	
Sheila Harley	Customer Service Communications Specialist	X		
Sherri Ellerbe	Medicaid Enrollment Specialist	X	X	
Sierra Silva	Social Worker	X	X	
Sonia North	Administrative Support Manager	X	X	

Stephanie Bryant	Program Analyst	X	X	
Susanna Wiles	Social Worker	X	X	
Taufuria Williams	Public Health Nutritionist	x	x	
Takira Gill	Case Manager	X	X	
Talia Wells	Medicaid Enrollment Specialist	X	X	
Tamara Moore	Information & Referral/Assistance Supervisor	X	X	
Tan Pham	IT Specialist	X	X	
Teresa Smith	Social Worker	X	X	
Tiara Anderson	Program Analyst	X	X	
Tracy Welch	Social Worker	X	X	
Unita Crudup	Customer Services Community Specialist	X	x	
Vanessa Hicks	Supervisory Social Worker	X	X	

FY23 Invoice Month	Agency Name	Vendor Amount	Vendor Type	Vendor Name
2023-12(11/15~12/14)	DC Department of Aging and Community Living	\$58,072.48	Cellular	AT&T WL Citywide (FAN No=72572)
2023-11(11/1~11/30)	DC Department of Aging and Community Living	\$17.59	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-11(10/15~11/14)	DC Department of Aging and Community Living	\$58,267.01	Cellular	AT&T WL Citywide (FAN No=72572)
2023-11(11/1~11/30)	DC Department of Aging and Community Living	\$421.79	Language Translation Service	LANGUAGE LINE SERVICES
2023-10(10/1~10/31)	DC Department of Aging and Community Living	\$17.59	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-12(12/2~1/1)	DC Department of Aging and Community Living	\$181.63	Cellular	VERIZON WIRELESS
2023-10(9/15~10/14)	DC Department of Aging and Community Living	\$58,019.35	Cellular	AT&T WL Citywide (FAN No=72572)
2023-10(10/1~10/31)	DC Department of Aging and Community Living	\$9,291.46	Landline	DC NET
2023-10(10/1~10/31)	DC Department of Aging and Community Living	\$757.35	Language Translation Service	LANGUAGE LINE SERVICES
2023-11(11/2~12/1)	DC Department of Aging and Community Living	\$181.63	Cellular	VERIZON WIRELESS
2023-09(9/1~9/30)	DC Department of Aging and Community Living	\$9,291.46	Landline	DC NET
2023-09(9/1~9/30)	DC Department of Aging and Community Living	(\$3,299.60)	Long Distance	GSA Networx - Long Distance
2023-09(9/1~9/30)	DC Department of Aging and Community Living	\$689.56	Language Translation Service	LANGUAGE LINE SERVICES
2023-10(10/2~11/1)	DC Department of Aging and Community Living	\$181.63	Cellular	VERIZON WIRELESS
2023-08(7/15~8/14)	DC Department of Aging and Community Living	\$55,899.67	Cellular	AT&T WL Citywide (FAN No=72572)
2023-08(8/1~8/31)	DC Department of Aging and Community Living	\$26,791.46	Landline	DC NET
2023-08(8/1~8/31)	DC Department of Aging and Community Living	\$151.50	Long Distance	GSA Networx - Long Distance
2023-08(8/1~8/31)	DC Department of Aging and Community Living	\$584.06	Language Translation Service	LANGUAGE LINE SERVICES
2023-07(7/1~7/31)	DC Department of Aging and Community Living	\$17.56	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-09(9/2~10/1)	DC Department of Aging and Community Living	\$181.51	Cellular	VERIZON WIRELESS
2023-07(6/15~7/14)	DC Department of Aging and Community Living	\$57,896.47	Cellular	AT&T WL Citywide (FAN No=72572)
2023-07(7/1~7/31)	DC Department of Aging and Community Living	\$9,291.46	Landline	DC NET
2023-07(7/1~7/31)	DC Department of Aging and Community Living	\$198.61	Long Distance	GSA Networx - Long Distance
2023-07(7/1~7/31)	DC Department of Aging and Community Living	\$463.26	Language Translation Service	LANGUAGE LINE SERVICES
2023-06(6/1~6/30)	DC Department of Aging and Community Living	\$17.56	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-08(8/2~9/1)	DC Department of Aging and Community Living	\$181.24	Cellular	VERIZON WIRELESS
2023-06(5/22~6/21)	DC Department of Aging and Community Living	\$18,948.29	Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
2023-06(5/15~6/14)	DC Department of Aging and Community Living	\$77,952.19	Cellular	AT&T WL Citywide (FAN No=72572)
2023-06(6/1~6/30)	DC Department of Aging and Community Living	\$9,291.46	Landline	DC NET
2023-06(6/1~6/30)	DC Department of Aging and Community Living	\$177.69	Long Distance	GSA Networx - Long Distance
2023-06(6/1~6/30)	DC Department of Aging and Community Living	\$274.09	Language Translation Service	LANGUAGE LINE SERVICES
2023-05(5/1~5/31)	DC Department of Aging and Community Living	\$17.56	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-07(7/2~8/1)	DC Department of Aging and Community Living	\$181.24	Cellular	VERIZON WIRELESS
2023-05(4/22~5/21)	DC Department of Aging and Community Living	\$18,948.29	Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
2023-05(4/15~5/14)	DC Department of Aging and Community Living	\$46,365.75	Cellular	AT&T WL Citywide (FAN No=72572)
2023-05(5/1~5/31)	DC Department of Aging and Community Living	\$9,771.46	Landline	DC NET
2023-05(5/1~5/31)	DC Department of Aging and Community Living	\$167.64	Long Distance	GSA Networx - Long Distance
2023-05(5/1~5/31)	DC Department of Aging and Community Living	\$419.34	Language Translation Service	LANGUAGE LINE SERVICES
2023-04(4/1~4/30)	DC Department of Aging and Community Living	\$17.55	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-06(6/2~7/1)	DC Department of Aging and Community Living	\$181.24	Cellular	VERIZON WIRELESS
2023-04(3/22~4/21)	DC Department of Aging and Community Living	\$18,948.29	Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
2023-04(3/15~4/14)	DC Department of Aging and Community Living	\$53,909.35	Cellular	AT&T WL Citywide (FAN No=72572)
2023-04(4/1~4/30)	DC Department of Aging and Community Living	\$9,291.46	Landline	DC NET
2023-04(4/1~4/30)	DC Department of Aging and Community Living	\$181.92	Long Distance	GSA Networx - Long Distance
2023-04(4/1~4/30)	DC Department of Aging and Community Living	\$406.22	Language Translation Service	LANGUAGE LINE SERVICES
2023-03(3/1~3/31)	DC Department of Aging and Community Living	\$17.55	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-05(5/2~6/1)	DC Department of Aging and Community Living	\$181.24	Cellular	VERIZON WIRELESS
2023-03(2/22~3/21)	DC Department of Aging and Community Living	\$18,948.29	Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
2023-03(2/15~3/14)	DC Department of Aging and Community Living	\$52,984.97	Cellular	AT&T WL Citywide (FAN No=72572)
2023-03(3/1~3/31)	DC Department of Aging and Community Living	\$9,274.42	Landline	DC NET
2023-03(3/1~3/31)	DC Department of Aging and Community Living	\$164.10	Long Distance	GSA Networx - Long Distance
2023-03(3/1~3/31)	DC Department of Aging and Community Living	\$627.90	Language Translation Service	LANGUAGE LINE SERVICES

2023-02(2/1~2/28)	DC Department of Aging and Community Living	\$17.57	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-04(4/2~5/1)	DC Department of Aging and Community Living	\$181.24	Cellular	VERIZON WIRELESS
2023-02(1/22~2/21)	DC Department of Aging and Community Living	\$18,948.29	Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
2023-02(1/15~2/14)	DC Department of Aging and Community Living	\$92,141.12	Cellular	AT&T WL Citywide (FAN No=72572)
2023-02(2/1~2/28)	DC Department of Aging and Community Living	\$9,063.46	Landline	DC NET
2023-02(2/1~2/28)	DC Department of Aging and Community Living	\$162.62	Long Distance	GSA Networx - Long Distance
2023-02(2/1~2/28)	DC Department of Aging and Community Living	\$509.03	Language Translation Service	LANGUAGE LINE SERVICES
2023-01(1/1~1/31)	DC Department of Aging and Community Living	\$17.57	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-03(3/2~4/1)	DC Department of Aging and Community Living	\$181.33	Cellular	VERIZON WIRELESS
2023-01(12/22~1/21)	DC Department of Aging and Community Living	\$18,948.29	Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
2023-01(12/15~1/14)	DC Department of Aging and Community Living	\$47,712.86	Cellular	AT&T WL Citywide (FAN No=72572)
2023-01(1/1~1/31)	DC Department of Aging and Community Living	\$9,027.46	Landline	DC NET
2023-01(1/1~1/31)	DC Department of Aging and Community Living	\$149.09	Long Distance	GSA Networx - Long Distance
2023-01(1/1~1/31)	DC Department of Aging and Community Living	\$975.57	Language Translation Service	LANGUAGE LINE SERVICES
2022-12(12/1~12/31)	DC Department of Aging and Community Living	\$17.57	Landline	Verizon FEDERAL/ WITS 3 Citywide (71MF2)
2023-02(2/2~3/1)	DC Department of Aging and Community Living	\$181.33	Cellular	VERIZON WIRELESS
	Page Total Amount	\$889,649.30		
	Grand Total Amount	\$889,649.19		

FY23 DAFL Vehicle List		
Vehicle Tag	Vin#	Assigned Department
DC11997	5TDDZ3DC3JS195359	Director's Office / Facilities
DC8116	5TDJK3DC6ES086374	EAC
DC8118	5TDJK3DC4ES086650	Staff
DC8119	5TDJK3DC1ES086203	Staff
DC8834	19XFB2F50EE238478	Staff
DC10252	19XFB4F28DE200903	Facilities
DC8835	19XFB2F54EE237429	Staff (250 E St SW)
DC8112	2C7WDGDBG9ER380098	Staff (250 E St SW)

FY24 - Q1 DAFL Vehicle List		
Vehicle Tag	Vin#	Assigned Department
DC11997	5TDDZ3DC3JS195359	Director's Office / Facilities
DC8116	5TDJK3DC6ES086374	EAC
DC8118	5TDJK3DC4ES086650	Staff
DC8119	5TDJK3DC1ES086203	Staff
DC8834	19XFB2F50EE238478	Staff
DC10252	19XFB4F28DE200903	Facilities
DC8835	19XFB2F54EE237429	Staff (250 E St SW)
DC8112	2C7WDGDBG9ER380098	Staff (250 E St SW)

Attachment Q4d. - Travel Expenses						
FY23 Travel Expenses						
Name of Employees	Position Title	Conference Name	Dates of Travel or Training	Location	Reason for Travel	Amount of
Jacob Wong	Chief Operating Officer	ICMA Conference	4/12/2023 - 4/14/2023	Burlington Vermont	Staff training to innovative and identify new trends and opportunities to better deliver programs and services.	1,587.00
Charon P.W. Hines	Director	USAging Conference and Tradeshow	7/16/2023 - 7/19/2023	Salt Lake City Utah	Professionals come together with government experts, policymakers, business leaders, and other Aging Network practitioners and partners to share knowledge and new directions in the field of aging at the USAging Annual Conference and Tradeshow.	2,710.68
Melanie Johnson	Program Manager	USAging Conference and Tradeshow	7/15/2023 - 7/19/2023	Salt Lake City Utah	Professionals come together with government experts, policymakers, business leaders, and other Aging Network practitioners and partners to share knowledge and new directions in the field of aging at the USAging Annual Conference and Tradeshow.	2,943.55
Avanelle Thomas	Dietitian	Food and Nutrition Conference Expo	7/30/2023 - 8/2/2023	Orlando Florida	The AIRS Discovery Conference is a professional development event that is education and networking intensive. Attendees are expected to return to their organizations with the latest information, research, and referrals for their work. It's an ideal opportunity for vendors to connect with nonprofit decision-makers and their teams. Sponsors and exhibitors will be offered all the traditional opportunities to connect as well as unique engagement experiences built into the conference agenda	\$2,295.70
Odetta Alves	Information & Referral Assistance Supervisor	Food and Nutrition Conference Expo	7/30/2023 - 8/2/2023	Orlando Florida	The AIRS Discovery Conference is a professional development event that is education and networking intensive. Attendees are expected to return to their organizations with the latest information, research, and referrals for their work. It's an ideal opportunity for vendors to connect with nonprofit decision-makers and their teams. Sponsors and exhibitors will be offered all the traditional opportunities to connect as well as unique engagement experiences built into the conference agenda	\$1,742.89
Kevin Reed	Social Worker	Financial Exploitation Summit	8/30/2023 - 8/31/2023	Boston MA	To improve the organization and employees professional standards and advocacy. Conference engage members from around the world. Valuable information is provided to enhance the agency proficiency	\$968.73
LuTanya Hubbard	Supervisory Social Worker	Financial Exploitation Summit	8/30/2023 - 8/31/2023	Boston MA	To improve the organization and employees professional standards and advocacy. Conference engage members from around the world. Valuable information is provided to enhance the agency proficiency	\$968.73
FY24 Travel Expenses (YTD)						
Name of Employees	Position Title		Dates of Travel or Training	Location	Reason for Travel	Amount of
Director P.W. Hines	Director	Ms. Senior DC	10/16 - 10/20/2023	Atlantic City	To identify new trends and opportunities to better the organization program and services.	610.75

*Includes Conference/Training Fees

Attachment Q5 - Intra- D

Intra-District Trans				
	FY24 Amount	Agency	Date Entered	Duration of Transfer
	\$ 200,000.00	DHCF	11/22/2023	FY24
	\$ 128,958.00	DDS	11/22/2023	FY24
	\$ 534,866.00	DHCF	11/22/2023	FY24
TOTAL	\$ 863,824.00			
Intra-District Trar				
	FY24 Amount	Agency	Date Entered	Duration of Transfer
	\$ 45,379.69	DPW	N/A (Citywide)	FY24
	\$ 71,384.00	TBD	1/11/2024	FY24
	\$ 135,420.58	OFRM	1/11/2024	FY24
	\$ 410,000.00	DOH*	TBD	FY24
	\$ 60,000.00	OAG*	TBD	FY24
	\$ 7,195.00	DCHR	11/22/2023	FY24
	\$ 331,695.00	DGS*	TBD	FY24
	\$ 19,385.00	OCTO*	TBD	FY24
	\$ 8,655.00	OCTO*	TBD	FY24
	\$ 443.34	DSLBD*	TBD	FY24
	\$ 483,782.35	DDS	11/8/2024	FY24
TOTAL	\$ 1,573,339.96			

**In Process*

istrict Transfer in FY24 to Date	
fers - From Other Agencies	
	Description
	Long-Term Ombudsman Program
	Independent Living Services for Deaf and Blind Seniors
	Money Follows the Person - MFPDP1
nsfers - To Other Agencies	
	Description
	Fleet Management
	Random Moment Time Study for Medicaid billing
	OFRM Financial Services
	Commodity Supplemental Program
	Legal Services for Adult Protective Services (APS)
	Human Resources Services
	Security Services for the WellnessCenters
	Events Booking Application Support Services
	Phase II of Senior Mobile App. For DC Seniors
	Lighting Platform starter unlimited access
	Office Space & facilities at 250 E Street

Q6: Did DACL meet its goals in FY23, and are they on pace to meet their goals for FY24?

Combating Senior Hunger

DACL continues to prioritize addressing food insecurity in the District. In FY23, the Mayor invested \$750,000 in nutrition programming, and DACL launched a new pilot program called Food4Choice. Through this program, seniors receive \$125 monthly in grocery funds. They also receive nutrition education resources and the power to make their own nutritional decisions. The Mayor has continued to invest in this program in FY24 at the same level as FY23.

In FY22, DACL began a partnership with LAB@DC to start the process of developing a Food Access Tool, fostering coordination and collaboration among organizations across the District to connect seniors to the food programs that best meet their nutritional needs. There are numerous organizations across the District that provide nutrition resources but without the proper coordination and collaboration, seniors are left going from organization to organization to get food, instead of using a streamlined approach which will point them to the specific resources that best fit their unique needs.

At the conclusion of the first phase of this project in FY23, which is titled “*How can we decrease food insecurity amongst DC seniors*”, it was determined that a system comparable to the food access tool already exists and it was recommended that the District promote the use of LinkU through DC Health. The Lab offered recommendations to DACL to expand the home delivered meal program, as it was shown that this program has a huge impact on food security. The Lab recommended that DACL should continue collaborating with them as well with DDS, DC Health, DHS on phase two of the project which aims to address food insecurity through an increased focus on the underutilization of SNAP amongst seniors in the District. Phase 2, once implemented, will be a targeted outreach strategy that measures how SNAP enrollment may increase by using peer influencers.

NFESH and DACL worked with Dr. Martha Kubrik of George Mason University to evaluate how current DACL nutrition programs are addressing food insecurity and nutrition equity in current participants. Dr. Kubrik evaluated how current programming affects the health of seniors and is creating and testing interventions to increase improved health in seniors because of being involved in DACL programming.

Combating Social isolation

DACL continues to prioritize combatting senior isolation. In FY23, DACL worked with its network of grantees increase attendance at in-person programs at all Senior Wellness Centers and community dining sites. In addition to the in-person programs, sites continued to offer virtual programs available in various formats including video conferencing, telephone calls, and pre-recorded videos.

In FY23, DACL has seen an increase in attendance at in-person city-wide events. These include: SeniorFest (May 2023), the Mayor’s Senior Symposium (June 2023), Brain Games (September

2023), the Mayor's Centenarian Salute Luncheon (September 2023) and the Mayor's Annual Holiday Celebration (December 2023). These events, including our community outreach activities across the District, engaged over 28,800 DC seniors.

In FY23, DACL continued to make intergenerational connections with DC Public School and DC Public Charter School students through our 7th Annual Cupid's Kids Initiative. In partnership with DCPL, students and community members created Valentine's Day cards for 3,000 home-delivered meal clients and the DACL Director hand delivered over 200 Valentine's Day cards to seniors at all six senior wellness centers and the Ward 2 and 3 satellite senior wellness center.

Creating more awareness of DACL's programs and services for our seniors

To heighten awareness of DACL's programs and services for seniors, we executed a multifaceted strategy. Community outreach activities were organized across all eight wards, providing tailored platforms to showcase DACL's offerings and directly engage with seniors at various senior housing buildings, churches, senior wellness centers, and community dining sites, targeting the hardest to reach seniors. In addition, we implemented door-to-door campaigns ensured comprehensive coverage, allowing for personalized interactions to address individual concerns.

We also used media outreach as a tool to create more awareness of our programs and services, garnering interviews and coverage with prominent outlets like WHUR, WTOP, and the *Washington Informer*, effectively highlighting DACL's initiatives. Lastly, we focused on strengthening partnerships with sister agencies and launching a robust Senior Ambassador Program, with seniors proficient in multiple languages, including French, Amharic, Mandarin, and Spanish, which played a pivotal role in extending our reach and making information accessible to a diverse senior community. These efforts collectively resulted in widespread awareness, ensuring that seniors in our community are now well-informed about the valuable programs and services offered by DACL.

Increasing access to technology

In FY23, the Mayor invested \$2.6 million in expanding our home delivered meal program to ensure homebound seniors were provided with a direct connection to a DACL nutritionist and the opportunity to participate in a virtual dining site and wellness center that will feature virtual programming specifically designed for older adults with limited mobility. In FY24, the Mayor continues to invest increasing access to technology, providing an enhancement of \$340,500 to distribute more iPads. DACL has distributed 320 more iPads to homebound seniors. By providing additional iPads, we are connecting more seniors to social activities, health and wellness, and educational opportunities.

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Creating more streamlined access to services across our Senior Service Network

In FY22, DACL integrated case management and nutrition assessments, enhancing access to programs for District residents. To further improve resident experience and service quality, in FY23, DACL hired key senior leaders: a Clinical Service Officer overseeing case management, APS, and community transition units, and a Chief Program Officer overseeing programs, grants, nutrition, IRA, MES, and SHIP units. These hires strengthened partnerships with the Senior Service Network and promoted continuity across teams.

Additionally, in FY23, we recompeted the Lead Agency Grant program after a decade, ensuring effective community-based support for older adults. This coordinated, person-centered, and culturally competent system mobilizes resources from public and private sectors through collaborative efforts. DACL remains committed to providing seniors, adults with disabilities, and caregivers access to vital resources, support, and information for their well-being.

Program
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM
NUTRITION
NUTRITION
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM
NUTRITION
YR END CLOSE
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM

YR END CLOSE
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM

Program
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM
NUTRITION
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM

NUTRITION
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM
AGENCY MANAGEMENT SERVICES
CONSUMER INFO., ASSISTANCE AND OUTREACH
HOME AND COMMUNITY BASED SUPPORT PROGRAM

Cost Center
COMMUNICATIONS DEPARTMENT
EXECUTIVE OFFICE
PROGRAMS DEPARTMENT
SOCIAL WORK/APS DIVISION
COMMUNICATIONS DEPARTMENT
EXECUTIVE OFFICE

SOCIAL WORK/APS DIVISION

COMMUNICATIONS DEPARTMENT

EXECUTIVE OFFICE
PROGRAMS DEPARTMENT

COMMUNICATIONS DEPARTMENT
EXECUTIVE OFFICE
PROGRAMS DEPARTMENT

EXECUTIVE OFFICE
OPERATIONS DEPARTMENT
PROGRAMS DEPARTMENT

Attachment Q8 a/b: Budget Breakdown

Fiscal Year 2021

Activity	Approved Budget
CONTRACT AND PROCUREMENT ACTIVITY	\$439,094.08
FLEET SERVICES	\$62,422.17
INFORMATION TECHNOLOGY	\$302,076.17
PERSONNEL COSTS ACTIVITY	\$2,394,154.67
ADVOCACY/ELDER RIGHTS	\$1,057,604.24
ASSISTANCE AND REFERRAL SERVICES	\$1,086,528.64
COMMUNITY OUTREACH AND SPECIAL EVENTS	\$749,685.24
CAREGIVER SUPPORT	\$507,344.00
DAY PROGRAMS	\$1,362,436.85
IN-HOME SERVICES	\$7,610,386.55
LEAD AGENCIES AND CASE MANAGEMENT	\$11,236,493.39
SENIOR VILLAGES	\$327,470.00
SENIOR WELLNESS CENTER/FITNESS	\$2,720,028.00
SUPPORTIVE RESIDENTIAL SERVICES	\$734,853.00
TRANSPORTATION	\$5,064,590.00
COMMODITY AND FARMERS MARKET	\$410,000.00
COMMUNITY DINING	\$1,920,371.50
HOME DELIVERED MEALS	\$2,960,546.50
NUTRITION SUPPLEMENTS	\$27,177.00
	\$40,973,262.00
HOME DELIVERED MEALS	
	\$0.00
PERSONNEL COSTS ACTIVITY	\$618,443.54
ADVOCACY/ELDER RIGHTS	\$263,515.00
ASSISTANCE AND REFERRAL SERVICES	
CAREGIVER SUPPORT	\$925,438.21
DAY PROGRAMS	\$149,776.00
IN-HOME SERVICES	\$245,370.00
LEAD AGENCIES AND CASE MANAGEMENT	\$1,006,689.66
SENIOR WELLNESS CENTER/FITNESS	\$130,935.00
TRANSPORTATION	\$220,030.00
COMMUNITY DINING	\$2,621,926.00
HOME DELIVERED MEALS	\$1,520,056.00
(blank)	
	\$7,702,179.41
PERSONNEL COSTS ACTIVITY	\$1,628,197.76
ASSISTANCE AND REFERRAL SERVICES	\$764,662.07
COMMUNITY OUTREACH AND SPECIAL EVENTS	\$329,810.64
CAREGIVER SUPPORT	
LEAD AGENCIES AND CASE MANAGEMENT	\$666,672.67

(blank)	
	\$3,389,343.14
PERSONNEL COSTS ACTIVITY	
ADVOCACY/ELDER RIGHTS	\$179,478.00
ASSISTANCE AND REFERRAL SERVICES	
LEAD AGENCIES AND CASE MANAGEMENT	
SENIOR WELLNESS CENTER/FITNESS	\$49,480.00
	\$228,958.00
	\$52,293,742.55

Fiscal Year 2022

Activity	Approved Budget
CONTRACT AND PROCUREMENT ACTIVITY	\$384,856.67
FLEET SERVICES	\$44,255.30
INFORMATION TECHNOLOGY	\$302,076.17
PERSONNEL COSTS ACTIVITY	\$2,562,902.20
ADVOCACY/ELDER RIGHTS	\$1,157,604.24
ASSISTANCE AND REFERRAL SERVICES	\$1,143,925.97
COMMUNITY OUTREACH AND SPECIAL EVENTS	\$870,101.12
CAREGIVER SUPPORT	\$947,344.00
DAY PROGRAMS	\$1,293,258.85
IN-HOME SERVICES	\$7,168,739.45
LEAD AGENCIES AND CASE MANAGEMENT	\$14,132,557.31
SENIOR VILLAGES	\$327,470.00
SENIOR WELLNESS CENTER/FITNESS	\$2,920,028.00
SUPPORTIVE RESIDENTIAL SERVICES	\$734,853.00
TRANSPORTATION	\$4,640,627.00
COMMODITY AND FARMERS MARKET	\$410,000.00
COMMUNITY DINING	\$1,761,227.50
HOME DELIVERED MEALS	\$5,031,260.50
NUTRITION SUPPLEMENTS	\$27,177.00
	\$45,860,264.28
PERSONNEL COSTS ACTIVITY	\$567,632.24
ADVOCACY/ELDER RIGHTS	\$207,801.06
ASSISTANCE AND REFERRAL SERVICES	\$182,006.31
COMMUNITY OUTREACH AND SPECIAL EVENTS	
CAREGIVER SUPPORT	\$692,183.71
DAY PROGRAMS	\$149,776.00
IN-HOME SERVICES	\$245,370.00
LEAD AGENCIES AND CASE MANAGEMENT	\$1,689,774.32
SENIOR WELLNESS CENTER/FITNESS	\$185,495.73
TRANSPORTATION	\$220,030.00

COMMUNITY DINING	\$2,761,357.00
HOME DELIVERED MEALS	\$1,614,607.00
	\$8,516,033.37
PERSONNEL COSTS ACTIVITY	\$1,254,555.15
ASSISTANCE AND REFERRAL SERVICES	\$820,570.40
COMMUNITY OUTREACH AND SPECIAL EVENTS	\$309,158.53
CAREGIVER SUPPORT	
LEAD AGENCIES AND CASE MANAGEMENT	\$694,139.79
	\$3,078,423.87
PERSONNEL COSTS ACTIVITY	
ADVOCACY/ELDER RIGHTS	\$179,478.00
ASSISTANCE AND REFERRAL SERVICES	\$186,106.24
LEAD AGENCIES AND CASE MANAGEMENT	
SENIOR WELLNESS CENTER/FITNESS	\$49,480.00
	\$415,064.24
	\$57,869,785.76

Fiscal Year 2023

Program	Approved Budget
ASSISTANCE AND REFERRAL SERVICES	\$1,227,191.76
COMMUNICATIONS	\$1,238,009.71
EXECUTIVE ADMINISTRATION	\$5,471,915.34
INFORMATION TECHNOLOGY SERVICES	\$2,278,922.29
ADVOCACY/ELDER RIGHTS	\$1,057,604.24
CAREGIVER SUPPORT SERVICES	\$1,127,344.00
COMMODITY AND FARMERS MARKET SERVICES	\$410,000.00
COMMUNITY DINING SERVICES	\$1,761,227.50
DAY PROGRAMS	\$1,293,258.85
HOME DELIVERED MEALS SERVICES	\$5,678,975.60
IN-HOME SERVICES	\$6,748,154.45
LEAD AGENCIES AND CASE MANAGEMENT	\$13,987,821.84
NUTRITION SUPPLEMENT SERVICES	\$777,177.00
SENIOR VILLAGES SERVICES	\$827,470.00
SENIOR WELLNESS/FITNESS	\$2,980,028.00
SUPPORTIVE RESIDENTIAL SERVICES	\$634,853.00
TRANSPORTATION	\$4,640,627.00
TRANSPORTATION	\$45,379.69
	\$52,185,960.27
ASSISTANCE AND REFERRAL SERVICES	\$0.00
INFORMATION TECHNOLOGY SERVICES	\$64,540.00

ADVOCACY/ELDER RIGHTS	\$24,875.00
CAREGIVER SUPPORT SERVICES	\$360,687.50
COMMUNITY DINING SERVICES	\$746,250.00
HOME DELIVERED MEALS SERVICES	\$678,506.00
LEAD AGENCIES AND CASE MANAGEMENT	\$644,373.81
SENIOR WELLNESS/FITNESS	\$109,450.00
	\$2,628,682.31
ASSISTANCE AND REFERRAL SERVICES	\$199,772.30
EXECUTIVE ADMINISTRATION	\$661,051.18
ADVOCACY/ELDER RIGHTS	\$244,781.00
CAREGIVER SUPPORT SERVICES	\$991,479.00
COMMUNITY DINING SERVICES	\$2,975,308.00
HOME DELIVERED MEALS SERVICES	\$1,796,093.00
IN-HOME SERVICES	\$350,591.00
LEAD AGENCIES AND CASE MANAGEMENT	\$717,632.32
SENIOR WELLNESS/FITNESS	\$181,295.00
TRANSPORTATION	\$220,030.00
	\$8,338,032.80
EXECUTIVE ADMINISTRATION	\$1,382,069.95
COMMUNICATIONS	\$287,169.14
LEAD AGENCIES AND CASE MANAGEMENT	\$751,854.07
SENIOR WELLNESS/FITNESS	\$846,141.60
	\$3,267,234.76
	\$66,419,910.14

Fiscal Year 2024

Program	Approved Budget
ASSISTANCE AND REFERRAL SERVICES	\$987,734.83
COMMUNICATIONS	\$881,724.30
EXECUTIVE ADMINISTRATION	\$3,310,921.77
INFORMATION TECHNOLOGY SERVICES	\$1,240,189.07
ADVOCACY/ELDER RIGHTS	\$1,357,604.24
CAREGIVER SUPPORT SERVICES	\$931,810.97
COMMODITY AND FARMERS MARKET SERVICES	\$410,000.00
COMMUNITY DINING SERVICES	\$1,761,227.50
DAY PROGRAMS	\$1,218,258.85
HOME DELIVERED MEALS SERVICES	\$5,190,838.75
IN-HOME SERVICES	\$7,940,809.45
LEAD AGENCIES AND CASE MANAGEMENT	\$13,651,848.71
NUTRITION SUPPLEMENT SERVICES	\$777,177.00
SENIOR VILLAGES SERVICES	\$827,470.00
SENIOR WELLNESS/FITNESS	\$2,920,028.00
SUPPORTIVE RESIDENTIAL SERVICES	\$884,853.00

TRANSPORTATION	\$5,140,627.00
TRANSPORTATION	\$48,709.61
	<i>\$49,481,833.05</i>
ASSISTANCE AND REFERRAL SERVICES	\$137,486.87
COMMUNICATIONS	\$8,836.00
INFORMATION TECHNOLOGY SERVICES	\$346,270.21
ADVOCACY/ELDER RIGHTS	\$159,300.00
CAREGIVER SUPPORT SERVICES	\$553,643.97
COMMUNITY DINING SERVICES	\$0.00
HOME DELIVERED MEALS SERVICES	\$0.00
LEAD AGENCIES AND CASE MANAGEMENT	\$530,000.00
SENIOR WELLNESS/FITNESS	\$178,610.00
	<i>\$1,914,147.05</i>
ASSISTANCE AND REFERRAL SERVICES	\$112,481.44
EXECUTIVE ADMINISTRATION	\$3,103,583.05
ADVOCACY/ELDER RIGHTS	\$0.00
CAREGIVER SUPPORT SERVICES	\$1,238,100.85
COMMUNITY DINING SERVICES	\$3,405,108.00
HOME DELIVERED MEALS SERVICES	\$2,155,213.00
IN-HOME SERVICES	\$0.00
LEAD AGENCIES AND CASE MANAGEMENT	\$0.00
SENIOR WELLNESS/FITNESS	\$197,133.92
TRANSPORTATION	\$0.00
	<i>\$10,211,620.26</i>
EXECUTIVE ADMINISTRATION	\$1,442,553.63
COMMUNICATIONS	\$284,500.91
LEAD AGENCIES AND CASE MANAGEMENT	\$863,695.16
SENIOR WELLNESS/FITNESS	\$720,880.40
	<i>\$3,311,630.10</i>
	<i>\$64,919,230.46</i>

Revised Budget	Expenditure	Variance
\$354,719.08	\$349,451.31	\$5,267.77
\$62,422.17	\$50,599.60	\$11,822.57
\$375,567.17	\$340,592.16	\$34,975.01
\$2,221,262.67	\$2,704,691.63	(\$483,428.96)
\$1,057,604.24	\$1,057,604.24	\$0.00
\$1,086,528.64	\$1,205,587.30	(\$119,058.66)
\$749,685.24	\$984,254.73	(\$234,569.49)
\$507,344.00	\$518,749.60	(\$11,405.60)
\$1,362,436.85	\$1,358,467.45	\$3,969.40
\$7,610,386.55	\$7,310,876.29	\$299,510.26
\$11,083,493.39	\$11,368,458.36	(\$284,964.97)
\$327,470.00	\$327,470.00	\$0.00
\$2,720,028.00	\$2,672,441.07	\$47,586.93
\$734,853.00	\$719,059.66	\$15,793.34
\$4,844,301.00	\$4,147,299.78	\$697,001.22
\$410,000.00	\$345,935.30	\$64,064.70
\$1,920,371.50	\$1,904,191.93	\$16,179.57
\$2,960,546.50	\$2,960,546.50	\$0.00
\$27,177.00	\$27,177.00	\$0.00
\$40,416,197.00	\$40,353,453.91	\$62,743.09
\$4,600,000.00	\$4,600,000.00	\$0.00
\$4,600,000.00	\$4,600,000.00	\$0.00
\$547,242.50	\$522,304.39	\$24,938.11
\$270,668.37	\$270,668.37	\$0.00
\$128,743.11	\$163,912.78	(\$35,169.67)
\$664,421.01	\$664,485.92	(\$64.91)
\$149,776.00	\$149,776.00	\$0.00
\$245,370.00	\$245,370.00	\$0.00
\$3,519,835.44	\$3,463,063.88	\$56,771.56
\$144,113.88	\$143,266.59	\$847.29
\$216,347.83	\$193,486.27	\$22,861.56
\$3,011,137.00	\$3,011,137.00	\$0.00
\$3,588,028.69	\$3,588,028.69	\$0.00
\$0.00	(\$707.64)	\$707.64
\$12,485,683.83	\$12,414,792.25	\$70,891.58
\$1,628,197.76	\$784,458.68	\$843,739.08
\$764,662.07	\$786,841.93	(\$22,179.86)
\$329,810.64	\$202,997.55	\$126,813.09
	\$2,990.07	(\$2,990.07)
\$666,672.67	\$683,029.42	(\$16,356.75)

	(\$3,398.80)	\$3,398.80
\$3,389,343.14	\$2,456,918.85	\$932,424.29
		\$0.00
\$138,197.90	\$138,197.90	\$0.00
\$175,483.60	\$175,483.60	\$0.00
		\$0.00
\$23,691.25	\$23,691.25	\$0.00
\$337,372.75	\$337,372.75	\$0.00
\$61,228,596.72	\$60,162,537.76	\$1,066,058.96

Revised Budget	Expenditure	Variance
\$384,856.67	\$341,443.14	\$43,413.53
\$44,255.30	\$34,680.29	\$9,575.01
\$302,076.17	\$233,025.81	\$69,050.36
\$3,154,962.36	\$3,306,846.10	(\$151,883.74)
\$1,157,604.24	\$1,133,533.84	\$24,070.40
\$1,190,479.50	\$1,166,947.48	\$23,532.02
\$945,097.78	\$1,015,453.63	(\$70,355.85)
\$947,344.00	\$864,333.06	\$83,010.94
\$1,293,258.85	\$1,293,257.97	\$0.88
\$7,168,739.45	\$7,119,806.73	\$48,932.72
\$13,820,425.13	\$13,540,321.60	\$280,103.53
\$327,470.00	\$327,461.92	\$8.08
\$2,920,028.00	\$2,782,944.67	\$137,083.33
\$734,853.00	\$688,569.64	\$46,283.36
\$4,640,627.00	\$4,372,075.07	\$268,551.93
\$410,000.00	\$192,348.46	\$217,651.54
\$1,761,227.50	\$1,748,005.07	\$13,222.43
\$5,237,433.33	\$4,563,052.28	\$674,381.05
\$27,177.00	\$25,976.00	\$1,201.00
\$46,467,915.28	\$44,750,082.76	\$1,717,832.52
\$567,632.24	\$606,524.22	(\$38,891.98)
\$378,085.22	\$200,812.29	\$177,272.93
\$381,366.97	\$76,855.35	\$304,511.62
\$158,836.00	\$150,000.00	\$8,836.00
\$1,699,564.71	\$416,967.34	\$1,282,597.37
\$149,776.00	\$124,781.89	\$24,994.11
\$245,370.00	\$131,990.18	\$113,379.82
\$4,163,356.27	\$2,070,343.17	\$2,093,013.10
\$238,789.85	\$86,489.93	\$152,299.92
\$220,030.00	\$0.00	\$220,030.00

\$4,465,527.00	\$3,264,249.73	\$1,201,277.27
\$3,231,314.31	\$2,669,453.32	\$561,860.99
\$15,899,648.57	\$9,798,467.42	\$6,101,181.15
\$1,254,555.15	\$791,684.12	\$462,871.03
\$820,570.40	\$660,370.82	\$160,199.58
\$309,158.53	\$209,423.07	\$99,735.46
		\$0.00
\$694,139.79	\$746,286.10	(\$52,146.31)
\$3,078,423.87	\$2,407,764.11	\$670,659.76
		\$0.00
\$179,478.00	\$140,609.76	\$38,868.24
\$186,106.24	\$193,864.77	(\$7,758.53)
		\$0.00
\$49,480.00	\$25,527.44	\$23,952.56
\$415,064.24	\$360,001.97	\$55,062.27
\$65,861,051.96	\$57,316,316.26	\$8,544,735.70

Revised Budget	Expenditure	Variance
\$1,227,191.76	\$1,091,460.70	\$135,731.06
\$1,238,009.71	\$1,189,601.38	\$48,408.33
\$2,891,915.34	\$3,468,864.03	(\$576,948.69)
\$1,483,922.29	\$954,581.68	\$529,340.61
\$1,057,604.24	\$1,021,242.26	\$36,361.98
\$1,127,344.00	\$1,110,267.52	\$17,076.48
\$410,000.00	\$395,159.56	\$14,840.44
\$1,761,227.50	\$1,753,102.75	\$8,124.75
\$1,293,258.85	\$1,263,273.23	\$29,985.62
\$5,678,975.60	\$4,895,781.98	\$783,193.62
\$9,328,154.45	\$9,025,228.30	\$302,926.15
\$13,987,821.84	\$14,434,956.15	(\$447,134.31)
\$777,177.00	\$767,086.59	\$10,090.41
\$827,470.00	\$825,061.03	\$2,408.97
\$2,980,028.00	\$2,922,288.01	\$57,739.99
\$634,853.00	\$634,852.99	\$0.01
\$4,640,627.00	\$4,806,280.96	(\$165,653.96)
\$45,379.69	\$47,683.75	(\$2,304.06)
\$51,390,960.27	\$50,606,772.87	\$784,187.40
\$116,757.00	\$59,262.61	\$57,494.39
\$346,270.21	\$111,977.97	\$234,292.24

\$139,300.00	\$139,300.00	\$0.00
\$673,290.55	\$591,684.43	\$81,606.12
\$163,478.43	\$163,478.43	\$0.00
\$28,615.28	\$28,615.27	\$0.01
\$1,308,911.91	\$712,291.16	\$596,620.75
\$188,060.00	\$126,342.78	\$61,717.22
<i>\$2,964,683.38</i>	<i>\$1,932,952.65</i>	<i>\$1,031,730.73</i>
\$382,094.30	\$119,234.37	\$262,859.93
\$684,838.18	\$624,693.32	\$60,144.86
\$259,261.00	\$196,549.76	\$62,711.24
\$1,216,656.85	\$351,968.05	\$864,688.80
\$3,952,438.86	\$3,366,181.75	\$586,257.11
\$2,225,643.72	\$2,080,854.59	\$144,789.13
\$350,591.00	\$285,080.67	\$65,510.33
\$1,506,930.47	\$876,598.49	\$630,331.98
\$181,295.00	\$92,971.92	\$88,323.08
\$220,030.00	\$209,598.68	\$10,431.32
<i>\$10,979,779.38</i>	<i>\$8,203,731.60</i>	<i>\$2,776,047.78</i>
\$1,382,069.95	\$257,221.90	\$1,124,848.05
\$287,169.14	\$246,579.49	\$40,589.65
\$751,854.07	\$667,672.52	\$84,181.55
\$846,141.60	\$544,756.88	\$301,384.72
<i>\$3,267,234.76</i>	<i>\$1,716,230.79</i>	<i>\$1,551,003.97</i>
\$68,602,657.79	\$62,459,687.91	\$6,142,969.88

Revised Budget	Expenditure	Variance
\$987,734.83	\$183,844.25	\$803,890.58
\$881,724.30	\$0.00	\$881,724.30
\$3,310,921.77	\$436,422.10	\$2,874,499.67
\$1,240,189.07	\$0.00	\$1,240,189.07
\$1,357,604.24	\$268,233.37	\$1,089,370.87
\$931,810.97	\$104,237.99	\$827,572.98
\$410,000.00	\$93,228.05	\$316,771.95
\$1,761,227.50	\$257,443.03	\$1,503,784.47
\$1,218,258.85	\$258,835.47	\$959,423.38
\$5,190,838.75	\$562,065.31	\$4,628,773.44
\$7,940,809.45	\$1,205,539.22	\$6,735,270.23
\$13,651,848.71	\$2,799,810.36	\$10,852,038.35
\$777,177.00	\$60,846.50	\$716,330.50
\$827,470.00	\$68,680.01	\$758,789.99
\$2,920,028.00	\$122,802.08	\$2,797,225.92
\$884,853.00	\$0.00	\$884,853.00

\$5,140,627.00	\$1,335,877.50	\$3,804,749.50
\$48,709.61	\$0.00	\$48,709.61
<i>\$49,481,833.05</i>	<i>\$7,757,865.24</i>	<i>\$41,723,967.81</i>
\$137,486.87	\$0.00	\$137,486.87
\$8,836.00	\$0.00	\$8,836.00
\$346,270.21	\$201.49	\$346,068.72
\$159,300.00	\$0.00	\$159,300.00
\$553,643.97	\$0.00	\$553,643.97
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$530,000.00	\$43,008.98	\$486,991.02
\$178,610.00	\$9,089.50	\$169,520.50
<i>\$1,914,147.05</i>	<i>\$52,299.97</i>	<i>\$1,861,847.08</i>
\$112,481.44	\$29,447.48	\$83,033.96
\$3,103,583.05	\$115,416.67	\$2,988,166.38
\$0.00	\$0.00	\$0.00
\$1,238,100.85	\$142,835.41	\$1,095,265.44
\$3,405,108.00	\$0.00	\$3,405,108.00
\$2,155,213.00	\$59,475.12	\$2,095,737.88
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$197,133.92	\$0.00	\$197,133.92
\$0.00	\$0.00	\$0.00
<i>\$10,211,620.26</i>	<i>\$347,174.68</i>	<i>\$9,864,445.58</i>
\$1,442,553.63	\$196,892.89	\$1,245,660.74
\$284,500.91	\$40,513.67	\$243,987.24
\$863,695.16	\$139,051.79	\$724,643.37
\$720,880.40	\$108,455.98	\$612,424.42
<i>\$3,311,630.10</i>	<i>\$484,914.33</i>	<i>\$2,826,715.77</i>
<i>\$64,919,230.46</i>	<i>\$8,642,254.22</i>	<i>\$56,276,976.24</i>

Comments	
<p>The variance between the approved and revised budget is due to a decrease in the local budget for Transportation, Lead Agencies, and Personnel activities. The spending variance is due to underspending in Information Technology, Contractual services, Feelt MOU, Commodity and Farmers Market MOU, and grant recipients. there is also underspent in transportation to the sites and activities due to the suspension of the program during COVID. Please note that some program lines may show under or overspending in the program area, however, these are accounted for in other activity lines across program areas for the entire agency. The spending variance is due to Personnel allocation across programs.</p>	
<p>The variance between the approved and revised budget is due to an increase in COVID Federal funding. The spending variance is due to underspending by grant recipients.</p> <p>Please note that the underspent federal funds roll over into the next fiscal year as these are two year-grants.</p>	
<p>The spending variance is due to DACL's Medicaid Cost Allocation Plan. Each day, a subset of DACL staff complete a randommoment-in-timee study (RMIS) that identifies</p>	

<p>whether or not they are working on Medicaid-related activities (federally reimbursable). Every quarter, DACL re-classes PS expenditures from Medicaid to Local due to low-Medicaid-related activities in order to comply with its cost allocation plan.</p>
N/A

Comments
<p>The variance between the approved and revised budget is due to an increase in the local budget for community outreach and Home Delivered meals and Personnel activities. The spending variance is due to underspending in Information Technology, Contractual services, Feelt MOU, Commodity and Farmers Market MOU, and grant recipients. Please note that some program lines may show under or overspending in the program area, however, these are accounted for in other activity lines across program areas for the entire agency. The spending variance is due to Personnel allocation across programs.</p>
<p>The variance between the approved and revised budget is due to an increase in COVID Federal funding. The spending variance is due to DACL receiving the COVID grants late in the year.</p> <p>Please note that the underspent federal funds roll over into the next fiscal year as these are two year-grants.</p>

The spending variance is due to DACL's Medicaid Cost Allocation Plan. Each day, a subset of DACL staff complete a randommoment-in-time study (RMIS) that identifies whether or not they are working on Medicaid-related activities (federally reimbursable). Every quarter, DACL re-classes PS expenditures from Medicaid to Local due to low-Medicaid-related activities in order to comply with its cost allocation plan.

The spending variance is due to underspending by grant recipients.

The variance between the approved and revised budget is due to a mid-year MOU reduction in the local budget. The spending variance is due to underspending in Information Technology (Office space MOU), Contractual services, Home Delivered Meals (DOH MOU), and grant recipients.

Please note that some program lines may show under or overspending in the program area, however, these are accounted for in other activity lines across program areas for the entire agency. The spending variance is due to Personnel allocation across programs.

The variance between approved and revised is due to increase in ARP funding. The remaining Federal ARP funds will be spent in FY24.

The variance between the approved and revised budget is due an increase in federal funding. The spending variance is due to available ARP funds.

Please note that the underspent federal funds roll over into the next fiscal year as these are two year-grants.

The spending variance is due to DACL's Medicaid Cost Allocation Plan. Each day, a subset of DACL staff complete a randommoment-in-timee study (RMTS) that identifies whether or not they are working on Medicaid-related activities (federally reimbursable). Every quarter, DACL re-classes PS expenditures from Medicaid to Local due to low-Medicaid-related activities in order to comply with its cost allocation plan.

N/A. FY24 is currently in progress

N/A. FY24 is currently in progress

N/A. FY24 is currently in progress

N/A. FY24 is currently in progress

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Attachment Q10

DACL FY23 Small Business Enterprise (SBE) Report			
Business Name	CBE Number	Is SBE?	CBE Status
GREAT AMERICAN CORP	LSZ76698052024	Y	Active
RUN VEGGIE LLC	LSDZ64182042025	Y	Active
YELLOW CAB CO OF DC INC	LSZ71231062026	Y	Active
NETWORKING FOR FUTURE INC	LSZX35008082025	Y	Active
CSI CORPORATION OF DC	LSDZRE52953122026	Y	Active
E7STRATEGIES INC	LSDZRE98435072025	Y	Active
DIGI DOCS INC DOCUMENT MGERS	LSDRE38514052024	Y	Active
RIZEUP TECHNOLOGY TRAINING	LSZ54889102024	Y	Active
WASHINGTON INFORMER NEWSPAPER	LSDZRE69467062025	Y	Active
STANDARD OFFICE SUPPLY	LSX72534032025	Y	Active
ANDEAN CONSULTING SOLU	LSD13890082024	Y	Active
SENODA INC	LS96833052025	Y	Active
GELBERG SIGNS	LSXM99636082024	Y	Active
WASHINGTON	LSX72534032025	Y	Active
WASHINGTON	LSD13890082024	Y	Active
ABC TECHNICAL SOLUTIONS I	LSDZ52778092025	Y	Active
MDM OFFICE SYSTEMS INC	LSX72534032025	Y	Active
THE COLES GROUP LLC	LSDZRE60602042025	Y	Active
CHANGING TECHNOLOGIES INC	LSDZRE40743082025	Y	Active
VTECH SOLUTION INC	LSDZR44315062024	Y	Active

Attachment Q13

1. What steps, if any, has the agency taken during FY23 and Q1 of FY24, to improve:
 - Communication with communities
 - Workplace Culture

During FY23 and Q1 of FY24, our agency took several strategic steps to improve workplace culture and foster a positive environment. Here are the key initiatives implemented:

- **Chat & Chews:** Throughout FY23, we organized Chat & Chews across various units within the agency. The primary objective was to encourage open and honest communication, enabling staff to share their thoughts and ideas. These sessions focused on identifying areas of growth, necessary supports, and measures of success. The discussions centered around assessing progress, addressing challenges, and outlining future plans for the agency.
- **Transition to In-person Meetings:** We transitioned mandatory all-staff meetings from virtual to in-person settings. This change was implemented to provide staff with the opportunity to connect with colleagues and foster collaboration across departments. The move to in-person meetings aimed to enhance interpersonal relationships and strengthen the sense of community within the agency.
- **Morale-Boosting Events:** In addition to Chat & Chews, we organized three morale-boosting events during FY23. These events provided staff members with opportunities to connect and engage with their fellow co-workers in a relaxed setting. Such interactions contribute to increased productivity and a boosted sense of morale among our teams.
- **Open-Door Policy of the Director:** Our Director has actively maintained an open-door policy, taking a hands-on approach to work. By serving as an active listener and collaborator among teams, the Director ensures that the concerns and ideas of our staff are heard and addressed promptly.

These initiatives collectively aim to create a work environment where every team member feels empowered to contribute, supported in their professional growth, and part of a collaborative and positive workplace culture.

How can we decrease food insecurity among DC seniors?

Findings and Recommendations

November 2023



Contents

- ✂ Executive summary
- ✂ Background
- ✂ Finding one
 - ✂ Evidence: no single program is designed to meet seniors' full dietary needs.
 - ✂ Evidence: many seniors are not aware of the programs they are eligible for.
 - ✂ Evidence: community providers are wary of duplicative data systems.
 - ✂ Recommendation and next steps
- ✂ Finding two
 - ✂ Evidence: existing programs do not fully meet seniors' dietary, cultural, and mobility needs.
 - ✂ Evidence: strict eligibility criteria leave some seniors out.
 - ✂ Evidence: applying for and maintaining benefits can be challenging.
 - ✂ Evidence: lack of awareness, stigma, and fear keep eligible seniors from accessing benefits.
 - ✂ Recommendation and next steps

Executive summary

The DC Department of Aging and Community Living (DAACL) and The Lab @ DC set out to answer two questions:



1. Would a coordinated entry system to connect seniors to food assistance programs reduce food insecurity?
2. What barriers prevent seniors from accessing food assistance programs and what strategies beyond a coordinated entry system can we use to address them?

To answer these questions, The Lab worked to understand the food assistance landscape in DC. We met with over 50 people, including representatives from community organizations and DC government agencies and seniors. We also observed food assistance programs in action. To organize what we heard and prioritize findings, we brought together DC government staff who work on food access or with seniors. This report details our findings, recommendations, and next steps.

Executive summary

Guided by these two questions, we developed the following findings and recommendations.



Question: Would a coordinated entry system to connect seniors to food assistance programs reduce food insecurity?



Finding: A coordinated entry system would be valuable to help seniors navigate a complex food access landscape.



Recommendation: To better connect seniors to food assistance programs, DC should use and strengthen existing reference and referral tools.



Question: What barriers prevent seniors from accessing food assistance programs and what strategies beyond a coordinated entry system can we use to address them?



Finding: Limitations in current program design and outreach prevent seniors from accessing food assistance programs.



Recommendation: Existing food assistance programs and outreach should be strengthened to better meet seniors' diverse needs.

Background

The state of food security among DC seniors

11.2% of DC seniors are food insecure*

DC seniors are more likely than their younger neighbors to:

- Be disabled
- Be widowed or live alone
- Suffer from diabetes, congestive heart failure, or depression
- Live on a fixed income

These factors may make it harder for some to travel to the grocery store and prepare a meal, may place restrictions on a senior's diet, or may force tough purchasing decisions.**

There are more than a dozen food assistance programs that serve seniors in DC. These range from daily home-delivered meals to monthly boxes of pantry items to funds for seniors to use at grocery stores and farmers' markets.

- Some of these programs have waitlists.
- Others are significantly underutilized. For example, less than half of eligible seniors (48%) are enrolled in SNAP.

*Feeding America

**The State of Older Adults in the District of Columbia

Background

How this work began

In September 2022, DACL approached The Lab @ DC to help them address drivers of food insecurity among DC seniors.

Specifically, DACL asked The Lab:



1. Would a coordinated entry system to connect seniors to food assistance programs reduce senior food insecurity?
2. What barriers prevent seniors from accessing food assistance programs and what strategies beyond a coordinated entry system can we use to address them?

The vision was that a coordinated entry system might assess seniors' food needs in a standardized way and then refer them to the program(s) of best fit. As a secondary benefit, a coordinated system might help seniors enrolled in multiple programs find ones that better fit their needs, allowing them to get the same amount of food or more from fewer sources.

To understand the landscape of food access in DC, The Lab held conversations with seniors, community organizations, and government agencies, observed food assistance programs in action, and led sessions to brainstorm solutions to food insecurity. These activities provided us with a nuanced understanding of the food access landscape broadly, and the potential impact of a coordinated entry system specifically.

Background

What this work entailed

From September 2022 through February 2023, we did the following:

Conversations

- 30 staff from 12 organizations to learn about the food assistance services they provide to DC seniors and to get their thoughts on a coordinated entry system
- 13 staff from 5 DC Government agencies to learn more about how they support various food access programs
- 8 seniors in 2 group conversations to validate and add nuance to what we heard from providers

Site observations

- 6 visits to food assistance programs like community dining sites and grocery home delivery programs

Synthesis and solution generation

- 2 design sessions with staff from 4 government agencies to map the systematic forces responsible for senior food insecurity in DC and collaboratively generate solutions to address it
- 1 session with 11 seniors to discuss barriers to food access for DC seniors and generate possible solutions to address it

Finding one



A coordinated entry system would be valuable to help seniors navigate a complex food access landscape.

Supporting evidence:

- ✘ No single program is designed to meet seniors' full dietary needs.
- ✘ Many seniors are not aware of the programs they are eligible for.
- ✘ Community providers are wary of duplicative data systems.

Supporting evidence



A coordinated entry system would be valuable to help seniors navigate a complex food access landscape.

No single program is designed to meet seniors' full dietary needs.

Many food assistance programs in the District were created to be supplements, not to provide all the food a senior needs to subsist on. Some come closer to supplying enough food for a week – for example, DACL’s home delivered meals provides 14 meals per week -- while others are intended only to add to food that seniors get elsewhere -- for example, a free "farmers market" for seniors offers approximately \$10 worth of fresh produce twice a month. As a result, many seniors with limited resources are pulling together support from multiple programs.

A few food access providers noted that there may be benefits to seniors pulling together support from multiple programs. They told us that traveling to multiple food distribution points gets seniors out of the house and provides opportunities to socialize. It may also be a benefit for some seniors to pick up food multiple times per week because carrying a week’s worth of food in a single load may not be feasible.

Supporting evidence



A coordinated entry system would be valuable to help seniors navigate a complex food access landscape.

Many seniors are not aware of the programs they are eligible for.

Even though there are many lists of food access programs in print and online, some seniors remain unaware of the food supports available to them. This was evident through our conversations with seniors who had not heard of many of DC's food assistance programs. This is partly because of the sheer volume of programs. It is also because programs are run by over ten different entities, each with their own eligibility criteria, processes for enrollment, and locations for accessing the program.

Some seniors also feel embarrassment or shame participating in programs that offer food for free. Others worry they are taking food away from those who need it more. Because of historical trauma and discrimination, some seniors also distrust the government and are fearful of participating in government programs.

Supporting evidence



A coordinated entry system would be valuable to help seniors navigate a complex food access landscape.

Community providers are wary of duplicative data systems.

Community providers cautioned us against creating an entry system that simply lists available food resources. They pointed us to numerous lists, both printed and online that already exist.

Additionally, providers already use multiple databases for case management, referrals, and reporting to funders. We heard of widespread database fatigue. Providers want to see a coordinated entry system that helps them better connect their clients to resources—not another system that adds to their data entry tasks. They encouraged us to enhance an existing tool.

In touring multiple existing tools, we found one within DC Government that brings to life most of providers' and DACL's vision of a coordinated entry system. LinkU (linkudmv.org), run by DC Health, is a searchable, online tool that allows the public to find local support with housing, transit, health, employment, legal aid, and food assistance. Thanks to recent investments in the tool, LinkU now offers a comprehensive needs assessment to guide residents to programs of best fit and it allows providers to make, receive, and track direct referrals. Data on program hours and location is updated twice a year by an external contractor and providers can update information for their own sites in real-time.

Recommendation one



To better connect seniors to food assistance programs, DC should use and strengthen existing reference and referral tools.

A coordinated entry system would help seniors connect to the food assistance programs best suited for their needs and reduce potential misinformation. To avoid recreating the wheel and increasing burden on providers, DC should promote the use of LinkU—an online tool that allows seniors to search for assistance programs and for providers to make and receive referrals.



Next step:

Explore more widespread usage of LinkU

DACL is exploring ways to strengthen and promote use of LinkU. For example, DACL staff or grantees may use LinkU to help connect seniors with food resources and DACL may promote greater usage of LinkU by community providers. The more providers who can accept referrals and keep their organization's information on LinkU up-to-date, the more effective the tool will be.

Finding two



Limitations in current program design and outreach prevent seniors from accessing food assistance programs.

Supporting evidence:

- ✂ Existing programs do not fully meet seniors' dietary, cultural, and mobility needs.
- ✂ Strict eligibility criteria leave some seniors out.
- ✂ Applying for and maintaining benefits can be challenging.
- ✂ Lack of awareness, stigma, and fear keep eligible seniors from accessing benefits.

Supporting evidence



Limitations in current program design and outreach prevent seniors from accessing food assistance programs.

Existing programs do not fully meet seniors' dietary, cultural, and mobility needs.

Due to limited funding and federal restrictions, food assistance programs are often not able to offer seniors a wide selection of foods, fresh produce, culturally appropriate options, or home delivery. Choice is limited across many of DC's food assistance programs—not just choice in what foods you receive, but also in where and when you receive them.

We heard from advocates that seniors desire more say in the food that programs provide, with an emphasis on fresh produce and culturally appropriate foods. For example, when supplemental produce bags were offered with the standard Grocery Plus box of pantry items, the produce was claimed immediately. Among DC's Latino seniors, we heard that they do not always see their food customs reflected in the food offered.

More than half of DC food assistance programs require a senior to travel to a pick-up site. Transporting groceries—both getting to and from food and carrying food home—was a consistently named challenge. While some programs provide delivery to a senior's door, nearly all limit delivery to those who are homebound. But seniors don't need to be homebound to benefit from home-delivered meals or groceries. For example, the monthly Grocery Plus food boxes provide 30-40 pounds of food at distribution sites. We observed some seniors leaving behind heavier food items because they couldn't carry them home in one trip.

Supporting evidence



Limitations in current program design and outreach prevent seniors from accessing food assistance programs.

Strict eligibility criteria leave some seniors out.

Some food access programs require only that a recipient is a DC senior. For example, DACL’s community dining sites, area food pantries, and produce distribution pop-ups like Joyful Markets from Martha’s Table or the Arcadia Mobile Market don’t require demonstration of financial need.

But more than a third of DC’s food assistance programs serving seniors do have income limits. These limits are often tethered to SNAP’s criteria—net income can be no more than 100% of the federal poverty line. For a household of one, that’s \$1,133 per month or \$13,596 per year.* Seniors told us that they “earned a few dollars too many” to qualify and found these thresholds unfairly low.

Seniors who are undocumented are also left out from federal programs like SNAP.

Supporting evidence



Limitations in current program design and outreach prevent seniors from accessing food assistance programs.

Applying for and maintaining benefits can be challenging.

While some food access programs require no application or registration process, others have onerous application requirements. For example, SNAP has historically required applicants to complete a lengthy application, provide supporting documentation, and periodically recertify eligibility. These requirements can discourage seniors from applying for benefits. The District is updating their application and recertification process for SNAP for seniors and people without earned income to minimize these challenges.

Supporting evidence



Limitations in current program design and outreach prevent seniors from accessing food assistance programs.

Lack of awareness, stigma, and fear keep eligible seniors from accessing benefits.

As discussed on page 10, lack of awareness of existing programs keep many seniors from participating in food access programs.

Some seniors also feel embarrassment or shame participating in programs that offer food for free. Others worry they are taking food away from those who need it more. Because of historical trauma and discrimination, some seniors also distrust the government and are fearful of participating in government programs.

Recommendation two



Existing food assistance programs and outreach should be strengthened to better meet seniors' diverse needs.

Launching new programs means more funds going towards the running of programs rather than directly to seniors. It also adds to the number of programs seniors must navigate. Instead, DC could strengthen and promote existing programs by:

- Expanding home delivery services;
- Increasing the benefit amount or frequency of programs;
- Augmenting benefits to allow for more produce and culturally appropriate food options;
- Make programs more income inclusive; or
- Doing targeted outreach for under-utilized programs.



Next step:
Invest in SNAP outreach

Several DC Government agencies will work together to design and test an outreach strategy that promotes participation in SNAP amongst seniors. This investment is being prioritized because SNAP promotes autonomy by offering residents choice in where they shop, when they shop, and what they eat. Additionally, SNAP is primarily federally funded, so we can make a modest investment of local funds on outreach and harness millions in reoccurring federal food aid for residents. Finally, promoting SNAP capitalizes on existing work the Department of Human Services is leading through the Elderly Simplified Application Project (ESAP). Through ESAP, seniors and people with disabilities with no earned income are no longer required to complete interim reporting, can recertify for benefits every three years instead of every two (May 2023), and will be able to use a simplified application, taking the previous 67-page form down to 8 pages (coming early 2024).

Thank you

We are indebted to the DC residents, community advocates, nonprofit food access providers, and government staff who welcomed our questions and observations. Their willingness to speak candidly about DC's food assistance landscape made this work possible, and we hope, leads DC toward impactful next steps to addressing senior food insecurity.

Special thanks to the following community organizations: Capital Area Food Bank, CRISP, DC Central Kitchen, DC Greens, DC Hunger Solutions, Food and Friends, Iona Senior Services, Martha's Table, Terrific Inc, the University of the District of Columbia, Vida Senior Center, and YMCA.

Special thanks to the following DC Government agencies and teams: Age Friendly DC, the Department of Aging and Community Living, DC Health, the Department of Human Services, Office of Planning's Food Policy Council, and the Office of the State Superintendent of Education.



AMERICAN UNIVERSITY
WASHINGTON, DC



Safe At Home 1.0 Evaluation

December 11, 2023

A partnership among
American University,
Home Care Partners,
and the DC Department of Aging and Community Living





Agenda

- Project Goals & Objectives
- Executive Summary
- Background & Methodology
- Results
- Recommendations





Project Goals and Objectives

- 1) Analysis of SAH program data from Fiscal Year (FY) 2016-2022
- 2) Methodology for phone survey data collection
- 3) Evaluation results from clients who completed SAH between October 2021-March 2022





Executive Summary

1. The majority of SAH clients are women (~80%) and over age 60 (~90%).
2. Client-centered program consistently demonstrates high satisfaction among clients (89.2%).
3. Likelihood of falls after home modification is low (78.8% report no falls), as is fall severity.
4. Higher FES scores are a significant predictor of experiencing a fall, which is consistent with the literature and previous findings.
5. Mean investment of \$4,019 to safely age in place is significantly less than the average cost of a single fall (\$62, 521)¹
6. High number of ineligible intake applications (60% due to incomplete documents)—*HCP has addressed this*



Background Information



FALL TRENDS IN THE US

- Unintentional falls are the leading cause of injury and death among older adults.
 - Most falls occur at home
- Falls are the leading causes for emergency department visits for unintentional injuries.
 - \$62,521 is average cost of a fall



DC DEMOGRAPHICS

- 1 in every 9 residents is an older adult.
 - Largest growing population
- Rate of reported falls and falls-related injuries/deaths varies significantly across underserved Wards.



Evaluation Timeline: October 2022 - September 2023

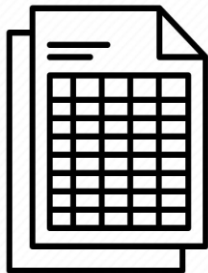
Evaluation Task	Date Action Completed
Presented preliminary findings to DACL & HCP	October 2022
Conducted descriptive statistical analysis	November 2022 - January 2023
Conducted inferential statistical analysis	February 2023 - June 2023
Presented key findings on Age Friendly City Topics panel with DACL	June 28, 2023
Drafted final report	July 2023 - September 2023



Methodology

FY 2016-2022 Data

- Customer Service Tracking and Reporting System (CSTARS) database and SharePoint files
- Data fields provided by DACL and HCP included demographic, enrollment, project data



Phone Survey

- Administered Sept 2022
- Password-protected Excel sheet to track all calls
- A total of 492 clients
- RAs assigned 150 – 175 calls each.
- 55% response rate





RESULTS

Evaluation of FY2016-2022 Data from DACL and HCP

- *Demographic Characteristics*
- *SAH Program Data by FY*

Evaluation of Phone Survey Responses

**Stratified by adults with disabilities*





	Survey Sample (n=241)		SAH Population (n=4753)	
	n	%	n	%
Gender				
Female	193	80.1%	3766	79.4%
Male	48	19.9%	974	20.5%
Age				
<=60	22	9.1%	360	7.6%
60+	219	90.9%	4393	92.4%
Ward				
1	8	3.3%	212	4.5%
2	3	1.2%	80	1.7%
3	6	2.5%	84	1.8%
4	44	18.3%	848	17.9%
5	52	21.6%	985	20.7%
6	28	11.6%	452	9.5%
7	50	20.7%	1200	25.3%
8	50	20.7%	891	18.8%
TOTAL	241	100%	4753	100%

Demographic Characteristics

- 79% are women
- 92% are over age 60
- 82% live in Wards 4, 5, 7, 8
- 90% live alone
- 97% identify as Black/African American
- 72% are homeowners



Restricted Survey Sample – Adults with Disabilities (n=22)

- 64% female (n=14);
- 80% from Wards 6, 7, and 8
- Average age=51, median age=56 (range 29-60)
- 86% ‘completely satisfied’
- Pre-FES mean= 45; Post-FES mean=21; Survey-FES mean=36



INELIGIBLE REASONS	N	PERCENT
Incomplete documents	2353	57.9%
Unresponsive/not interested	1270	31.3%
Not income eligible	136	3.3%
Died	109	2.7%
Other	107	2.6%
No modifications needed	60	1.5%
Moved	18	0.4%
Not disability eligible	10	0.2%
Total	4063	100%

Barriers to Enrollment & Participation FY 2016-2022

- 39% did not have a listed reason for ineligibility;
- 89% had incomplete documents or were unresponsive/no longer interested
- HCP is addressing



Total Cost for SAH Occupational Therapists & Contractors

Note: Total Cost includes OT and Contractors but does not Include Staff OT

Average Cost per Client FY 2019 - 2022		
FY	n	Average Cost per Client
2019	1181	\$4,273.22
2020	576	\$3,936.59
2021	941	\$4,022.91
2022	529	\$4,089.43
OVERALL	3,227	\$4,019.22

Average Amount Spent by FES	
Pre-FES Score	Average Amount Spent
Below 70	\$3,818.49
70 & Above	\$4,489.14

The higher the pre-FES score, the higher the cost per client



Top Home Modifications Provided by SAH

FY 2019-2022:

Grab Bars
Chair Power Lift Recliners
Handheld shower
Bed handle
Toilet seat elevated

'Most Helpful' Survey:

Handrails/Grab Bars
Chair Power Lift
Grab bars in bathroom
Shower chair
Toilet seat elevated



	FY18 (n=998)	FY19 (n=1181)	FY20 (n=576)	FY21 (n=941)	FY22 (n=529)
	Avg Score	Avg Score	Avg Score	Avg Score	Avg Score
Pre- FES	44.0	40.0	34.1	35.5	36.9
Post- FES	23.4	22.8	20.3	19.0	18.3
Difference	20.6 *	17.2 * **	13.8 *	16.5 *	18.6 *
<hr/>					
Pre- SAFER	21.2	19.7	16.6	17.2	17.4
Post- SAFER	9.95	8.23	6.63	6.96	7.79
Difference	11.3 *	11.5 *	9.97 *	10.2 *	9.61 *

**Significant changes between pre- to post- scores by year (p<0.05)*

***Significant changes between scores from one fiscal year to the next (p<0.05)*

Note: average FES Score of SAH phone survey respondents was 32.5.

FES & SAFER Scores by Fiscal Year

- Post-FES score significantly lower than pre-FES score for each FY
- Post SAFER score significantly lower than pre-SAFER score for each FY



Phone Survey Results



Satisfaction Levels (n=241)

	Not at all Satisfied	Adequately Satisfied	Completely Satisfied
Plans for home modifications	2 (0.8%)	31 (12.9%)	208 (86.3%)
Comfort moving around home after home modifications installed	5 (2.1%)	38 (15.8%)	198 (82.2%)
Contractors who performed the modifications	5 (2.1%)	41 (17.0%)	195 (80.9%)
Sufficient clean up on behalf of the contractors	5 (2.1%)	37 (15.4%)	199 (82.6%)
Timeliness of the home modifications	4 (1.7%)	28 (11.7%)	208 (86.7%)

Program Satisfaction was High

- 89% were ‘completely satisfied’ overall
- >80% were ‘completely satisfied’ with specific components



“Wished the program was longer!”
-female, 61

“Very grateful for the Safe at Home program and confident about all aspects of the program.”
-male, 62

“Like the program, recommended it to friends!”
-female, 75

“Glad to participate in program! fantastic program!!”
-female, 62

“I wouldn’t be able to live in my house without SAH services. [We are] very grateful!”
-female, 76

“I thank you all for everything you have done for me!”
-female, 79

“Pleased with service.”
-male, 76





Fall Incidence

Few falls after program:

79% stated they had not fallen since installation of home modifications

Most falls inside home:

75% of those who experienced a fall, had fallen inside their homes.

Most falls were not near a modification:

87% of falls were not near a modification

Severity of falls:

31% were not severe; 49% were somewhat severe; 20% were severe

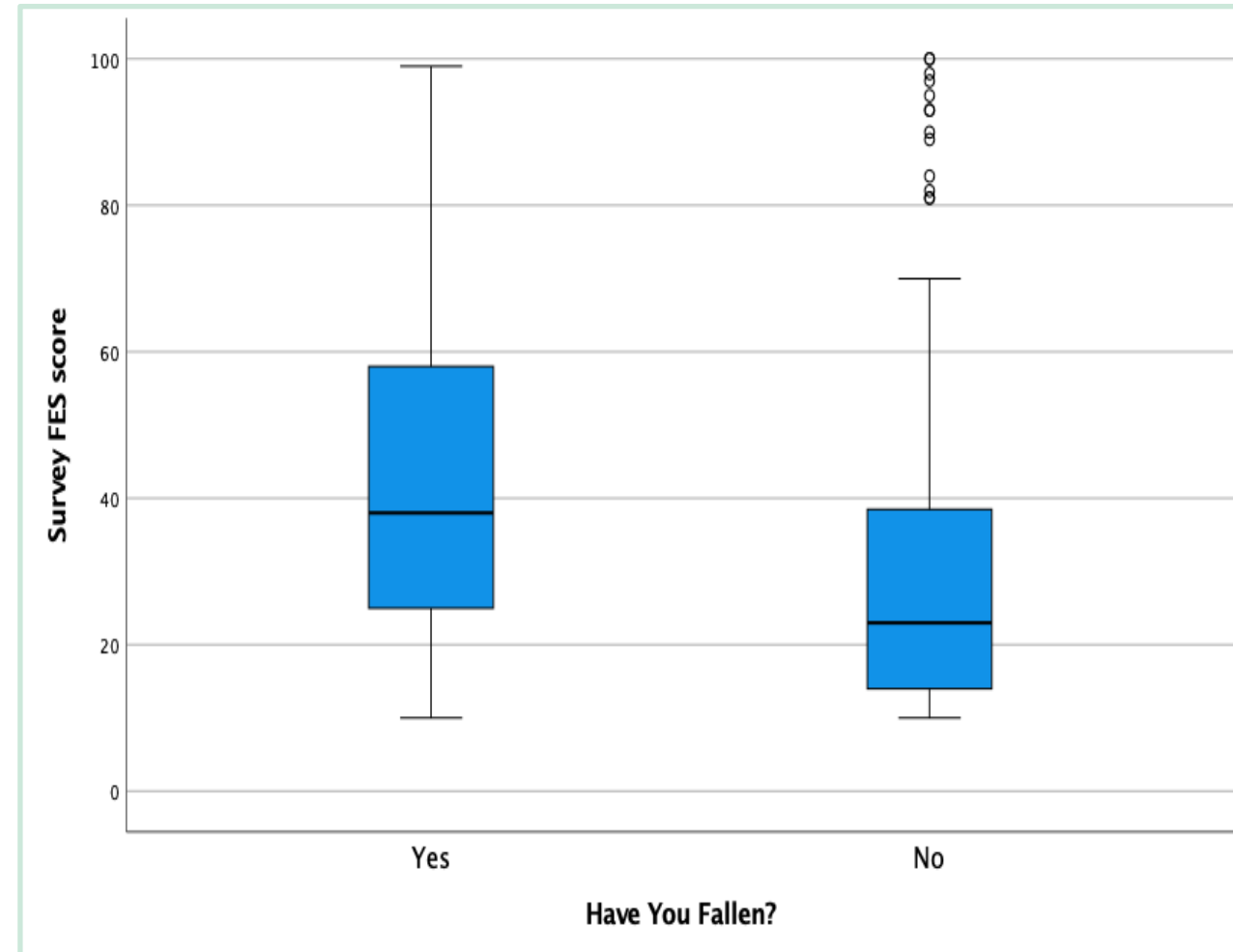
FES Scores Over Time

- Average **pre-FES** scores 36.9 (SD = 21.3)
- **FES scores significantly decreased** to 20.5 (SD = 13.4) at post assessment
- **Remained significantly lower** than pre-SAH modifications at the phone evaluation assessment (M = 27.3, SD= 16.4, T(107) = 5.14, $p < .001$)
- Average **evaluation FES of 32.5**, median of 26 (SD = 22.6, range 10-100)
- Positive **correlation between older age and higher FES** scores ($r = 0.17$, $p < 0.01$).



Fall Occurrence and FES Scores

- Higher FES scores are associated with greater likelihood of reporting a fall ($r = 0.44$, $p < .001$, $n = 51$).
- Average FES among those who reported a fall was 42.4
 - Also, average FES among those who reported 2 or more falls was 54.1
- Average FES among those who did not report a fall was 29.8





Recommendations

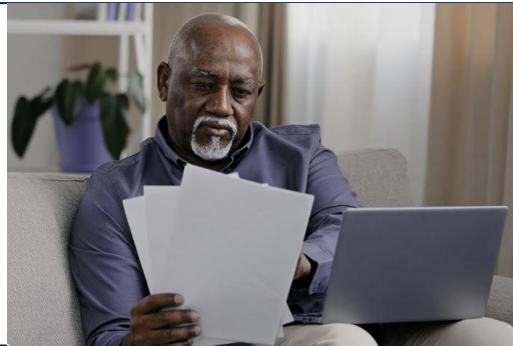
Raise awareness of SAH program for adults with disabilities.



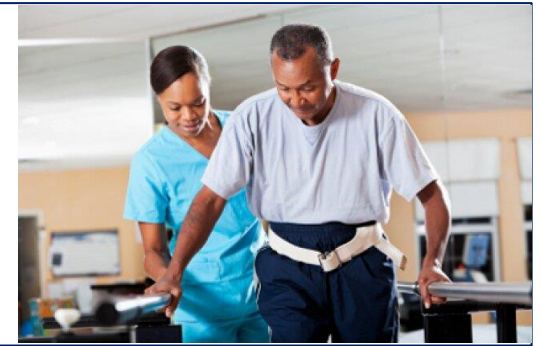
Collect data to determine number of modifications installed per client.



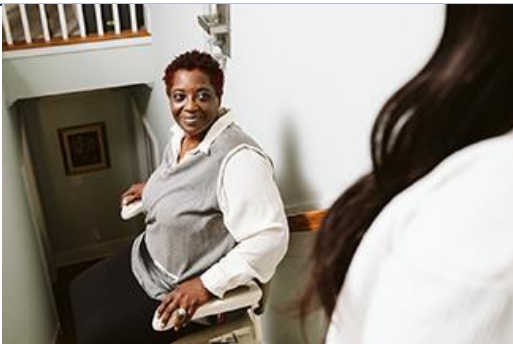
Continue to improve efficiency of enrollment processes.



Triage clients who are at high risk for falls to provide additional OT.



Continue efforts to enroll DC residents with greatest need and highest fall risk.



Include an annual follow-up phone survey among a small sample of clients.





AMERICAN UNIVERSITY
WASHINGTON, DC

Thank you for your attention.
What questions can we answer?

Department of Aging and Community Living FY2023

Agency Department of Aging and Community Living Agency Acronym DACL Agency Code BYO Agency Glossary

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

Agency Performance POCs Adam Mingal; Brian (DCOA) Footer Agency Budget POCs Brian (DCOA) Footer; Shilonda Wiggins Fiscal Year 2023

Select Measures to highlight in PAR

FY2023 Agency Accomplishments

Please add up to 3 agency accomplishments to be shared out in your Agency's Performance Accountability Report.

What is the accomplishment that your agency wants to highlight?	How did this accomplishment impact residents of DC?	How did this accomplishment impact your agency?
2024 – 2027 State Plan on Aging	The successful completion of the 2024-2027 State Plan on Aging will enhance the lives of DC residents, particularly older adults and adults with disabilities. By fostering increased community engagement, improving the accessibility of crucial services, and emphasizing education and connection, the plan will empower residents to lead more fulfilling and independent lives. The plan's focus on addressing evolving community needs will result in a more efficient and effective support system, providing DC residents with a stronger sense of security and well-being within their communities.	By prioritizing community engagement, accessibility, and innovative solutions, we are solidifying our position as a crucial support system within the community. Through the successful implementation of the plan, DACL has enhanced its reputation as a pioneering advocate for the welfare and independence of older adults and adults with disabilities. The plan's emphasis on efficiency and innovation has further reinforced our commitment to providing comprehensive and effective services, enabling the agency to continue serving as a beacon of support and reliability for DC residents.
AgeWell	AgeWell completed in 2023 and it served as a means for DACL to explore the social ecological model in its senior wellness centers and dining sites. The social-ecological model understands health is influenced by intra- and inter-personal, social and cultural factors and the environment, with reciprocal interactions among factors and the individual. The framework focuses on integrating approaches to change the physical and social environments rather than modifying only individual health behaviors. Residents of DC benefitted from this by experiencing health care professionals in their dining site environment, available to them to hear about how food impacts their disease processes (i.e., how food can rise or lower your blood pressure), answer questions for them, and provide one-on-one support for whatever their needs were.	This accomplishment helped our agency better understand that addressing food insecurity means caring for all the needs of a person. Seniors have complex medical, social, and economic issues that they face and DACL wants to better understand those and be able to address them with our programming and the resources that we make available.
Aging & Disability Resource Center SNAP Enrollment Initiative	To assist with decreasing the underutilization of SNAP amongst DC seniors and people living with disabilities, the Information and Referral Assistance team proactively asks callers about SNAP and food insecurity no matter the purpose of their call. The Medicaid Enrollment team proactively asks clients applying for EPD Waiver about SNAP and food insecurity to ensure that the integrated application is used more frequently.	This initiative impacts our agency because it ensures that those who interact with DACL understand that decreasing food insecurity and connecting more clients to SNAP is one of top priorities.
FY24 Lead Agency Grant Initiative	The FY 24 Lead Agency Grant will permit residents of DC to see an improvement in services at the DACL dining sites operated by our Lead Agencies. The FY 24 Lead Agency grants require DACL sites to have additional staff support to provide additional programs for seniors including improved health promotion and recreation/socialization activities for our seniors. As DACL continues in our efforts to address senior social isolation, the FY 24 Lead Agency Grants are designed to provide outreach in each ward to identify lonely and isolated seniors who may need DACL services.	In FY 24 DACL takes the responsibility of serving as the Lead Agency for Ward 1 in the District of Columbia in partnership with East River Family Strengthening Collaborative. DACL has three staff that are working as a part of the Ward 1 Lead Agency providing data entry, intake, information, and assistance services for Ward 1 seniors.
The Lab at DC Project: "How do we decrease food insecurity among DC's seniors"	This project completion impacted the residents of DC by giving them a voice. The timeline of this project included a listening tour in which seniors and various community organizations engaged with DACL and The Lab and shared their thoughts about developing a coordinated entry system for food programs. These conversations, workshops, and systems mapping exercises helped the team reach conclusions about DC's food insecurity and food assistance programs. The findings of this research project are as follows: A coordinated entry system would be helpful. Alone, it will not drive down senior food insecurity; The District is not lacking in food assistance programs. We need to invest in the ones that are working.	This accomplishment impacted DACL by helping us understand the gap between seniors experiencing food insecurity and our services. It will help drive our decision-making as we continuously strive to expand our reach and ensure residents of the District of Columbia know what support and services are available to them. It also helped us understand that there is adequate food assistance programming; however, we need multi-agency support as we endeavor to invest more heavily in those programs as well as restructure where appropriate.

2023 Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations	Add Key Performance Indicator
1	Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.	2	5	Add Key Performance Indicator
2	Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.	4	5	Add Key Performance Indicator
3	Create and maintain a highly efficient, transparent, and responsive District government.	16	1	Add Key Performance Indicator
TOT		22	11	

2023 Key Performance Indicators

Measure	Highlight in PAR	Directionality	Frequency of Reporting	FY2019 Actual	FY2020 Actual	FY2021 Actual Report	FY2022 Actual Report	FY 2023 Target Report	FY 2023 Quarter 1	FY 2023 Quarter 2	FY 2023 Quarter 3	FY 2023 Quarter 4	FY 2023 Report	Was 2023 KPI Met?
1 - Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and promotes awareness and access to services and supports offered in the District. (2 Measure records)														

1 - Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and promotes awareness and access to services and supports offered in the District. (2 Measure records)

Measure	Highlight in PAR	Directionality	Frequency of Reporting	FY2019 Actual	FY2020 Actual	FY2021 Actual Report	FY2022 Actual Report	FY 2023 Target Report	FY 2023 Quarter 1	FY 2023 Quarter 2	FY 2023 Quarter 3	FY 2023 Quarter 4	FY 2023 Report	Was 2023 KPI Met?
Percent of residents working with D.C. Long-Term Care Ombudsman Program that self-report a satisfactory resolution to a complaint, concern, or problem	<input type="checkbox"/>	Up is Better	Annually	86%	80%	84%	87%	85%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	83%	Nearly Met
Percent of callers looking for information and assistance that heard about DACL services through the agency's outreach efforts	<input type="checkbox"/>	Up is Better	Annually	11%	27%	35%	26%	25%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	25%	Met

2 - Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities be 18 and 59, and caregivers that promote living well in the District. (3 Measure records)

Percent of family caregivers participating in D.C. Caregivers Institute that self-report an improved ability to provide care	<input type="checkbox"/>	Up is Better	Annually	100%	100%	96%	97%	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met
Percent of residents attending Senior Wellness Centers that self-report an increase in awareness and practices of health habits	<input type="checkbox"/>	Up is Better	Annually	89%	91%	81%	89%	80%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	90%	Met
Percent of referrals in non-emergency cases where initial client contact and investigation takes place within ten working days by Adult Protective Services	<input type="checkbox"/>	Up is Better	Annually	New in 2020	95%	100%	90%	85%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	85%	Met

3 - Create and maintain a highly efficient, transparent, and responsive District government. (5 Measure records)

Percent of new hires that are District residents	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	39.5%	New in 2023
Percent of new hires that are District resident graduates	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	28.8%	New in 2023
Percent of employees that are District residents	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	39.6%	New in 2023
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	45%	New in 2023

Measure	Highlight in PAR	Directionality	Frequency of Reporting	FY2019 Actual	FY2020 Actual	FY2021 Actual Report	FY2022 Actual Report	FY 2023 Target Report	FY 2023 Quarter 1	FY 2023 Quarter 2	FY 2023 Quarter 3	FY 2023 Quarter 4	FY 2023 Report	Was 2023 KPI Met?
facilitated by ORE within the past two years														
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%	New in 2023

2023 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure	Add Strategic Initiative
1 - Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District. (5 Activity records)					
ADVOCACY/ELDER RIGHTS	Advocacy/Elder Rights	Provide legal and advocacy support and protective services for District residents age 60 or older in need of assistance with long-term care planning, quality of care disputes, estate and financial planning, and civil disputes.	Daily Service	Add Workload Measure	Add Strategic Initiative
COMMUNITY OUTREACH AND SPECIAL EVENTS	Community Outreach and Special Events	Provide engaging socialization opportunities and community service and support awareness campaigns for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that combat social isolation, improve access to services, address the needs of LGBT seniors, and project a positive image of aging and people with disabilities.	Daily Service	Add Workload Measure	Add Strategic Initiative
ADULT PROTECTIVE SERVICES	Adult Protective Services	Adult Protective Services (APS) receives and investigates reports of alleged cases of abuse, neglect, and exploitation and self-neglect of vulnerable adults 18 years of age or older. APS conducts assessments and provides linkages to supports and provides services to mitigate against abuse, neglect, self-neglect, and exploitation.	Daily Service	Add Workload Measure	Add Strategic Initiative
ASSISTANCE AND REFERRAL, AND COMMUNITY TRANSITION SERVICES	Assistance and Referral, and Community Transition Services	Provide information on, connection to, and assistance with accessing home and community-based services, long-term care options, and public benefits for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers. Provide Community Transition Service.	Daily Service	Add Workload Measure	Add Strategic Initiative
Customer Information, Assistance and Outreach	Customer Information, Assistance and Outreach	Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.	Daily Service	Add Workload Measure	Add Strategic Initiative
2 - Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District. (5 Activity records)					
Nutrition Program	Nutrition Program	Provide prepared meals, fresh foods, and nutrition assistance to District residents age 60 or older that maintains or improves health and the ability to remain independent in the community.	Daily Service	Add Workload Measure	Add Strategic Initiative
SENIOR WELLNESS CENTER/FITNESS & KINGDOM CARE VILLAGE	Senior Wellness Center/Fitness & Kingdom Care Village	Provide socialization, physical fitness, and wellness programs for District residents age 60 or older that promote healthy behaviors.	Daily Service	Add Workload Measure	Add Strategic Initiative
TRANSPORTATION	Transportation	Provide transportation services to essential non-emergency medical appointments and social/recreational group trips.	Daily Service	Add Workload Measure	Add Strategic Initiative
Case Management and Nursing Home Transition Services	Case Management and Nursing Home Transition Services	Provide core services and supports, such as case management and counseling services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers.	Daily Service	Add Workload Measure	Add Strategic Initiative
IN-HOME SERVICES	In-home Services	Provide in-home adaptations, homemaker services and caregiver support for District residents age 60 or older to help manage activities of daily living, keep the home safe and prevent caregiver burnout.	Daily Service	Add Workload Measure	Add Strategic Initiative
3 - Create and maintain a highly efficient, transparent, and responsive District government. (1 Activity)					
Create and maintain a highly efficient, transparent, and responsive District government	Create and maintain a highly efficient, transparent, and responsive District government	Create and maintain a highly efficient, transparent, and responsive District government	Key Project	Add Workload Measure	Add Strategic Initiative

2023 Workload Measures

Measure	New Measure/Benchmark Year	Highlight in PAR	Frequency of Reporting	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY 2023 Quarter 1	FY 2023 Quarter 2	FY 2023 Quarter 3	FY 2023 Quarter 4	FY 2023 Report
1 - Adult Protective Services (3 Measure records)											
Number of referrals received in Adult Protective Services	<input type="checkbox"/>	<input type="checkbox"/>	Annually	1,809	1,764	1,922	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2168
Number of court Appointed Guardians/Conservators	<input type="checkbox"/>	<input type="checkbox"/>	Annually	43	42	50	Annual Measure	Annual Measure	Annual Measure	Annual Measure	42
Number of cases investigated in Adult Protective Services	<input type="checkbox"/>	<input type="checkbox"/>	Annually	1,152	1,071	1,121	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1292
1 - Advocacy/Elder Rights (2 Measure records)											

Measure	New Measure/ Benchmark Year	Highlight in PAR	Frequency of Reporting	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY 2023 Quarter 1	FY 2023 Quarter 2	FY 2023 Quarter 3	FY 2023 Quarter 4	FY 2023 Report
Number of hours of advocacy and legal support provided to residents	<input type="checkbox"/>	<input type="checkbox"/>	Annually	8,646.5	9,369.3	12,384.5	Annual Measure	Annual Measure	Annual Measure	Annual Measure	13,146.7
Number of hours of Long-Term Care Ombudsman services provided to residents	<input type="checkbox"/>	<input type="checkbox"/>	Annually	1,336.5	1,339.6	1,633.6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1666.5
1 - Assistance and Referral, and Community Transition Services (8 Measure records)											
Number of clients assisted under the State Health Insurance Program	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	3,417	3,485	1,299	1,466	1,355	1,222	5342
Number of residents served by DACL's Medicaid Enrollment Staff	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	2,222	2,106	1,902	358	349	392	415	1514
Number of family/resident council meetings attended at nursing facilities (to include virtual events during the PHE)	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	9	276	64	86	80	47	277
Number of referrals from Nursing Facilities	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	270	315	77	73	76	24	250
Number of community transition team cases closed	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	141	139	24	29	32	36	121
Average days to transition from Nursing Facilities (for clients who have housing to return to)	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	126.5	116	195	155	137	276	190.8
Average days to transition from Nursing Facilities (for clients without housing to return to)	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	297.5	259.3	337	287	264	243	282.8
Number of calls received for information, referral, and assistance through the Aging and Disability Resource Center	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	31,628	32,386	8,307	9,221	8,752	8,626	34,906
1 - Community Outreach and Special Events (2 Measure records)											
Number of community outreach events held by the External Affairs and Communications Team, to include virtual programming during the public health emergency (PHE)	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	108	168	209	63	55	42	43	203
Number of State Health Insurance Program-specific events, to include virtual events during the PHE	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	Not Available	6	19	4	4	3	0	11
2 - Case Management and Nursing Home Transition Services (3 Measure records)											
Number of residents receiving case management	<input type="checkbox"/>	<input type="checkbox"/>	Annually	2,206	2,020	886	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1136
Number of residents transitioned from an institutional setting to the community	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	65	79	133	27	25	41	25	118
Number of residents receiving options counseling	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	5,637	2,506	3,161	615	816	1,075	623	3129
2 - In-home Services (2 Measure records)											
Number of residents receiving homemaker services	<input type="checkbox"/>	<input type="checkbox"/>	Annually	350	241	254	Annual Measure	Annual Measure	Annual Measure	Annual Measure	234
Number of residents receiving home adaptations	<input type="checkbox"/>	<input type="checkbox"/>	Quarterly	723	958	942	270	312	297	148	1027
2 - Nutrition Program (2 Measure records)											
Number of residents attending community dining sites	<input type="checkbox"/>	<input type="checkbox"/>	Annually	4,241	1,826	3,537	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4084
Number of residents participating in Eat Well, Live Better program	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Annually	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1049
2 - Senior Wellness Center/Fitness & Kingdom Care Village (1 Measure)											
Number of residents participating in Senior Wellness Center programs (not unduplicated)	<input type="checkbox"/>	<input type="checkbox"/>	Annually	2,576	1,589	2,178	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1997
2 - Transportation (3 Measure records)											
Number of residents provided transportation to medical appointments	<input type="checkbox"/>	<input type="checkbox"/>	Annually	1,259	1,264	1,272	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1312
Number of residents provided transportation to social and recreational activities	<input type="checkbox"/>	<input type="checkbox"/>	Annually	1,467	0	1,270	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1799
Number of residents participating in Connector Card Program	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Annually	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2512

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Is this Initiative focused on Wards 7 and/or 8?	Does this initiative support the Resilient DC Strategy?	Is this initiative related to an American Rescue Plan Act (ARPA) enhancement?	Is this initiative focused on enhancing racial equity?	Add Initiative Update
Create and maintain a highly efficient, transparent, and responsive District government (1 Strategic Initiative)							
Develop the 2023 – 2026 State Plan on Aging	DACL was provided an extension for the development of 2023 – 2026 State Plan on Aging. In FY 23, DACL will continue the work of engaging residents from all eight wards, community stakeholders, and the Commission on Aging by holding a series of interactive workshops to gather feedback that will be used to develop actionable goals for the State Plan.	09-30-2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	✓	
In-home Services (1 Strategic Initiative)							
Combat Senior social isolation through digital programming	In FY23, DACL will provide homebound, home delivered meal clients with iPads, in-home wifi connection, tech support, and the opportunity to participate in a virtual dining site and wellness center that will feature virtual programming specifically designed for older adults with limited mobility.	09-30-2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	✓	

2023 Initiative Updates

Add Current Quarter Initiative Updates

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
Combat Senior social isolation through digital programming (3 Initiative Update records)						
Combat Senior social isolation through digital programming	The virtual dining site programs have started. Seniors are participating in regular virtual programming to help them remain active and engaged. In December 2022, DACL's grantee partner held a virtual holiday party for the virtual senior center participants. More than 125 people were in attendance. Virtual karaoke and musical performances were on the program. DACL is confident that as the quality of the virtual programming continues to develop more homebound seniors will be interested. To that end, we continue to educate the community that this programming is available to them.	0-24%	High	Demonstrable		Q1
Combat Senior social isolation through digital programming	The virtual dining site programs have started. Seniors are participating in regular virtual programming to help them remain active and engaged. In December 2022, DACL's grantee partner held a virtual holiday party for the virtual senior center participants. More than 125 people were in attendance. Additionally through our SAH 2.0 program, DACL has begun to assess seniors who are at risk of falls to be able to participate in virtual evidence-based fall prevention exercise classes.	50-74%	High	Demonstrable		Q2
Combat Senior social isolation through digital programming	The virtual dining site programs have started. Seniors are participating in regular virtual programming to help them remain active and engaged. Additionally through our SAH 2.0 program DACL has begun to provide virtual evidence based fall prevention classes for seniors who are at risk of falls.	Complete	High	Demonstrable		Q3
Develop the 2023 – 2026 State Plan on Aging (4 Initiative Update records)						
Develop the 2023 – 2026 State Plan on Aging	DACL is actively working on the 2023-2026 State Plan and anticipates completing the plan on time. Listening sessions have been completed in all 8 wards.	25-49%	High	Demonstrable		Q1
Develop the 2023 – 2026 State Plan on Aging	DACL has continued to host workshops in the first quarter, specifically with residents who live in Ward 3 and who use mobile phones. DACL also has completed a draft of the State Plan, which was informed by the findings in the workshop.	50-74%	High	Demonstrable		Q2
Develop the 2023 – 2026 State Plan on Aging	DACL is finalizing the State Plan for Administration for Community Living (ACL) review	75-99%	High	Demonstrable		Q3
Develop the 2023 – 2026 State Plan on Aging	DACL has completed developing the 2023-2026 state Plan on Aging.	Complete		Demonstrable		Q4

2022 Unfinished Initiatives

Title	Description	% Complete from Prior FY	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
No Strategic Initiative records found						

2022 Unfinished Initiative Updates

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY21	No Longer an Initiative	Initiative Status Update	% Complete to date	Confidence in completion by anticipated completion date?	Status of Impact	Explanation of Impact (Limited to 550 Characters)	Supporting Data	Reporting Quarter
No Initiative Update records found										

2023 ARP Key Performance Indicators

Measure	New Measure/ Benchmark Year	Highlight in PAR	ARPA: Required by Treasury	Directionality	ARPA Expenditure Code	ARPA Initiative	ARPA Sub-Initiative	ARPA Project Name	FY2019 Actual	FY 2020 Target	FY2020 Actual	FY2021 Target	FY2021 Actual
2 - Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities be													

Measure	New Measure/ Benchmark Year	Highlight in PAR	ARPA: Required by Treasury	Directionality	ARPA Expenditure Code	ARPA Initiative	ARPA Sub- Initiative	ARPA Project Name	FY2019 Actual	FY 2020 Target	FY2020 Actual	FY2021 Target	FY2021 Actual
Percent of Emergencies Responded to Within 24 Hours by Adult Protective Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Up is Better	6.01	Reduction of Healthcare Disparities	Health	Kingdom Care Village (Funding cover costs for Kingdom Care Village)	New in 2020	New in 2020	95%	100%	100%

2023 ARP Workload Measures

Measure	Highlight in PAR	ARPA Project Name	New Measure/ Benchmark Year	ARPA: Required by Treasury	ARPA Expenditure Code	ARPA Initiative	ARPA Sub- Initiative	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY 2023 Quarter 1	FY 2023 Quarter 2	FY 2023 Quarter 3	FY 2023 Quarter 4
2 - Nutrition Program (1 Measure)														
Number of residents receiving home-delivered meals	<input type="checkbox"/>	Senior Meal Delivery	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2.01	Reduction of Healthcare Disparities	Food Assistance	8,120	8,357	5,530	Annual Measure	Annual Measure	Annual Measure	Annual Measure
2 - Senior Wellness Center/Fitness & Kingdom Care Village (1 Measure)														
Number of residents participating in Kingdom Care Village	<input type="checkbox"/>	Kingdom Care Village (Funding cover costs for Kingdom Care Village)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6.01	Reduction of Healthcare Disparities	Health	New in 2023	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure

Update Notes

Add Note

Section	Note for Publication	Publish in
No Note records found		

Administrative Information

Record ID# 934

Performance Plan ID 934

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Department of Aging and Community Living FY2024

Agency Department of Aging and Community Living

Agency Acronym DACL

Agency Code BYO

Agency Glossary

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

Agency Performance POCs Adam Mingal; Brian (DCOA) Footer

Agency Budget POCs Brian (DCOA) Footer; Shilonda Wiggins

Fiscal Year 2024

Add Current Quarter Data

2024 Objectives

Add Strategic Objective

Objective Number	Strategic Objective	# of Measures	# of Operations	Add Key Performance Indicator
1	Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.	2	5	Add Key Performance Indicator
2	Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.	4	5	Add Key Performance Indicator
3	Create and maintain a highly efficient, transparent, and responsive District government.	5	1	Add Key Performance Indicator
TOT		11	11	

2024 Key Performance Indicators

Measure	New Measure/ Benchmark Year	Directionality	Frequency of Reporting	FY 2020 Target	FY2020 Actual	FY2021 Target	FY2021 Actual Report	FY2022 Target	FY2022 Actual Report	FY 2023 Target	FY2023 Actual Report	FY 2024 Target	FY 2024 Quarter 1	
1 - Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District. (2 Measure records)														
Percent of residents working with D.C. Long-Term Care Ombudsman Program that self-report a satisfactory resolution to a complaint, concern, or problem	<input type="checkbox"/>	Up is Better	Annually	85%	80%	85%	84%	85%	87%	85%	83%	85%	Annual Measure	
Percent of callers looking for information and assistance that heard about DACL services through the agency's outreach efforts	<input type="checkbox"/>	Up is Better	Annually	25%	27%	25%	35%	25%	26%	25%	25%	25%	Annual Measure	
2 - Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District. (2 Measure records)														
Percent of family caregivers participating in D.C. Caregivers Institute that self-report an improved ability to provide care	<input type="checkbox"/>	Up is Better	Annually	90%	100%	90%	96%	90%	97%	90%	100%	90%	Annual Measure	
Percent of residents attending Senior Wellness Centers that self-report an increase in awareness and practices of health habits	<input type="checkbox"/>	Up is Better	Annually	80%	91%	80%	81%	80%	89%	80%	90%	80%	Annual Measure	
3 - Create and maintain a highly efficient, transparent, and responsive District government. (5 Measure records)														
Percent of new hires that are District residents	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	75.7%	No Target Set	Annual Measure
Percent of new hires that are District resident graduates	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	38.6%	No Target Set	Annual Measure
Percent of employees that are District residents	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	79.3%	No Target Set	Annual Measure

Measure	New Measure/ Benchmark Year	Directionality	Frequency of Reporting	FY 2020 Target	FY2020 Actual	FY2021 Target	FY2021 Actual Report	FY2022 Target	FY2022 Actual Report	FY 2023 Target	FY2023 Actual Report	FY 2024 Target	FY 2024 Quarter 1
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	0%	No Target Set	Annual Measure
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	<input type="checkbox"/>	Neutral	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	45%	No Target Set	Annual Measure

2024 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure	Add Strategic Initiative
1 - Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District. (5 Activity records)					
ADVOCACY/ELDER RIGHTS	Advocacy/Elder Rights	Provide legal and advocacy support and protective services for District residents age 60 or older in need of assistance with long-term care planning, quality of care disputes, estate and financial planning, and civil disputes.	Daily Service	Add Workload Measure	Add Strategic Initiative
COMMUNITY OUTREACH AND SPECIAL EVENTS	Community Outreach and Special Events	Provide engaging socialization opportunities and community service and support awareness campaigns for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that combat social isolation, improve access to services, address the needs of LGBT seniors, and project a positive image of aging and people with disabilities.	Daily Service	Add Workload Measure	Add Strategic Initiative
ADULT PROTECTIVE SERVICES	Adult Protective Services	Adult Protective Services (APS) receives and investigates reports of alleged cases of abuse, neglect, and exploitation and self-neglect of vulnerable adults 18 years of age or older. APS conducts assessments and provides linkages to supports and provides services to mitigate against abuse, neglect, self-neglect, and exploitation.	Daily Service	Add Workload Measure	Add Strategic Initiative
ASSISTANCE AND REFERRAL, AND COMMUNITY TRANSITION SERVICES	Assistance and Referral, and Community Transition Services	Provide information on, connection to, and assistance with accessing home and community-based services, long-term care options, and public benefits for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers. Provide Community Transition Service.	Daily Service	Add Workload Measure	Add Strategic Initiative
Customer Information, Assistance and Outreach	Customer Information, Assistance and Outreach	Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.	Daily Service	Add Workload Measure	Add Strategic Initiative
2 - Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District. (5 Activity records)					
Nutrition Program	Nutrition Program	Provide prepared meals, fresh foods, and nutrition assistance to District residents age 60 or older that maintains or improves health and the ability to remain independent in the community.	Daily Service	Add Workload Measure	Add Strategic Initiative
TRANSPORTATION	Transportation	Provide transportation services to essential non-emergency medical appointments and social/recreational group trips.	Daily Service	Add Workload Measure	Add Strategic Initiative
IN-HOME SERVICES	In-home Services	Provide in-home adaptations, homemaker services and caregiver support for District residents age 60 or older to help manage activities of daily living, keep the home safe and prevent caregiver burnout.	Daily Service	Add Workload Measure	Add Strategic Initiative
Case Management and Nursing Home Transition Services	Case Management and Nursing Home Transition Services	Provide core services and supports, such as case management and counseling services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers.	Daily Service	Add Workload Measure	Add Strategic Initiative
SENIOR WELLNESS CENTER/FITNESS & KINGDOM CARE VILLAGE	Senior Wellness Center/Fitness & Kingdom Care Village	Provide socialization, physical fitness, and wellness programs for District residents age 60 or older that promote healthy behaviors.	Daily Service	Add Workload Measure	Add Strategic Initiative
3 - Create and maintain a highly efficient, transparent, and responsive District government. (1 Activity)					
Create and maintain a highly efficient, transparent, and responsive District government	Create and maintain a highly efficient, transparent, and responsive District government	Create and maintain a highly efficient, transparent, and responsive District government	Key Project	Add Workload Measure	Add Strategic Initiative

2024 Workload Measures

Measure	New Measure/ Benchmark Year	Frequency of Reporting	FY2021 Actual Report_PAR	FY2022 Actual Report	FY2023 Actual Report	FY 2024 Quarter 1
1 - Adult Protective Services (3 Measure records)						

Measure	New Measure/ Benchmark Year	Frequency of Reporting	FY2021 Actual Report_PAR	FY2022 Actual Report	FY2023 Actual Report	FY 2024 Quarter 1
Number of court Appointed Guardians/Conservators	<input type="checkbox"/>	Annually	42	50	42	Annual Measure
Number of referrals received in Adult Protective Services	<input type="checkbox"/>	Annually	1,764	1,922	2,167	Annual Measure
Number of cases investigated in Adult Protective Services	<input type="checkbox"/>	Annually	1,071	1,121	1,292	Annual Measure
1 - Advocacy/Elder Rights (2 Measure records)						
Number of hours of advocacy and legal support provided to residents	<input type="checkbox"/>	Annually	9,369.3	12,384.5	13,146.7	Annual Measure
Number of hours of Long-Term Care Ombudsman services provided to residents	<input type="checkbox"/>	Annually	1,339.6	1,633.6	1,666.5	Annual Measure
1 - Assistance and Referral, and Community Transition Services (8 Measure records)						
Number of clients assisted under the State Health Insurance Program	<input type="checkbox"/>	Quarterly	3,417	3,485	5,342	Needs Update
Number of residents served by DACL's Medicaid Enrollment Staff	<input type="checkbox"/>	Quarterly	2,106	1,902	1,514	Needs Update
Number of family/resident council meetings attended at nursing facilities (to include virtual events during the PHE)	<input type="checkbox"/>	Quarterly	9	276	277	Needs Update
Number of referrals from Nursing Facilities	<input type="checkbox"/>	Quarterly	270	315	250	Needs Update
Number of community transition team cases closed	<input type="checkbox"/>	Quarterly	141	139	121	Needs Update
Number of calls received for information, referral, and assistance through the Aging and Disability Resource Center	<input type="checkbox"/>	Quarterly	31,628	32,386	34,906	Needs Update
Average days to transition from Nursing Facilities (for clients who have housing to return to)	<input type="checkbox"/>	Quarterly	126.5	116	190.8	Needs Update
Average days to transition from Nursing Facilities (for clients without housing to return to)	<input type="checkbox"/>	Quarterly	297.5	259.3	282.8	Needs Update
1 - Community Outreach and Special Events (2 Measure records)						
Number of community outreach events held by the External Affairs and Communications Team, to include virtual programming during the public health emergency (PHE)	<input type="checkbox"/>	Quarterly	168	209	203	Needs Update
Number of State Health Insurance Program-specific events, to include virtual events during the PHE	<input type="checkbox"/>	Quarterly	6	19	11	Needs Update
2 - Case Management and Nursing Home Transition Services (3 Measure records)						
Number of residents receiving case management	<input type="checkbox"/>	Annually	2,020	886	1,136	Annual Measure
Number of residents transitioned from an institutional setting to the community	<input type="checkbox"/>	Quarterly	79	133	118	Needs Update
Number of residents receiving options counseling	<input type="checkbox"/>	Quarterly	2,506	3,161	3,129	Needs Update
2 - In-home Services (2 Measure records)						
Number of residents receiving homemaker services	<input type="checkbox"/>	Annually	241	254	234	Annual Measure
Number of residents receiving home adaptations	<input type="checkbox"/>	Quarterly	958	942	1,027	Needs Update
2 - Nutrition Program (2 Measure records)						
Number of residents attending community dining sites	<input type="checkbox"/>	Annually	1,826	3,537	4,084	Annual Measure
Number of residents participating in Eat Well, Live Better program	<input type="checkbox"/>	Annually	New in 2023	New in 2023	1,049	Annual Measure
2 - Senior Wellness Center/Fitness & Kingdom Care Village (1 Measure)						
Number of residents participating in Senior Wellness Center programs (not unduplicated)	<input type="checkbox"/>	Annually	1,589	2,178	1,997	Annual Measure
2 - Transportation (3 Measure records)						
Number of residents provided transportation to medical appointments	<input type="checkbox"/>	Annually	1,264	1,272	1,312	Annual Measure
Number of residents provided transportation to social and recreational activities	<input type="checkbox"/>	Annually	0	1,270	1,799	Annual Measure
Number of residents participating in Connector Card Program	<input type="checkbox"/>	Annually	New in 2023	New in 2023	2,512	Annual Measure

2024 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update
Create and maintain a highly efficient, transparent, and responsive District government (1 Strategic Initiative)			

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update
Implement a new Lead Agency service delivery model for DACL community dining sites.	In FY 24 DACL will develop and implement more robust programming and services at all of our community dining sites with the goal of identifying isolated seniors and connecting them to services and resources. We will work to increase daily participation at our dining sites by 10%.	09-30-2024	Add Initiative Update
In-home Services (1 Strategic Initiative)			
Combat Senior Isolation through digital programming	In FY24, DACL will provide homebound, home delivered meal clients with iPads, in-home wifi connection, tech support, and the opportunity to participate in a virtual dining site and wellness center that will feature virtual programming specifically designed for older adults with limited mobility.	09-30-2024	Add Initiative Update

2024 Initiative Updates

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
No Initiative Update records found						

2023 Unfinished Initiatives

Title	Description	% Complete from Prior FY	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
No Strategic Initiative records found						

2023 Unfinished Initiative Updates

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY24	No Longer an Initiative	Initiative Status Update	% Complete to date	Confidence in completion by anticipated completion date?	Status of Impact	Explanation of Impact (Limited to 550 Characters)	Supporting Data	Reporting Quarter
No Initiative Update records found										

2024 ARP Key Performance Indicators

Measure	New Measure/Benchmark Year	ARPA: Required by Treasury	Directionality	ARPA Expenditure Code	ARPA Initiative	ARPA Sub-Initiative	ARPA Project Name	FY 2020 Target	FY2020	FY2021 Target	FY2021	FY2022 Target	FY2022
2 - Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities or caregivers that promote living well in the District. (2 Measure records)													
Percent of Emergencies Responded to Within 24 Hours by Adult Protective Services	<input type="checkbox"/>	<input type="checkbox"/>	Up is Better					New in 2020	95%	100%	100%	100%	100%
Percent of referrals in non-emergency cases where initial client contact and investigation takes place within ten working days by Adult Protective Services	<input type="checkbox"/>	<input type="checkbox"/>	Up is Better					New in 2020	95%	85%	100%	85%	90%

2024 ARP Workload Measures

Measure	ARPA Project Name	New Measure/Benchmark Year	ARPA Expenditure Code	ARPA Initiative	ARPA Sub-Initiative	FY2021 Actual	FY2022 Actual	FY2023 Actual Report	FY 2024 Quarter 1
2 - Nutrition Program (1 Measure)									
Number of residents receiving home-delivered meals	Senior Meal Delivery	<input type="checkbox"/>	2.01	Reduction of Healthcare Disparities	Food Assistance	8,357	5,530	3,855	Annual Measure
2 - Senior Wellness Center/Fitness & Kingdom Care Village (1 Measure)									
Number of residents participating in Kingdom Care Village	Kingdom Care Village (Funding cover costs for Kingdom Care Village)	<input type="checkbox"/>	6.01	Reduction of Healthcare Disparities	Health	New in 2023	New in 2023	60	Annual Measure

Update Notes

Add Note	Section	Note for Publication	Publish in
No Note records found			

Administrative Information

Performance Plan ID 1064

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FOIA ANNUAL REPORT

FOR
10/01/2022
THROUGH
09/30/2023

Thursday, January 18, 2024

The following **Annual Freedom of Information Act** report covers the Period 10/01/2022, through 09/30/2023, as required by 5 U.S.C. 552.

I. BASIC INFORMATION REGARDING REPORT

1. Provide name, title, address, and telephone number of person(s) to be contacted with questions about the Report.
2. Provide an electronic link for access to the Report on the agency Web site.
3. Explain how to obtain a copy of the Report in paper form.

II. MAKING A FOIA REQUEST

1. Provide names, addresses, and telephone numbers of all individual agency components that receive FOIA requests.
2. Provide a brief description of why some requests are not granted and an overview of certain general categories of the agency's records to which the FOIA exemptions apply.

III. ACRONYMS, DEFINITIONS, AND EXEMPTIONS

1. Provide any agency-specific acronyms or terms used in this Report.
2. Include the following definitions of terms used in this Report:
 - a. **Administrative Appeal** - a request to a federal agency asking that it review at a higher administrative level a FOIA determination made by the agency at the initial request level.
 - b. **Average Number** - the number obtained by dividing the sum of a group of numbers by the quantity of numbers in the group. For example, of 3, 7, and 14, the average number is 8.
 - c. **Backlog** - the number of requests or administrative appeals that are pending at an agency at the end of the fiscal year that are beyond the statutory time period for a response.
 - d. **Component** - for agencies that process requests on a decentralized basis, a "component" is an entity, also sometimes referred to as an Office, Division, Bureau, Center, or Directorate, within the agency that processes FOIA requests. The FOIA now requires that agencies include in their Annual FOIA Report data for both the agency overall and for each principal component of the agency.
 - e. **Consultation** - the procedure whereby the agency responding to a FOIA request first forwards a record to another agency for its review because that other agency has an interest in the document. Once the agency in receipt of the consultation finishes its review of the record, it responds back to the agency that forwarded it. That agency, in turn, will then respond to the FOIA requester.
 - f. **Exemption 3 Statute** - a federal statute that exempts information from disclosure and which the agency relies on to withhold information under subsection (b)(3) of the FOIA.
 - g. **FOIA Request** - a FOIA request is generally a request to a federal agency for access to records concerning another person (i.e., a "third-party" request), or concerning an organization, or a particular topic of interest. FOIA requests also include requests made by requesters seeking records concerning themselves (i.e., "first-party" requests) when those requesters are not subject to the Privacy Act, such as non-U.S. citizens. Moreover, because all first-party requesters should be afforded the benefit of both the access provisions of the FOIA as well as those of the Privacy Act, FOIA requests also include any first-party requests where an agency determines that it must search beyond its Privacy Act "systems of records" or where a Privacy Act exemption applies, and the agency looks to FOIA to afford the greatest possible access. All requests which require the agency to utilize the FOIA in responding to the requester are included in this Report.

Additionally, a FOIA request includes records referred to the agency for processing and direct response to the requester. It does not, however, include records for which the agency has received a consultation from another agency. (Consultations are reported separately in Section XII of this Report.)

- h. **Full Grant** - an agency decision to disclose all records in full in response to a FOIA request.
 - i. **Full Denial** - an agency decision not to release any records in response to a FOIA request because the records are exempt in their entireties under one or more of the FOIA exemptions, or because of a procedural reason, such as when no records could be located.
 - j. **Median Number** - the middle, not average, number. For example, of 3, 7, and 14, the median number is 7.
 - k. **Multi-Track Processing** - a system in which simple requests requiring relatively minimal review are placed in one processing track and more voluminous and complex requests are placed in one or more other tracks. Requests granted expedited processing are placed in yet another track. Requests in each track are processed on a first in/first out basis.
 - i. **Expedited Processing** - an agency will process a FOIA request on an expedited basis when a requester satisfies the requirements for expedited processing as set forth in the statute and in agency regulations.
 - ii. **Simple Request** - a FOIA request that an agency using multi-track processing places in its fastest (non-expedited) track based on the low volume and/or simplicity of the records requested.
 - iii. **Complex Request** - a FOIA request that an agency using multi-track processing places in a slower track based on the high volume and/or complexity of the records requested.
 - l. **Partial Grant/Partial Denial** - in response to a FOIA request, an agency decision to disclose portions of the records and to withhold other portions that are exempt under the FOIA, or to otherwise deny a portion of the request for a procedural reason.
 - m. **Pending Request or Pending Administrative Appeal** - a request or administrative appeal for which an agency has not taken final action in all respects.
 - n. **Perfected Request** - a request for records which reasonably describes such records and is made in accordance with published rules stating the time, place, fees (if any) and procedures to be followed.
 - o. **Processed Request or Processed Administrative Appeal** - a request or administrative appeal for which an agency has taken final action in all respects.
 - p. **Range in Number of Days** - the lowest and highest number of days to process requests or administrative appeals.
 - q. **Time Limits** - the time period in the statute for an agency to respond to a FOIA request (ordinarily twenty working days from receipt of a perfected FOIA request).
3. Include the following concise descriptions of the nine FOIA exemptions:
- a. **Exemption 1:** classified national defense and foreign relations information
 - b. **Exemption 2:** internal agency rules and practices
 - c. **Exemption 3:** information that is prohibited from disclosure by another federal law
 - d. **Exemption 4:** trade secrets and other confidential business information
 - e. **Exemption 5:** inter-agency or intra-agency communications that are protected by legal privileges
 - f. **Exemption 6:** information involving matters of personal privacy
 - g. **Exemption 7:** records or information compiled for law enforcement purposes, to the extent that the production of those records (A) could reasonably be expected to interfere with enforcement proceedings, (B) would deprive a person of a right to a fair trial or an impartial adjudication, (C) could reasonably be expected to constitute an unwarranted invasion of personal privacy, (D) could reasonably be expected to disclose the identity of a confidential source, (E) would disclose techniques and procedures for law enforcement investigations or prosecutions, or would disclose guidelines for law enforcement investigations or prosecutions, or (F) could reasonably be expected to endanger the life or physical safety of any individual
 - h. **Exemption 8:** information relating to the supervision of financial institutions
 - i. **Exemption 9:** geological information on wells

IV. Exemption 3 Statutes

A. For Initial Requests				
Statute	Type of Information Withheld	Case Citation	Number of Times Relied upon per Component	Total Number of Times Relied upon by Agency

B. For Appeals				
Statute	Type of Information Withheld	Case Citation	Number of Times Relied upon per Component	Total Number of Times Relied upon by Agency

V. FOIA REQUESTS

A. Received, Processed and Pending FOIA Requests				
	Number of Requests Pending as of Start of Fiscal Year	Number of Requests Received in Fiscal Year	Number of Requests Processed in Fiscal Year	Number of Requests Pending as of End of Fiscal Year
DACL	0	9	8	1

B.(1) Disposition of FOIA Requests - All Processed Requests														
	Number of Full Grants	Number of Partial Grants/Partial Denials	Number of Full Denials Based on Exemptions	Number of Full Denials Based on Reasons Other than Exemptions										TOTAL
				No Records	Request Referred to Another Agency	Request Withdrawn	Fee-Related Reason	Requested Records not Reasonably Described	Improper FOIA Request for Other Reason	Not Agency Record	Duplicate request	*Explain in chart below		
DACL	1	1	3	1	1	0	0	1	0	0	0	0	8	

B.(2) Disposition of FOIA Requests - "Other" Reasons for "Full Denials Based on Reasons Other than Exemptions"		
Component	Description of Other Reasons for Denials from Chart B (1) & Number of Times Those Reasons Were Relied upon	TOTAL

B.(3) Disposition of FOIA Requests - Number of Times Exemptions Applied																												
	2-534(a)(1)	2-534(a)(2)	2-534(a)(3)(A)(i)	2-534(a)(3)(A)(ii)	2-534(a)(3)(A)(iii)	2-534(a)(3)(B)	2-534(a)(3)(C)	2-534(a)(3)(D)	2-534(a)(3)(E)	2-534(a)(3)(F)	2-534(a)(4)	2-534(a)(5)	2-534(a)(6)	2-534(a)(7)	2-534(a)(8)	2-534(a)(9)	2-534(a)(10)	2-534(a)(11)	2-534(a)(12)	2-534(a)(13)	2-534(a)(14)	DPPA (Driver Privacy Protection Act)	2-534(e)	2-534(a)(15)	2-534(a)(16)	2-534(a)(17)	2-534(a)(18)	
DACL	1	3	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

VI. ADMINISTRATIVE APPEALS OF INITIAL DETERMINATIONS OF FOIA REQUESTS

A. Received, Processed and Pending Administrative Appeals				
	Number of Appeals Pending as of Start of Fiscal Year	Number of Appeals Received in Fiscal Year	Number of Appeals Processed in Fiscal Year	Number of Appeals Pending as of End of Fiscal Year
DACL	0	0	0	0

DACL	12	12	9	15	0	0	0	0	0	0	0	0	0	0
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C. Processed Requests - Response Time in Day Increments															
Simple Requests															
	< 1 Day	1-20 Days	21-40 Days	41-60 Days	61-80 Days	81-100 Days	101-120 Days	121-140 Days	141-160 Days	161-180 Days	181-200 Days	201-300 Days	301-400 Days	401+ Days	TOTAL
DACL	0	6	1	0	0	0	0	0	0	0	0	0	0	0	7
Complex Requests															
	< 1 Day	1-20 Days	21-40 Days	41-60 Days	61-80 Days	81-100 Days	101-120 Days	121-140 Days	141-160 Days	161-180 Days	181-200 Days	201-300 Days	301-400 Days	401+ Days	TOTAL
DACL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Requests Granted Expedited Processing															
	< 1 Day	1-20 Days	21-40 Days	41-60 Days	61-80 Days	81-100 Days	101-120 Days	121-140 Days	141-160 Days	161-180 Days	181-200 Days	201-300 Days	301-400 Days	401+ Days	TOTAL
DACL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

D. Pending Requests - All Pending Perfected Requests									
	SIMPLE			COMPLEX			EXPEDITED PROCESSING		
	Number Pending	Median Number of Days	Average Number of Days	Number Pending	Median Number of Days	Average Number of Days	Number Pending	Median Number of Days	Average Number of Days
DACL	1	3	3	0	0	0	0	0	0

E. Pending Requests - Ten Oldest Pending Perfected Requests											
	10th Oldest Request and Number of Days Pending	9th	8th	7th	6th	5th	4th	3rd	2nd	Oldest Request and Number of Days Pending	
DACL	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	09/26/2023 3

VIII. REQUESTS FOR EXPEDITED PROCESSING AND REQUESTS FOR FEE WAIVER

A. Requests for Expedited Processing					
	Number Granted	Number Denied	Median Number of Days to Adjudicate	Average Number of Days to Adjudicate	Number Adjudicated Within Ten Calendar Days
DACL	0	0	0	0	0

B. Requests for Fee Waiver				
	Number Granted	Number Denied	Median Number of Days to Adjudicate	Average Number of Days to Adjudicate
DACL	2	0	12	12

IX. FOIA PERSONNEL AND COSTS

	PERSONNEL			COSTS		
	Number of Full-Time FOIA Employees	Number of Equivalent Full-Time FOIA Employees	Total Number of Full-Time FOIA Staff	Processing Costs	Litigation-Related Costs	Total Costs
DACL	0	0.00	0.00	\$0.00	\$0.00	\$0.00

X. FEES COLLECTED FOR PROCESSING REQUESTS

	Total Amount of Fees Collected	Percentage of Total Costs (Rounded to nearest hundredth decimal)
DACL	\$0.00	0

XI. Exclusion Use and Proactive Disclosures

XI.A. Number of Times Subsection (C) Used

Agency/Component	Number of Times Subsection Used
DACL	0

XI.B. Number of Subsection (A)(2) Postings

Agency/Component	Number of Records Posted by the FOIA Office	Number of Records Posted by Program Offices
DACL	0	0

XII. BACKLOGS, CONSULTATIONS, AND COMPARISONS

A. Backlogs of FOIA Requests and Administrative Appeals		
	Number of Backlogged Requests as of End of Fiscal Year	Number of Backlogged Appeals as of End of Fiscal Year
DACL	0	0

Discuss/Explain the backlog here(Optional)

--

B. Consultations on FOIA Requests - Received, Processed, and Pending Consultations				
	Number of Consultations Received from Other Agencies that Were Pending at Your Agency as of Start of the Fiscal Year	Number of Consultations Received from Other Agencies During the Fiscal Year	Number of Consultations Received from Other Agencies that Were Processed by Your Agency During the Fiscal Year	Number of Consultations Received from Other Agencies that Were Pending at Your Agency as of End of the Fiscal Year
DACL	0	0	0	0

C. Consultations on FOIA Requests - Ten Oldest Consultations Received from Other Agencies and Pending at Your Agency										
	10th Oldest Consultation and Number of Days Pending	9th	8th	7th	6th	5th	4th	3rd	2nd	Oldest Consultation and Number of Days Pending
DACL	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0	N/A 0

D. Comparison of Numbers of Requests from Previous and Current Annual Report - Requests Received, Processed, and Backlogged				
	NUMBER OF REQUESTS RECEIVED		NUMBER OF REQUESTS PROCESSED	
	Number Received During Fiscal Year from Last Year's Annual Report	Number Received During Fiscal Year from Current Annual Report	Number Processed During Fiscal Year from Last Year's Annual Report	Number Processed During Fiscal Year from Current Annual Report
DACL	3	9	3	8

	Number of Backlogged Requests as of End of the Fiscal Year from Previous Annual Report	Number of Backlogged Requests as of End of the Fiscal Year from Current Annual Report

DACL	0	0
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E. Comparison of Numbers of Administrative Appeals from Previous and Current Annual Report - Appeals Received, Processed, and Backlogged				
	NUMBER OF APPEALS RECEIVED		NUMBER OF APPEALS PROCESSED	
	Number Received During Fiscal Year from Last Year's Annual Report	Number Received During Fiscal Year from Current Annual Report	Number Processed During Fiscal Year from Last Year's Annual Report	Number Processed During Fiscal Year from Current Annual Report
DACL	0	0	0	0

	Number of Backlogged Appeals as of End of the Fiscal Year from Previous Annual Report	Number of Backlogged Appeals as of End of the Fiscal Year from Current Annual Report
DACL	0	0

F. Discussion of Other FOIA Activities (Optional)
--

FOIA Annual Report Raw Data for the period 10/01/202:

Attachment Q20

Action Office	Request Number	Request Type	Multi-Track Type
DACL	2023-FOIA-09593	FOIA	Simple

3 to 12/31/2023

Request Status	Original Received Date	Received Date
Open	9/26/2023	9/26/2023

Perfected Date	Closed Date	Target Date	Amended Date
9/26/2023		10/18/2023	

Request Age	Processed Days	Days Allowed	Days on Hold	Final Disposition
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3

15

Reportable Other Code	Exemptions Applied	Exemption 3 Statutes	Is Backlogged
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Yes

Request for Expedited Pr		
Is Expedite Requested	Expedite Start Date	Expedite End Date

Processing

Number of Days to Adjudicate	Expedite Status	Is Fee Waiver Requested
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Request for Fee Waiver

Fee Waiver Start Date	Fee Waiver End Date	Number of Days to Adjudicate
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Fee Waiver Status

Attachment Q21

Transportation – Transportation continues to be named as one of the most significant challenges for residents. Seniors have expressed that transportation is their connection to food, medical care, and community, and without sufficient, safe transportation, they face significant barriers to aging in place. DACL is committed to meeting this need. DACL's continues to provide and, through Mayor Bowser's FY23 and FY24 investments, has expanded its Connector Card, a program that provides seniors with a transportation subsidy based on a sliding scale. The card can be used for any local ground transportation, including cabs, Uber and Lyft. This allows seniors to get on-demand transportation to wherever they need to go. DACL also continues to invest in Senior MedExpress which provides free rides to medical appointments for seniors with medical conditions. DACL continues to improve the efficiency of these programs in order to serve more residents.

Housing - Seniors also named housing as a significant challenge. Housing was presented as a challenge both in finding affordable housing as well as keeping up with needed maintenance and repairs on owned properties. Housing is an issue for residents throughout the District and DACL remains committed to providing information and serving as a resource to connect seniors to services at sister agencies and community-based organizations across the city. Additionally, DACL has partnered with several sister agencies to highlight senior-specific programs at citywide events and community resource fairs throughout the District, specifically at the Mayor Bowser's 12th Annual Senior Symposium which highlighted the city's housing resources.

Nutrition Equity - While there are many food programs throughout the District, DACL has found that nutrition equity is a pressing challenge for District seniors. Nutrition equity alludes to not only the access of enough food, but also access to healthy and culturally appropriate food as well as the resources to prepare food. DACL is heavily invested in addressing this issue with the efforts mentioned in Attachment Q6 – DACL Goals.

Senior Isolation - Addressing senior isolation remains a priority for DACL. While Senior Wellness Centers and community dining sites have resumed in-person programming, these programs have not returned to pre-pandemic attendance. DACL is also aware that many seniors, particularly those with medical needs are still hesitant to return to in-person programming. Isolation is a known cause to mental and physical health issues. DACL is addressing this through increasing outreach and virtual programming as mentioned in Attachment Q6 – DACL Goals.

Connectivity – When engaging with seniors, they have repeatedly said they knew the District had strong senior services, but they were not always sure how to find them. Awareness of services was a barrier across demographics and wards. DACL is working to address this by

expanding our outreach efforts and awareness events as mentioned in Attachment Q6 – DACL Goals.

**COMPENSATION COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

EFFECTIVE October 1, 2017 through September 30, 2021

TABLE OF CONTENTS

ARTICLE	PAGE
ARTICLE 1: WAGES	3
ARTICLE 2: METRO PASS	4
ARTICLE 3: PRE-PAID LEGAL PLAN	4
ARTICLE 4: DISTRICT OF COLUMBIA NEGOTIATED EMPLOYEE ASSISTANCE	5
HOME PURCHASE PROGRAM.....	5
ARTICLE 5: BENEFITS COMMITTEE.....	6
ARTICLE 6: BENEFITS	7
ARTICLE 7: OVERTIME	14
ARTICLE 8: INCENTIVE PROGRAMS.....	15
ARTICLE 9 CALL-BACK/CALL-IN/ON-CALL AND PREMIUM PAY	16
ARTICLE 10: MILEAGE ALLOWANCE.....	18
ARTICLE 11: ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT	19
ARTICLE 12: BACK PAY	19
ARTICLE 13: DUTY STATION COVERAGE.....	20
ARTICLE 14: GRIEVANCES.....	20
ARTICLE 15: LOCAL ENVIRONMENT PAY	20
ARTICLE 16: NEWLY CERTIFIED BARGAINING UNITS	22
ARTICLE 17: TERM AND TEMPORARY EMPLOYEES	22
ARTICLE 18: ADMINISTRATIVE CLOSING	24
ARTICLE 19: SAVINGS CLAUSE	24
ARTICLE 20: DURATION	25
On-Call Notification Template	Appendix 1
(July 26, 2010)	

PREAMBLE

This Compensation Agreement is entered into between the Government of the District of Columbia and the undersigned labor organizations representing units of employees comprising Compensation Units 1 and 2, as certified by the Public Employee Relations Board (PERB).

The Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable compensation issues, and contains the full agreement of the parties as to all such compensation issues. The Agreement shall not be reconsidered during its life nor shall either party make any changes in compensation for the duration of the Agreement unless by mutual consent or as required by law.

ARTICLE 1: WAGES

SECTION A: FISCAL YEAR 2018:

Effective the first day of the first full pay period beginning on or after October 1, 2017, the FY 2018 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 and 2 by the Public Employees Relations Board shall be adjusted by 3%.

SECTION B: FISCAL YEAR 2019:

Effective the first day of the first full pay period beginning on or after October 1, 2018, the FY 2019 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 2%.

SECTION C: FISCAL YEAR 2020:

Effective the first day of the first full pay period beginning on or after October 1, 2019, the FY 2020 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 3%.

SECTION D: FISCAL YEAR 2021:

1. Effective the first day of the first full pay period beginning on or after October 1, 2020, the FY 2021 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by 3.5%.

2. A portion of the cost of the District's proposal to increase wages for FY 18 – 3%, FY 19 – 2%, FY 20 – 3%, and FY 20 – 3.5% will be paid for from a portion of the funds set aside by the Bowser Administration for Compensation and Classification Reform. As a result, the Union will withdraw its Compensation and Classification Reform grievances in their entirety (both master and individual grievances).

ARTICLE 2: METRO PASS

The District of Columbia Government shall subsidize the cost of monthly transit passes for personal use by employees by not less than fifty (\$50.00) per month for employees who purchase and use such passes to commute to and from work. The metro transit benefit will roll over from month to month for employees who access the benefit. Any benefit not accessed by the end of the calendar year will revert back to the District of Columbia government.

ARTICLE 3: PRE-PAID LEGAL PLAN

SECTION A:

The Employer shall make a monthly contribution of twelve dollars and fifty cents (\$12.50) in FY 2018 for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make a monthly contribution of fifteen dollars (\$15.00) in FY 2019 for each bargaining unit member toward a pre-paid legal services plan. The Employer shall make a monthly contribution of seventeen dollars and fifty cents (\$17.50) in FY 20 for each bargaining unit member toward a pre-paid legal services plan. For each fiscal year, the Employer shall make monthly contributions directly to the designated provider of the legal services program.

SECTION B:

The plan shall be contracted for by the Union subject to a competitive bidding process where bidders are evaluated and selected by the Union. The District may present a proposed contract which shall be evaluated on the same basis as other bidders. The contract shall provide that the Employer will be held harmless from any liability arising out of the implementation and administration of the plan by the benefit provider, that the benefit provider will supply utilization statistics to the Employer and the Union upon request for each year of the contract, and that the benefit provider shall bear all administrative costs.

SECTION C:

The parties shall meet to develop procedures to implement the legal plan which shall be binding upon the benefit provider. The procedures shall include an enrollment process.

SECTION D:

To be selected for a contract under this Article, the benefit provider must maintain an office in the District of Columbia; be incorporated in the District and pay a franchise tax and other applicable taxes; have service providers in the District; and maintain a District bank account.

SECTION E:

The Employer's responsibility under the terms of this Article shall be as outlined in Section C of this Article and to make premium payments as is required under Section A of this Article. To the extent that any disputes or inquiries are made by the legal services provider chosen by the Union, those inquiries shall be made exclusively to the Union. The Employer shall only be required to communicate with the Union to resolve any disputes that may arise in the administration of this Article.

ARTICLE 4: DISTRICT OF COLUMBIA NEGOTIATED EMPLOYEE ASSISTANCE HOME PURCHASE PROGRAM

SECTION A:

The Parties shall continue the Joint Labor-Management Taskforce on Employee Housing.

SECTION B:

Pursuant to the DPM, Part 1, Chapter 3 §301, the District provides a preference for District residents in employment. In order to encourage employees to live and work in the District of Columbia, a joint Labor-Management Task Force on Employee Housing was established during previous negotiations with Compensation Units 1 & 2. The Taskforce strives to inform employees of the programs currently available for home ownership in the District of Columbia. Additionally, the Taskforce collaborates with other government agencies including the Department of Housing and Community Development and the District's Housing Finance Agency to further affordable housing opportunities for bargaining unit employees, who have been employed by the District Government for at least one year.

SECTION C:

The parties agree that \$500,000.00 will be set aside to be used toward Negotiated employee Assistance Home Purchase Program (NEAHP) for the duration of the Agreement. If at any time the funds set aside have been depleted, the Parties will promptly convene negotiations to provide additional funds for the program.

SECTION D:

Any funds set aside in Fiscal Years 2018, 2019, 2020, and 2021 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Units 1 and 2 Agreement. All funds set aside for housing incentives shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY 2018 – FY 2021.

ARTICLE 5: BENEFITS COMMITTEE

SECTION A:

The parties agree to continue their participation on the District's Joint Labor-Management Benefits Committee for the purpose of addressing the benefits of employees in Compensation Units 1 and 2. The Benefits Committee shall meet quarterly, in January, April, July and October of each year.

SECTION B: RESPONSIBILITIES:

The Parties shall be authorized to consider all matters that concern the benefits of employees in Compensation Units 1 and 2 that are subject to mandatory bargaining between the parties. The Parties shall be empowered to address such matters only to the extent granted by the Unions in Compensation Units 1 and 2 and the District of Columbia Government. The parties agree to apply a system of expedited arbitration if necessary to resolve issues that are subject to mandatory bargaining. The Committee may, by consensus, discuss and consider other benefit issues that are not mandatory bargaining subjects.

SECTION C:

The Committee shall:

1. Monitor the quality and level of services provided to covered employees under existing Health, Optical and Dental Insurance Plans for employees in Compensation Units 1 and 2.
2. Recommend changes and enhancements in Health, Optical and Dental benefits for employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXI of the D.C. Official Code (2001 ed.).
3. With the assistance of the Office of Contracting and Procurement, evaluate criteria for bids, make recommendations concerning the preparation of solicitation of bids and make recommendations to the contracting officer concerning the selection of providers following the receipt of bids, consistent with Chapter 4 of the D.C. Official Code (2001 ed.).
4. Following the receipt of bids to select health, dental, optical, life and disability insurance providers, the Union's Chief Negotiator shall be notified to identify no more than two individuals to participate in the RFP selection process.
5. Explore issues concerning the workers' compensation system that affect employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXIII of the D.C. Official Code (2001 ed.).

6. The Union shall be notified of proposed benefit programs to determine the extent to which they impact employees in Compensation Units 1 and 2. Upon notification, the Union shall inform the Office of Labor Relations and Collective Bargaining within ten (10) calendar days to discuss any concerns it has regarding the impact on employees in Compensation Units 1 and 2.

ARTICLE 6: BENEFITS

SECTION A: LIFE INSURANCE:

1. Life insurance is provided to covered employees in accordance with §1-622.01, *et seq.* of the District of Columbia Official Code (2001 Edition) and Chapter 87 of Title 5 of the United States Code.

(a) District of Columbia Official Code §1-622.03 (2001 Edition) requires that benefits shall be provided as set forth in §1-622.07 to all employees of the District first employed after September 30, 1987, except those specifically excluded by law or by rule.

(b) District of Columbia Official Code §1-622.01 (2001 Edition) requires that benefits shall be provided as set forth in Chapter 87 of Title 5 of the United States Code for all employees of the District government first employed before October 1, 1987, except those specifically excluded by law or rule and regulation.

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

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

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

SECTION B: HEALTH INSURANCE:

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

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

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

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

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

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

SECTION C: OPTICAL AND DENTAL:

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

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

SECTION D: SHORT-TERM DISABILITY INSURANCE PROGRAM

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

SECTION E: ANNUAL LEAVE:

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

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

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

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

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

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

SECTION F: SICK LEAVE:

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

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

SECTION G: OTHER FORMS OF LEAVE:

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

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

3. **Funeral Leave:**

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

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

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

SECTION H: PRE-TAX BENEFITS:

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

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

SECTION I: RETIREMENT:

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

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

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

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

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

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

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

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

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

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

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

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

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

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

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

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

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

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

(b) Composition of the JLMTAPRC

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

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

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

(d) Duration of the Committee

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

4. TIAA-CREF PLAN:

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

SECTION J: HOLIDAYS:

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

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

2. When an employee, having a regularly scheduled tour of duty is relieved or prevented from working on a day District agencies are closed by order of the Mayor, he or she is entitled to the same pay for that day as for a day on which an ordinary day's work is performed.

ARTICLE 7: OVERTIME

SECTION A: Overtime Work:

Hours of work authorized in excess of an employees assigned tour of duty in a day or forty (40) hours in a pay status in a work week shall be overtime work for which an employee shall receive either overtime pay or compensatory time unless the employee has used unscheduled leave during the forty (40) hour work week. The unscheduled leave rule will not apply when an employee has worked (back-to-back shifts) and takes unscheduled leave for an eight (8) hour period following the back-to-back shift or where an employee has indicated his/her preference not to work overtime and the Employer has no other option but to order the employee to work overtime. Scheduled leave is leave requested and approved prior to the close of the preceding shift.

SECTION B: Compressed, Alternate and Flexible Schedules:

1. Compressed, Alternate and Flexible schedules may be jointly determined within a specific work area that modifies this overtime provision (as outlined in Section A of this Article) but must be submitted to the parties to this contract prior to implementation. This Agreement to jointly determine compressed schedules does not impact on the setting of the tour of duty.

2. When an employee works a Compressed, Alternate, and Flexible schedule, which generally means (1) in the case of a full-time employee, an 80-hour biweekly basic work requirement which is scheduled for less than 10 workdays, and (2) in the case of a part-time employee, a biweekly basic work requirement of less than 80 hours which is scheduled for less than 10 workdays, the employee would receive overtime pay or compensatory time for all hours in a pay status in excess of his/her assigned tour of duty, consistent with the 2004 District of Columbia Omnibus Authorization Act, 118 Stat. 2230, Pub. L. 108-386 Section (October 30, 2004).

2. The purpose of this Section is to allow for authorized Compressed, Alternate, and Flexible time schedules which exceed eight (8) hours in a day or 40 hours in a week to be deemed the employee's regular tour of duty, and not be considered overtime within the confines of the specific compressed work schedule and this Article. Bargaining unit members so affected would receive overtime or compensatory time for all hours in pay status in excess of their assigned tour of duty.

SECTION C:

Subject to the provisions of Section D of this Article, an employee who performs overtime work shall receive either pay or compensatory time at a rate of time and one-half (1-1/2) for each hour of work for which overtime is payable.

SECTION D:

Bargaining Unit employees shall receive overtime pay unless the employee and the supervisor mutually agree to compensatory time in lieu of pay for overtime work. Such mutual agreement shall be made prior to the overtime work being performed.

SECTION E:

Paramedics and Emergency Medical Services Technicians employed by the Fire and Emergency Medical Services Department and represented by the American Federation of Government Employees, Local 3721 shall earn overtime after they have worked 40 hours in a week.

ARTICLE 8: INCENTIVE PROGRAMS

PART I - SICK LEAVE INCENTIVE PROGRAM:

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

SECTION A:

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

1. Three (3) days off for utilizing a total of no more than two (2) days of accrued sick leave.
2. Two (2) days off for utilizing a total of more than two (2) but not more than four (4) days of accrued sick leave.
3. One (1) day off for utilizing a total of more than four (4) but no more than five (5) days of accrued sick leave.

SECTION B:

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

SECTION C:

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

SECTION D:

All incentive days must be used in full-day increments following the leave year in which they were earned. The Employer will notify the employee of their sick leave incentive day(s) no later than March of each year. Incentive days may not be substituted for any other type of absence from duty. There shall be no carryover or payment for any unused incentive days.

SECTION E:

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

SECTION F:

This program shall be in effect in Fiscal Years, 2018, 2019, 2020 and 2021.

PART II – PERFORMANCE INCENTIVE PILOT PROGRAM:

In order to recognize employees' productivity through their accomplishment of established goals and objectives, special acts toward the accomplishment of agency initiatives, demonstrated leadership in meeting agency program and/or project goals and/or the District's Strategic Plan initiatives, the Employer, in accordance with criteria established by the High Performance Workplace Committee agrees to establish pilot incentive programs within agencies, including time off without loss of pay or charge to leave as an incentive award. The District of Columbia Government Office of Labor Management Partnerships and the District of Columbia Incentive Awards Committee may serve as resources at the request of the parties in the implementation of the pilot incentive programs within agencies.

ARTICLE 9 CALL-BACK/CALL-IN/ON-CALL AND PREMIUM PAY

SECTION A: CALL-BACK

A minimum of four (4) hours of overtime, shall be credited to any employee who is called back to perform unscheduled overtime work on a regular workday after he/she completes the regular work schedule and has left his/her place of employment

SECTION B: CALL-IN

1. When an employee is called in before his/her regular tour of duty to perform unscheduled overtime and there is no break before the regular tour is to begin, a minimum of two (2) hours of overtime shall be credited to the employee.

2. A minimum of four (4) hours of overtime work shall be credited to any employee who is called in when not scheduled and informed in advance, on one of the days when he/she is off duty.

SECTION C: ON-CALL

1. An employee may be required to be on call after having completed his/her regular tour of duty. The employer shall specify the hours during which the employee is on call; and shall compensate the employee at a rate of twenty-five percent (25%) of his/her basic rate of pay for each hour the employee is on call.

2. An employee is on-call when a determination has been made that the work of that position requires the employee to remain accessible and available to the point where his or her time cannot be used effectively for the employee's own personal purposes.

3. The employee's schedule must specify the hours during which he/she will be required to remain on-call. On call designation will be made on the form attached as Appendix 1.

SECTION D: HOLIDAY PAY

An employee who is required to work on a legal holiday falling within his or her regularly scheduled tour of duty, shall be paid at the rate of twice his or her regular basic rate of pay for not more than eight (8) hours of such work.

SECTION E: NIGHT DIFFERENTIAL

An employee shall receive night differential pay at a rate of ten percent (10%) in excess of their basic day rate of compensation when they perform night work on a regularly scheduled tour of duty falling between 6:00 p.m. and 6:00 a.m. Employees shall receive night differential in lieu of shift differential.

SECTION F: PAY FOR SUNDAY WORK

A full-time employee assigned to a regularly scheduled tour of duty, any part of which includes hours that fall between midnight Saturday and midnight Sunday, is entitled to Sunday premium pay for each hour of work actually performed which is not overtime work and which is not in excess of eight (8) hours for each tour of duty which begins or ends on Sunday. Sunday

premium pay is computed as an additional twenty-five percent (25%) of the employee's basic rate of compensation.

SECTION G: ADDITIONAL INCOME ALLOWANCE FOR CHILD AND FAMILY SERVICES

1. The Additional Income Allowance (AIA) program within the Child and Family Services Agency (CFSA) which was established pursuant to the "Personnel Recruitment and Retention Incentives for Child and Family Services Agency Compensation System Changes Emergency Approval Resolution of 2001", Council Resolution 14-53 (March 23, 2001) and as contained in Chapter 11, Section 1154 of the District Personnel Manual, "Recruitment and Retention Incentives – Child and Family Services Agency," shall remain in full force and effect during the term of this Agreement.

2. The Administration of the AIA within CFSA shall be governed by the implementing regulations established in Child and Family Services Agency, Human Resources Administration Issuance System, HRA Instruction No. IV.11-3.

3. **OTHER SUBORDINATE AGENCIES WITH SIGNIFICANT RECRUITMENT AND RETENTION PROBLEMS**

Subordinate agencies covered by this Agreement may provide additional income allowances for positions that have significant recruitment and retention problems consistent with Chapter 11, Part B, Section 1143 of the District Personnel Manual.

ARTICLE 10: MILEAGE ALLOWANCE

SECTION A:

The parties agree that the mileage allowance established for the employees of the Federal Government who are authorized to use their personal vehicles in the performance of their official duties shall be the rate for Compensation Units 1 and 2 employees, who are also authorized in advance, by Management to use their personal vehicles in the performance of their official duties.

SECTION B:

To receive such allowance, authorization by Management must be issued prior to the use of the employee's vehicle in the performance of duty. Employees shall use the appropriate District Form to document mileage and request reimbursement of the allowance.

SECTION C:

1. Employees required to use their personal vehicle for official business if a government vehicle is not available, who are reimbursed by the District on a mileage basis for

such use, are within the scope of the District of Columbia Non-Liability Act (D.C. Official Code §§2-411 through 2-416 (2001 Edition)). The Non-Liability Act generally provides that a District Employee is not subject to personal liability in a civil suit for property damage or for personal injury arising out of a motor vehicle accident during the discharge of the employee's official duties, so long as the employee was acting within the scope of his or her employment.

2. Claims by employees for personal property damage or loss incident to the use of their personal vehicle for official business if a government vehicle is not available may be made under the Military Personnel and Civilian Employees Claim Act of 1964 (31 U.S.C. §3701 *et seq.*).

SECTION D:

No employee within Compensation 1 and 2 shall be required to use his/her personal vehicle unless the position vacancy announcement, position description or other pre-hire documentation informs the employee that the use of his/her personal vehicle is a requirement of the job.

SECTION E:

Employees required as a condition of employment to use their personal vehicle in the performance of their official duties may be provided a parking space or shall be reimbursed for non-commuter parking expenses, which are incurred in the performance of their official duties.

ARTICLE 11: ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT

SECTION A:

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

SECTION B:

The lump-sum payment shall be computed on the basis of the employee's rate at the time of separation in accordance with such personnel regulations.

ARTICLE 12: BACK PAY

Arbitration awards or settlement agreements in cases involving an individual employee shall be paid within sixty (60) days of receipt from the employee of relevant documentation, including documentation of interim earnings and other potential offsets. The responsible Agency shall submit the SF-52 and all other required documentation to the Department of Human Resources within thirty (30) days upon receipt from the employee of relevant documentation.

ARTICLE 13: DUTY STATION COVERAGE

The Fire and Emergency Medical Services employees and the correctional officers at the Department of Corrections and the Department of Youth Rehabilitative Services who are covered under Section 7(k) of the Fair Labor Standards Act shall be compensated a minimum of one hour pay if required to remain at his/her duty station beyond the normal tour of duty.

ARTICLE 14: GRIEVANCES

SECTION A:

This Compensation Agreement shall be incorporated by reference into local working conditions agreements in order to utilize the grievance/arbitration procedure in those Agreements to consider alleged violations of this Agreement.

SECTION B:

Grievances concerning compensation shall be filed with the appropriate agency and the Office of Labor Relations and Collective Bargaining under the applicable working conditions agreement.

ARTICLE 15: LOCAL ENVIRONMENT PAY

SECTION A:

Each department or agency shall eliminate or reduce to the lowest level possible all hazards, physical hardships, and working conditions of an unusual nature. When such action does not overcome the hazard, physical hardship, or unusual nature of the working condition, additional pay is warranted. Even though additional pay for exposure to a hazard, physical hardship, or unusual working condition is authorized, there is a responsibility on the part of a department or agency to initiate continuing positive action to eliminate danger and risk which contribute to or cause the hazard, physical hardship, or unusual working condition. The existence of pay for exposure to hazardous working conditions or hardships in a local environment is not intended to condone work practices that circumvent safety laws, rules and regulations.

SECTION B:

Local environment pay is paid for exposure to (1) a hazard of an unusual nature which could result in significant injury, illness, or death, such as on a high structure when the hazard is not practically eliminated by protective facilities or an open structure when adverse conditions exist, e.g., darkness, lightning, steady rain, snow, sleet, ice, or high wind velocity; (2) a physical hardship of an unusual nature under circumstances which cause significant physical discomfort in the form of nausea, or skin, eye, ear or nose irritation, or conditions which cause abnormal soil of body and clothing, etc., and where such distress or discomfort is not practically eliminated.

SECTION C:

Wage Grade (WG) employees as listed in Chapter 11B, Appendix C of the DPM and any other employee including District Service (DS) employees as determined pursuant to Section 4 of this Article and Chapter 11B, Subpart 10.6 of the DPM are eligible for environmental differentials.

SECTION D:

The determination as to whether additional pay is warranted for workplace exposure to environmental hazards, hardships or unusual working conditions may be initiated by an agency or labor organization in accordance with the provisions of Chapter 11B, Subpart 10.6 of the DPM.

SECTION E:

Employees eligible for local environment pay under the terms of this Agreement shall be compensated as follows:

1. **Severe Exposure.** Employees subject to “Severe” exposure shall receive local environment pay equal to twenty seven percent (27%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for “severe” exposure:

- High Work

2. **Moderate Exposure.** Employees subject to “Moderate” exposure shall receive local environment pay equal to ten percent (10%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for “moderate” exposure:

- Explosives and Incendiary
Materials – High Degree Hazard
- Poison (Toxic Chemicals)
– High Degree Hazard
- Micro Organisms
– High Degree Hazard

3. **Low Exposure.** Employees subject to “Low” exposure shall receive local environment pay equal to five percent (5%) of *the rate for RW 10, step 2 on the Compensation Unit 2 pay schedule*. The following categories of work are currently paid the rate for “low” exposure:

- Dirty Work
- Cold Work
- Hot Work
- Welding Preheated metals

- Explosives and Incendiary Materials
 - Low Degree Hazard
- Poison (Toxic Chemicals)
 - Low Degree Hazard
- Micro Organisms
 - Low Degree Hazard

SECTION F:

These changes to local environment pay shall not take effect until the payroll modules of PeopleSoft are implemented by the District of Columbia.

ARTICLE 16: NEWLY CERTIFIED BARGAINING UNITS

For units placed into a new compensation unit, working conditions or non-compensatory matters shall be negotiated simultaneous with negotiations concerning compensation. Where the agreement is for a newly certified collective bargaining unit assigned to an existing compensation unit, the parties shall proceed promptly to negotiate simultaneously any working conditions, other non-compensatory matters, and coverage of the compensation agreement. There should not be read into the new language any intent that an existing compensation agreement shall become negotiable when there is a newly certified collective bargaining unit. Rather, the intent is to require prompt negotiations of non-compensatory matters as well as application of compensation (e.g., when pay scale shall apply to the newly certified unit).

ARTICLE 17: TERM AND TEMPORARY EMPLOYEES

The District of Columbia recognizes that many temporary and term employees have had their terms extended to perform permanent services. To address the interests of current term and temporary employees whose appointments have been so extended over time and who perform permanent services, the District of Columbia and the Union representing the employees in Compensation Units 1 and 2 agree to the following:

SECTION A:

Joint labor-management committees established in each agency/program in the Compensation Units 1 and 2 collective bargaining agreement shall continue and will identify temporary and term employees whose current term and or temporary appointments extend to September 30, 2021, and who perform permanent services in District agency programs.

SECTION B:

Each Agency and Local Union shall review all term appointments within the respective agencies to determine whether such appointments are made and maintained consistent with applicable

law. The Union shall identify individual appointments it believes to be contrary to applicable law and notify the Agency. The Agency shall provide the Union reason(s) for the term or temporary nature of the appointment(s), where said appointments appear to be contrary to law. If an employee has been inappropriately appointed to or maintained in a temporary or term appointment, the Agency and the Union shall meet to resolve the matter.

SECTION C:

The agency shall convert bargaining unit temporary and term employees identified by the joint labor-management committees, who perform permanent services, who are in a pay status as of September 30, 2017, and are paid from appropriated funding to the career service prior to the end of the FY 2018 – FY 2021 Compensation Agreement.

SECTION D:

Prior to the end of the FY 2018 – FY 2021 Compensation Agreement, to the extent not inconsistent with District or Federal law and regulation, the District shall make reasonable efforts to convert to the career service temporary and term bargaining unit employees identified by the joint labor-management committees who perform permanent services, are in a pay status as of September 30, 2017, are full-time permanent positions, and are paid through intra-district funding or federal grant funding.

SECTION E:

Employees in term or temporary appointments shall be converted to permanent appointments, consistent with the D.C. Official Code.

SECTION F:

District agencies retain the authority to make term and temporary appointments as appropriate for seasonal and temporary work needs.

SECTION G:

A Joint-Labor Management Committee shall consist of one (1) representative from each national union comprising Compensation Units 1 and 2. The District shall appoint an equal number of representatives. The Committee will facilitate the implementation of this Article should difficulties arise in the Joint-Labor Management Committees set forth in Section A.

SECTION H:

District agencies will first post vacant career service positions internal to the Agency for bargaining unit term and temporary employees to apply and compete before posting the positions externally. There shall be no direct appointments.

ARTICLE 18: ADMINISTRATIVE CLOSING

SECTION A:

1. Employees designated as “Essential Employees” are those who work in critical District government operations that cannot be suspended or interrupted, even in the event of declared emergencies. “Essential Employees” must report to work as scheduled even when the government is administratively closed, during emergencies or other government closing. Once an employee has been notified by his/her employing agency that his/her position is designated as “Essential” no further notice is required as long as the employee continues to occupy the position designated “Essential”.

2. Employees designated “Emergency Employees” are those who support certain critical government operations and functions necessary for the continuity of operations, including during declared emergencies. “Emergency Employees” may be required to work when a situation or condition occurs and result in early dismissal for other employees, government closing or during other emergencies. Once an employee has been notified by his/her employing agency that his/her position is designated as “Emergency”, the designation will remain in effect until the designation is terminated in writing.

3. As applicable, employees required to work when all other District Government employees are released for administrative closings, shall be compensated in accordance with the minimum standards established by the Fair Labor Standards Act, (FLSA), 29 U.S.C. § 2011, et seq.

4. As applicable, employees required to work when all other District Government employee are released as a result of an administrative closings shall be compensated, in addition to their regular pay, one hour for each hour worked during the administrative closing.

SECTION B:

The determination as to whether the employee receives overtime or compensatory time will be at the time employee’s election which shall be made before the work is performed. When elected, employees required to work when all other District Government employees are released for administrative closing shall earn compensatory time on an hour for hour basis.

ARTICLE 19: SAVINGS CLAUSE

SECTION A:

Should any provisions of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted law or by decree of a court or administrative agency of competent jurisdiction, such invalidation shall not affect any other part or provision hereof. Where appropriate, the parties shall meet within 120 days to negotiate any substitute provision(s).

SECTION B:

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

ARTICLE 20: DURATION

This Agreement shall remain in full force and effect through September 30, 2021. On this 25th day of February 2018, and as witness the parties hereto have set their signature.

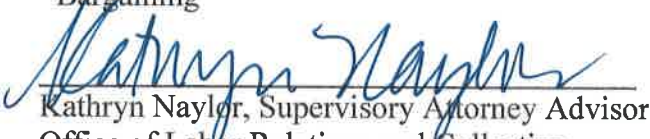
Compensation Units One and Two Collective Bargaining Agreement

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

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**



Repunzelle Bullock, Interim Director
Office of Labor Relations and Collective
Bargaining



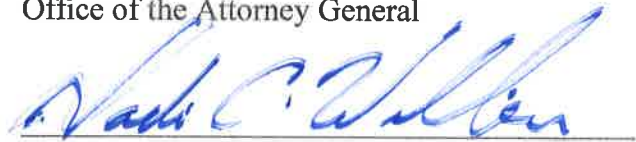
Kathryn Naylor, Supervisory Attorney Advisor
Office of Labor Relations and Collective



Eugene A. Adams, Director
Office of Administrative Hearings
Office



Karl Racine, Attorney General
Office of the Attorney General



Nadine Wilburn, Chief Counsel/Senior Advisor
Office of the Attorney General

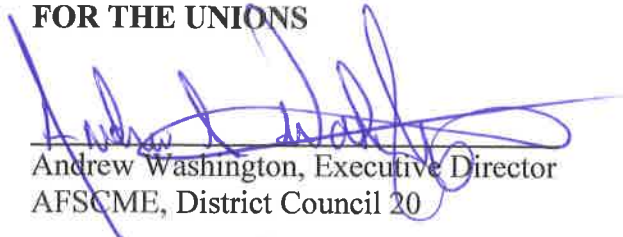


Tanya Royster, MD, Director
Department of Behavioral Health



Brendolyn McCarty-Jones, Labor Liaison
Department of Behavioral Health

FOR THE UNIONS



Andrew Washington, Executive Director
AFSCME, District Council 20



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



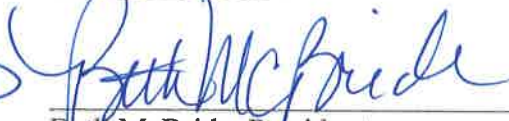
Lee Blackmon, National Representative
NAGE, District of Columbia Regional



Steve Anderson, President
AFGE, Local 1403



Wayne L. Enoch, President
AFSCME, Local 2401



Beth McBride, President
AFGE, Local 383



Carroll Ward, President
AFGE, Local 2978




Angie M. Gates, Director
D.C. Office of Cable Television, Film, Music and
Entertainment

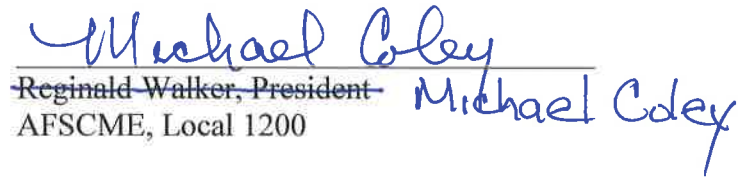




Barry Carey, President
AFSCME, Local 2091

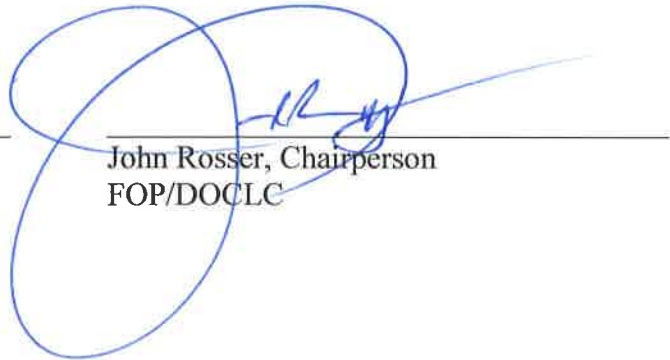
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Miranda Gillis, President
AFGE, Local 2725

Barney Krucoff, Interim Chief Technology
Officer
Office of the Chief Technology Officer

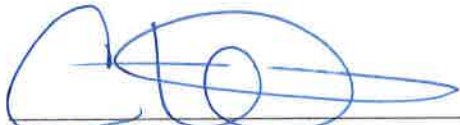


John Rosser, Chairperson
FOP/DOCLC

Pamela Brown, Esq., General Counsel
Office of the Chief Technology Officer

Keith Washington, President
AFSCME, Local 2092


Brenda Donald, Director
Child and Family Services Agency
Lisa Blackwell, Executive President
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Nina McIntosh-Jones, Labor Liaison
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Christal Williams

Melinda M. Bolling, Director
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Aretha Lyles, President
AFGE, Local 3721



Gina Walton, President
AFGE, Local 1975

Don Tatum, Labor Liaison
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Lisa Wallace, Vice President
1199 SEIU/UHWE



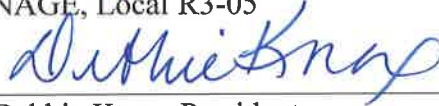
George A. Schutter, Chief Procurement Officer
Office of Contracting and Procurement



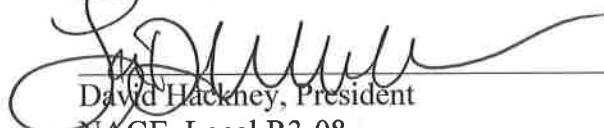
Harvey Cannon, President
NAGE, Local R3-05

Gina Toppin, Labor Liaison
Office of Contracting and Procurement

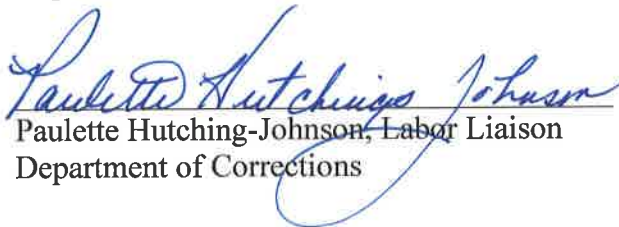
Debbie Knox, President
NAGE, Local R3-07



Quincy L. Booth, Director
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David Hackney, President
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Paulette Hutchings-Johnson, Labor Liaison
Department of Corrections

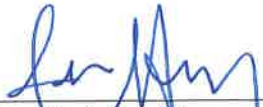


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Barbara Milton, President
AFGE, Local 631

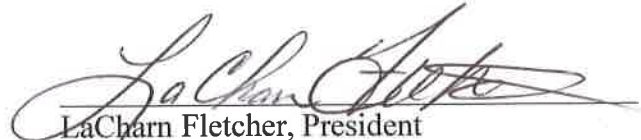


Jessica Gray, Labor Liaison
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Odie Donald II, Director
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LaCharn Fletcher, President
FOP/DC Protective Services-PDLC


Van Freeman, Deputy Chief of Staff
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Teamsters, Local 639


Tommy Wells, Director
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Michael Flood, President
AFSCME, Local 2921

Talisha Pitt, Labor Liaison
Department of Energy and the
Environment



Ritchie Brooks, President Rec Secy
Teamsters, Local 730



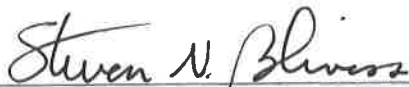
Richard L. Johnson



Gregory Dean, Chief
Fire and Emergency Medical Services
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Felicia Dantzler, President
AFSCME, Local 2743



Steven N. Blivess, Esq., Labor Liaison
Fire and Emergency Medical Services
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AFSCME, Local 709

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Tonya Ricks, Labor Liaison
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Brittney A. Wright, Labor Liaison
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Department of Health

Larry Doggett, Business Manager
Public Service Employees, Local 572

Kathleen C. Ognibene
Kathleen Ognibene, Labor Liaison
Department of Health

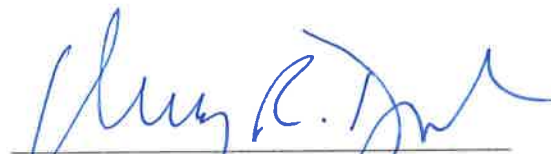
Perlsha Gales, President
Alliance of Independent Workers Union

Christopher Rodriguez, Director
Homeland Security and Emergency
Management Agency



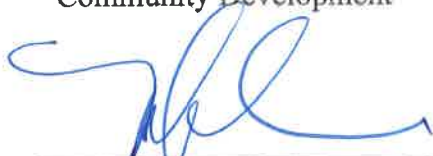
George Barksdale, President
AFGE, Local 3444

Anthony Crispino, Labor Liaison
Homeland Security and Emergency
Management Agency

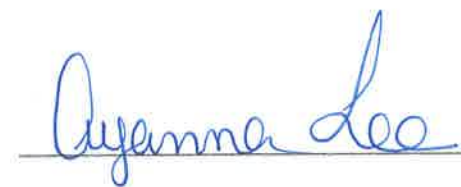


Pelly Donaldson, Director
Department of Housing and
Community Development

Drew Hubbard, Labor Liaison
Department of Housing and
Community Development



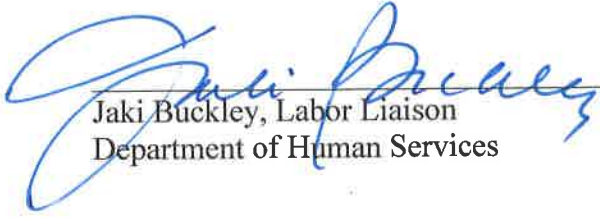
Monica Palacio, Director
D.C. Office of Human Rights



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



Laura Zeilinger, Director
Department of Human Services



Jaki Buckley, Labor Liaison
Department of Human Services

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

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

Lucinda Babers, Director
Department of Motor Vehicles

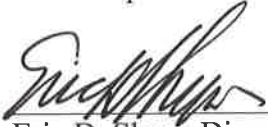
Odessa Nance, Labor Liaison
Department of Motor Vehicles

Peter Newsham, Chief
D.C. Metropolitan Police Department

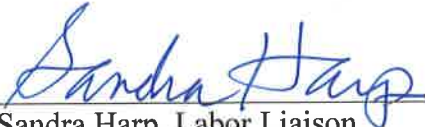
Mark Viehmeyer, Labor Liaison
D.C. Metropolitan Police Department

Keith A. Anderson, Director
D.C. Department of Parks and Recreation

Kwelli Sneed, MBA, CPM, Labor Liaison
D. C. Department of Parks and Recreation



Eric D. Shaw, Director
D.C. Office of Planning



Sandra Harp, Labor Liaison
D.C. Office of Planning

Antwan Wilson, Chancellor
D.C. Public Schools

Kaitlyn Girard, Director
Labor Management and Employee Relations
D.C. Public Schools



For Christopher Shorter, Director
Department of Public Works



Gail Heath, Labor Liaison
Department of Public Works



Jed Ross, Chief Risk Officer
Office of Risk Management



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

MARCO
CARLOS



Hanseul Kang, Superintendent
Office of the State Superintendent
Of Education




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

Jeff Marootian, Director
District Department of Transportation

Nana Bailey, Labor Liaison
District Department of Transportation

Karima Holmes, Director
Office of Unified Communications

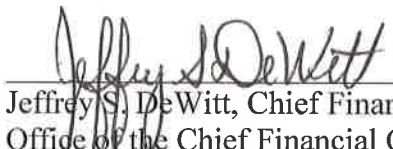
Yvonne McManus, Labor Liaison
Office of Unified Communications



Clinton Lacey, Director
Department of Youth Rehabilitation Services



Trey Stanback, Labor Liaison
Department of Youth Rehabilitation Services



Jeffrey S. DeWitt, Chief Financial Officer
Office of the Chief Financial Officer



LaSharn Moreland, ~~Labor Liaison~~ *EXECUTIVE DIRECTOR, HUMAN RESOURCES*
Office of the Chief Financial Officer



Richard Reyes-Gavilan, Executive Director
D.C. Public Libraries



Barbara Kirven, Labor Liaison
D.C. Public Libraries

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

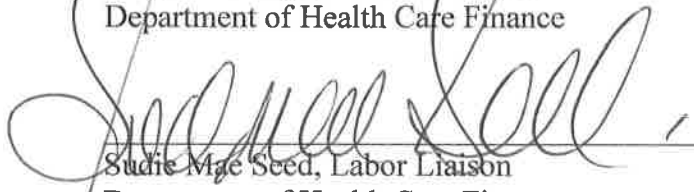
Richard Beverly, General Counsel
D.C. Public Service Commission

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

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



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



Stodie Mae Seed, Labor Liaison
Department of Health Care Finance

APPROVAL

This collective bargaining agreement between the District of Columbia and Compensation Units 1 and 2, dated Jan 23, 2018, has been reviewed in accordance with Section 1-617.15 of the District of Columbia Official Code and is hereby approved on this 24th day of February, 2018.


Muriel Bowser
Mayor

APPENDIX 1

Management's Proposal

7/26/10

INSERT DATE

Firstname Lastname

Position/Title

Department/Division

RE: On-Call Notification

Dear Mr./Ms. Lastname:

You are hereby notified that you shall be placed in an "on-call" status effective **On-Call Dates** between the hours of **Start AM/PM** and **End AM/PM**. During the aforementioned hours, you are required to be available to report for work within **a reasonable time (not to exceed two hours)**. You are expected to be available by phone for the duration of the "on-call" period. You are expected to answer when called or return a call from INSERT AGENCY management within a reasonable amount of time (not to exceed **30 minutes**).

Sincerely,

SUPERVISOR/MANAGER NAME

SUPERVISOR POSITION/TITLE



COUNCIL OF THE DISTRICT OF COLUMBIA
THE JOHN A. WILSON BUILDING
1350 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C. 20004

February 23, 2018

The Honorable Muriel E. Bowser
Mayor of the District of Columbia
1350 Pennsylvania Avenue, N.W., 3rd Floor
Washington, D.C. 20004

Dear Mayor Bowser:

This is to inform you of the status of a proposed resolution transmitted to the Council in accordance with D.C. Official Code § 1-617.17(j). The below proposed resolution has been deemed approved by virtue of the Council having taken no action to disapprove it.

<u>Proposed Resolution</u>	<u>Title</u>	<u>Date of Approval</u>
PR 22-738	Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2018 - FY 2021, Approval Resolution of 2018	February 23, 2018

If you have any questions please contact me at 202-724-8032.

Sincerely,

Phil Mendelson
Chairman of the Council

cc: Committee on Labor and Workforce Development



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



Service Code Definition: Professional and Scientific

Fiscal Year: 2018

Effective Date: October 1, 2017

Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
9 \$	52,570 \$	54,249 \$	55,928 \$	57,607 \$	59,286 \$	60,965 \$	62,644 \$	64,323 \$	66,002 \$	67,681 \$	1,679
10 \$	57,670 \$	59,519 \$	61,368 \$	63,217 \$	65,066 \$	66,915 \$	68,764 \$	70,613 \$	72,462 \$	74,311 \$	1,849
11 \$	63,337 \$	65,372 \$	67,407 \$	69,442 \$	71,477 \$	73,512 \$	75,547 \$	77,582 \$	79,617 \$	81,652 \$	2,035
12 \$	78,364 \$	80,797 \$	83,230 \$	85,663 \$	88,096 \$	90,529 \$	92,962 \$	95,395 \$	97,828 \$	100,261 \$	2,433
13 \$	90,288 \$	93,183 \$	96,078 \$	98,973 \$	101,868 \$	104,763 \$	107,658 \$	110,553 \$	113,448 \$	116,343 \$	2,895
14 \$	106,715 \$	110,133 \$	113,551 \$	116,969 \$	120,387 \$	123,805 \$	127,223 \$	130,641 \$	134,059 \$	137,477 \$	3,418

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



Fiscal Year: 2018 Service Code Definition: Technical and Paraprofessional

Effective Date: October 1, 2017 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0078
X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	35,445 \$	36,679 \$	37,913 \$	39,147 \$	40,381 \$	41,615 \$	42,849 \$	44,083 \$	45,317 \$	46,551 \$	1,234
6 \$	39,271 \$	40,640 \$	42,009 \$	43,378 \$	44,747 \$	46,116 \$	47,485 \$	48,854 \$	50,223 \$	51,592 \$	1,369
7 \$	43,518 \$	45,030 \$	46,542 \$	48,054 \$	49,566 \$	51,078 \$	52,590 \$	54,102 \$	55,614 \$	57,126 \$	1,512
8 \$	47,792 \$	49,314 \$	50,836 \$	52,358 \$	53,880 \$	55,402 \$	56,924 \$	58,446 \$	59,968 \$	61,490 \$	1,522
9 \$	52,570 \$	54,249 \$	55,928 \$	57,607 \$	59,286 \$	60,965 \$	62,644 \$	64,323 \$	66,002 \$	67,681 \$	1,679
10 \$	57,670 \$	59,519 \$	61,368 \$	63,217 \$	65,066 \$	66,915 \$	68,764 \$	70,613 \$	72,462 \$	74,311 \$	1,849
11 \$	63,337 \$	65,372 \$	67,407 \$	69,442 \$	71,477 \$	73,512 \$	75,547 \$	77,582 \$	79,617 \$	81,652 \$	2,035

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



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

Effective Date: October 1, 2017 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0079
 X03

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
2 \$	28,676 \$	29,679 \$	30,682 \$	31,685 \$	32,688 \$	33,691 \$	34,694 \$	35,697 \$	36,700 \$	37,703 \$	1,003
3 \$	31,251 \$	32,335 \$	33,419 \$	34,503 \$	35,587 \$	36,671 \$	37,755 \$	38,839 \$	39,923 \$	41,007 \$	1,084
4 \$	32,776 \$	33,889 \$	35,002 \$	36,115 \$	37,228 \$	38,341 \$	39,454 \$	40,567 \$	41,680 \$	42,793 \$	1,113
5 \$	35,445 \$	36,679 \$	37,913 \$	39,147 \$	40,381 \$	41,615 \$	42,849 \$	44,083 \$	45,317 \$	46,551 \$	1,234
6 \$	39,271 \$	40,640 \$	42,009 \$	43,378 \$	44,747 \$	46,116 \$	47,485 \$	48,854 \$	50,223 \$	51,592 \$	1,369
7 \$	43,518 \$	45,030 \$	46,542 \$	48,054 \$	49,566 \$	51,078 \$	52,590 \$	54,102 \$	55,614 \$	57,126 \$	1,512
8 \$	47,792 \$	49,314 \$	50,836 \$	52,358 \$	53,880 \$	55,402 \$	56,924 \$	58,446 \$	59,968 \$	61,490 \$	1,522
9 \$	52,570 \$	54,249 \$	55,928 \$	57,607 \$	59,286 \$	60,965 \$	62,644 \$	64,323 \$	66,002 \$	67,681 \$	1,679

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



Service Code Definition: Corrections and Other Occupation Groups

Fiscal Year: 2018

Effective Date: October 1, 2017

Union/Nonunion: Union

Job Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0067
 X04

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
4 \$	38,024	\$ 39,080	\$ 40,136	\$ 41,192	\$ 42,248	\$ 43,304	\$ 44,360	\$ 45,416	\$ 46,472	\$ 47,528	\$ 48,584	\$ 1,056
5 \$	43,731	\$ 44,912	\$ 46,093	\$ 47,274	\$ 48,455	\$ 49,636	\$ 50,817	\$ 51,998	\$ 53,179	\$ 54,360	\$ 55,541	\$ 1,181
6 \$	46,094	\$ 47,413	\$ 48,732	\$ 50,051	\$ 51,370	\$ 52,689	\$ 54,008	\$ 55,327	\$ 56,646	\$ 57,965	\$ 59,284	\$ 1,319
7 \$	49,751	\$ 51,216	\$ 52,681	\$ 54,146	\$ 55,611	\$ 57,076	\$ 58,541	\$ 60,006	\$ 61,471	\$ 62,936	\$ 64,401	\$ 1,465
8 \$	51,851	\$ 53,477	\$ 55,103	\$ 56,729	\$ 58,355	\$ 59,981	\$ 61,607	\$ 63,233	\$ 64,859	\$ 66,485	\$ 68,111	\$ 1,626
9 \$	55,496	\$ 57,289	\$ 59,082	\$ 60,875	\$ 62,668	\$ 64,461	\$ 66,254	\$ 68,047	\$ 69,840	\$ 71,633	\$ 73,426	\$ 1,793
10 \$	61,116	\$ 63,091	\$ 65,066	\$ 67,041	\$ 69,016	\$ 70,991	\$ 72,966	\$ 74,941	\$ 76,916	\$ 78,891	\$ 80,866	\$ 1,975
11 \$	65,004	\$ 67,166	\$ 69,328	\$ 71,490	\$ 73,652	\$ 75,814	\$ 77,976	\$ 80,138	\$ 82,300	\$ 84,462	\$ 86,624	\$ 2,162
12 \$	77,891	\$ 80,488	\$ 83,085	\$ 85,682	\$ 88,279	\$ 90,876	\$ 93,473	\$ 96,070	\$ 98,667	\$ 101,264	\$ 103,861	\$ 2,597
13 \$	92,619	\$ 95,708	\$ 98,797	\$ 101,886	\$ 104,975	\$ 108,064	\$ 111,153	\$ 114,242	\$ 117,331	\$ 120,420	\$ 123,509	\$ 3,089
14 \$	109,467	\$ 113,112	\$ 116,757	\$ 120,402	\$ 124,047	\$ 127,692	\$ 131,337	\$ 134,982	\$ 138,627	\$ 142,272	\$ 145,917	\$ 3,645

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



Fiscal Year: 2018 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 1, 2017

Union/Nonunion: Union Affected CBU/Service Code(s): A22

Pay Plan/Schedule: CS Series: 0185 Social Worker
 Peoplesoft Schedule: DS0080 0186 Social Worker (Associate)
 X05

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	51,851	53,213	54,575	55,937	57,299	58,661	60,023	61,385	62,747	64,109	1,362
7 \$	56,226	57,740	59,254	60,768	62,282	63,796	65,310	66,824	68,338	69,852	1,514
9 \$	60,966	62,649	64,332	66,015	67,698	69,381	71,064	72,747	74,430	76,113	1,683
11 \$	69,439	71,474	73,509	75,544	77,579	79,614	81,649	83,684	85,719	87,754	2,035
12 \$	78,364	80,797	83,230	85,663	88,096	90,529	92,962	95,395	97,828	100,261	2,433
13 \$	86,993	89,691	92,389	95,087	97,785	100,483	103,181	105,879	108,577	111,275	2,698

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



Fiscal Year: 2018 Service Code Definition: Health Care Occupations

Effective Date: October 1, 2017 Service Codes: A15, A39

Union/Nonunion: Union Job Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0069 X06

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step												Between Steps																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
	1	2	3	4	5	6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
5	\$ 40,980	\$ 42,093	\$ 43,206	\$ 44,319	\$ 45,432	\$ 46,545	\$ 47,658	\$ 48,771	\$ 49,884	\$ 50,997	\$ 52,110	\$ 53,223	\$ 54,336	\$ 55,449	\$ 56,562	\$ 57,675	\$ 58,788	\$ 59,901	\$ 61,014	\$ 62,127	\$ 63,240	\$ 64,353	\$ 65,466	\$ 66,579	\$ 67,692	\$ 68,805	\$ 69,918	\$ 71,031	\$ 72,144	\$ 73,257	\$ 74,370	\$ 75,483	\$ 76,596	\$ 77,709	\$ 78,822	\$ 79,935	\$ 81,048	\$ 82,161	\$ 83,274	\$ 84,387	\$ 85,500	\$ 86,613	\$ 87,726	\$ 88,839	\$ 89,952	\$ 91,065	\$ 92,178	\$ 93,291	\$ 94,404	\$ 95,517	\$ 96,630	\$ 97,743	\$ 98,856	\$ 99,969	\$ 101,082	\$ 102,195	\$ 103,308	\$ 104,421	\$ 105,534	\$ 106,647	\$ 107,760	\$ 108,873	\$ 110,000	\$ 111,113																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
6	\$ 45,422	\$ 46,655	\$ 47,888	\$ 49,121	\$ 50,354	\$ 51,587	\$ 52,820	\$ 54,053	\$ 55,286	\$ 56,519	\$ 57,752	\$ 58,985	\$ 60,218	\$ 61,451	\$ 62,684	\$ 63,917	\$ 65,150	\$ 66,383	\$ 67,616	\$ 68,849	\$ 70,082	\$ 71,315	\$ 72,548	\$ 73,781	\$ 75,014	\$ 76,247	\$ 77,480	\$ 78,713	\$ 79,946	\$ 81,179	\$ 82,412	\$ 83,645	\$ 84,878	\$ 86,111	\$ 87,344	\$ 88,577	\$ 89,810	\$ 91,043	\$ 92,276	\$ 93,509	\$ 94,742	\$ 95,975	\$ 97,208	\$ 98,441	\$ 99,674	\$ 100,907	\$ 102,140	\$ 103,373	\$ 104,606	\$ 105,839	\$ 107,072	\$ 108,305	\$ 109,538	\$ 110,771	\$ 112,004	\$ 113,237	\$ 114,470	\$ 115,703	\$ 116,936	\$ 118,169	\$ 119,402	\$ 120,635	\$ 121,868	\$ 123,101	\$ 124,334	\$ 125,567	\$ 126,800	\$ 128,033	\$ 129,266	\$ 130,499	\$ 131,732	\$ 132,965	\$ 134,198	\$ 135,431	\$ 136,664	\$ 137,897	\$ 139,130	\$ 140,363	\$ 141,596	\$ 142,829	\$ 144,062	\$ 145,295	\$ 146,528	\$ 147,761	\$ 148,994	\$ 150,227	\$ 151,460	\$ 152,693	\$ 153,926	\$ 155,159	\$ 156,392	\$ 157,625	\$ 158,858	\$ 160,091	\$ 161,324	\$ 162,557	\$ 163,790	\$ 165,023	\$ 166,256	\$ 167,489	\$ 168,722	\$ 169,955	\$ 171,188	\$ 172,421	\$ 173,654	\$ 174,887	\$ 176,120	\$ 177,353	\$ 178,586	\$ 179,819	\$ 181,052	\$ 182,285	\$ 183,518	\$ 184,751	\$ 185,984	\$ 187,217	\$ 188,450	\$ 189,683	\$ 190,916	\$ 192,149	\$ 193,382	\$ 194,615	\$ 195,848	\$ 197,081	\$ 198,314	\$ 199,547	\$ 200,780	\$ 202,013	\$ 203,246	\$ 204,479	\$ 205,712	\$ 206,945	\$ 208,178	\$ 209,411	\$ 210,644	\$ 211,877	\$ 213,110	\$ 214,343	\$ 215,576	\$ 216,809	\$ 218,042	\$ 219,275	\$ 220,508	\$ 221,741	\$ 222,974	\$ 224,207	\$ 225,440	\$ 226,673	\$ 227,906	\$ 229,139	\$ 230,372	\$ 231,605	\$ 232,838	\$ 234,071	\$ 235,304	\$ 236,537	\$ 237,770	\$ 239,003	\$ 240,236	\$ 241,469	\$ 242,702	\$ 243,935	\$ 245,168	\$ 246,401	\$ 247,634	\$ 248,867	\$ 250,100	\$ 251,333	\$ 252,566	\$ 253,799	\$ 255,032	\$ 256,265	\$ 257,498	\$ 258,731	\$ 259,964	\$ 261,197	\$ 262,430	\$ 263,663	\$ 264,896	\$ 266,129	\$ 267,362	\$ 268,595	\$ 269,828	\$ 271,061	\$ 272,294	\$ 273,527	\$ 274,760	\$ 275,993	\$ 277,226	\$ 278,459	\$ 279,692	\$ 280,925	\$ 282,158	\$ 283,391	\$ 284,624	\$ 285,857	\$ 287,090	\$ 288,323	\$ 289,556	\$ 290,789	\$ 292,022	\$ 293,255	\$ 294,488	\$ 295,721	\$ 296,954	\$ 298,187	\$ 299,420	\$ 300,653	\$ 301,886	\$ 303,119	\$ 304,352	\$ 305,585	\$ 306,818	\$ 308,051	\$ 309,284	\$ 310,517	\$ 311,750	\$ 312,983	\$ 314,216	\$ 315,449	\$ 316,682	\$ 317,915	\$ 319,148	\$ 320,381	\$ 321,614	\$ 322,847	\$ 324,080	\$ 325,313	\$ 326,546	\$ 327,779	\$ 329,012	\$ 330,245	\$ 331,478	\$ 332,711	\$ 333,944	\$ 335,177	\$ 336,410	\$ 337,643	\$ 338,876	\$ 340,109	\$ 341,342	\$ 342,575	\$ 343,808	\$ 345,041	\$ 346,274	\$ 347,507	\$ 348,740	\$ 349,973	\$ 351,206	\$ 352,439	\$ 353,672	\$ 354,905	\$ 356,138	\$ 357,371	\$ 358,604	\$ 359,837	\$ 361,070	\$ 362,303	\$ 363,536	\$ 364,769	\$ 366,002	\$ 367,235	\$ 368,468	\$ 369,701	\$ 370,934	\$ 372,167	\$ 373,400	\$ 374,633	\$ 375,866	\$ 377,099	\$ 378,332	\$ 379,565	\$ 380,798	\$ 382,031	\$ 383,264	\$ 384,497	\$ 385,730	\$ 386,963	\$ 388,196	\$ 389,429	\$ 390,662	\$ 391,895	\$ 393,128	\$ 394,361	\$ 395,594	\$ 396,827	\$ 398,060	\$ 399,293	\$ 400,526	\$ 401,759	\$ 402,992	\$ 404,225	\$ 405,458	\$ 406,691	\$ 407,924	\$ 409,157	\$ 410,390	\$ 411,623	\$ 412,856	\$ 414,089	\$ 415,322	\$ 416,555	\$ 417,788	\$ 419,021	\$ 420,254	\$ 421,487	\$ 422,720	\$ 423,953	\$ 425,186	\$ 426,419	\$ 427,652	\$ 428,885	\$ 430,118	\$ 431,351	\$ 432,584	\$ 433,817	\$ 435,050	\$ 436,283	\$ 437,516	\$ 438,749	\$ 439,982	\$ 441,215	\$ 442,448	\$ 443,681	\$ 444,914	\$ 446,147	\$ 447,380	\$ 448,613	\$ 449,846	\$ 451,079	\$ 452,312	\$ 453,545	\$ 454,778	\$ 456,011	\$ 457,244	\$ 458,477	\$ 459,710	\$ 460,943	\$ 462,176	\$ 463,409	\$ 464,642	\$ 465,875	\$ 467,108	\$ 468,341	\$ 469,574	\$ 470,807	\$ 472,040	\$ 473,273	\$ 474,506	\$ 475,739	\$ 476,972	\$ 478,205	\$ 479,438	\$ 480,671	\$ 481,904	\$ 483,137	\$ 484,370	\$ 485,603	\$ 486,836	\$ 488,069	\$ 489,302	\$ 490,535	\$ 491,768	\$ 493,001	\$ 494,234	\$ 495,467	\$ 496,700	\$ 497,933	\$ 499,166	\$ 500,399	\$ 501,632	\$ 502,865	\$ 504,098	\$ 505,331	\$ 506,564	\$ 507,797	\$ 509,030	\$ 510,263	\$ 511,496	\$ 512,729	\$ 513,962	\$ 515,195	\$ 516,428	\$ 517,661	\$ 518,894	\$ 520,127	\$ 521,360	\$ 522,593	\$ 523,826	\$ 525,059	\$ 526,292	\$ 527,525	\$ 528,758	\$ 530,000	\$ 531,233	\$ 532,466	\$ 533,699	\$ 534,932	\$ 536,165	\$ 537,398	\$ 538,631	\$ 539,864	\$ 541,097	\$ 542,330	\$ 543,563	\$ 544,796	\$ 546,029	\$ 547,262	\$ 548,495	\$ 549,728	\$ 550,961	\$ 552,194	\$ 553,427	\$ 554,660	\$ 555,893	\$ 557,126	\$ 558,359	\$ 559,592	\$ 560,825	\$ 562,058	\$ 563,291	\$ 564,524	\$ 565,757	\$ 566,990	\$ 568,223	\$ 569,456	\$ 570,689	\$ 571,922	\$ 573,155	\$ 574,388	\$ 575,621	\$ 576,854	\$ 578,087	\$ 579,320	\$ 580,553	\$ 581,786	\$ 583,019	\$ 584,252	\$ 585,485	\$ 586,718	\$ 587,951	\$ 589,184	\$ 590,417	\$ 591,650	\$ 592,883	\$ 594,116	\$ 595,349	\$ 596,582	\$ 597,815	\$ 599,048	\$ 600,281	\$ 601,514	\$ 602,747	\$ 603,980	\$ 605,213	\$ 606,446	\$ 607,679	\$ 608,912	\$ 610,145	\$ 611,378	\$ 612,611	\$ 613,844	\$ 615,077	\$ 616,310	\$ 617,543	\$ 618,776	\$ 620,009	\$ 621,242	\$ 622,475	\$ 623,708	\$ 624,941	\$ 626,174	\$ 627,407	\$ 628,640	\$ 629,873	\$ 631,106	\$ 632,339	\$ 633,572	\$ 634,805	\$ 636,038	\$ 637,271	\$ 638,504	\$ 639,737	\$ 640,970	\$ 642,203	\$ 643,436	\$ 644,669	\$ 645,902	\$ 647,135	\$ 648,368	\$ 649,601	\$ 650,834	\$ 652,067	\$ 653,300	\$ 654,533	\$ 655,766	\$ 657,000	\$ 658,233	\$ 659,466	\$ 660,699	\$ 661,932	\$ 663,165	\$ 664,398	\$ 665,631	\$ 666,864	\$ 668,097	\$ 669,330	\$ 670,563	\$ 671,796	\$ 673,029	\$ 674,262	\$ 675,495	\$ 676,728	\$ 677,961	\$ 679,194	\$ 680,427	\$ 681,660	\$ 682,893	\$ 684,126	\$ 685,359	\$ 686,592	\$ 687,825	\$ 689,058	\$ 690,291	\$ 691,524	\$ 692,757	\$ 693,990	\$ 695,223	\$ 696,456	\$ 697,689	\$ 698,922	\$ 700,155	\$ 701,388	\$ 702,621	\$ 703,854	\$ 705,087	\$ 706,320	\$ 707,553	\$ 708,786	\$ 710,019	\$ 711,252	\$ 712,485	\$ 713,718	\$ 714,951	\$ 716,184	\$ 717,417	\$ 718,650	\$ 719,883	\$ 721,116	\$ 722,349	\$ 723,582	\$ 724,815	\$ 726,048	\$ 727,281	\$ 728,514	\$ 729,747	\$ 730,980	\$ 732,213	\$ 733,446	\$ 734,679	\$ 735,912	\$ 737,145	\$ 738,378	\$ 739,611	\$ 740,844	\$ 742,077	\$ 743,310	\$ 744,543	\$ 745,776	\$ 747,009	\$ 748,242	\$ 749,475	\$ 750,708	\$ 751,941	\$ 753,174	\$ 754,407	\$ 755,640	\$ 756,873	\$ 758,106	\$ 759,339	\$ 760,572	\$ 761,805	\$ 763,038	\$ 764,271	\$ 765,504	\$ 766,737	\$ 767,970	\$ 769,203	\$ 770,436	\$ 771,669	\$ 772,902	\$ 774,135	\$ 775,368	\$ 776,601	\$ 777,834	\$ 779,067	\$ 780,300	\$ 781,533	\$ 782,766	\$ 784,000	\$ 785,233	\$ 786,466	\$ 787,699	\$ 788,932	\$ 790,165	\$ 791,398	\$ 792,631	\$ 793,864	\$ 795,097	\$ 796,330	\$ 797,563	\$ 798,796	\$ 800,029	\$ 801,262	\$ 802,495	\$ 803,728	\$ 804,961	\$ 806,194	\$ 807,427	\$ 808,660	\$ 809,893	\$ 811,126	\$ 812,359	\$ 813,592	\$ 814,825	\$ 816,058	\$ 817,291	\$ 818,524	\$ 819,757	\$ 820,990	\$ 822,223	\$ 823,456	\$ 824,689	\$ 825,922	\$ 827,155	\$ 828,388	\$ 829,621	\$ 830,854	\$ 832,087	\$ 833,320	\$ 834,553	\$ 835,786	\$ 837,019	\$ 838,252	\$ 839,485	\$ 840,718	\$ 841,951	\$ 843,184	\$ 844,417	\$ 845,650	\$ 846,883	\$ 848,116	\$ 849,349	\$ 850,582	\$ 851,815	\$ 853,048	\$ 854,281	\$ 855,514	\$ 856,747	\$ 857,980	\$ 859,213	\$ 860,446	\$ 861,679	\$ 862,912	\$ 864,145	\$ 865,378	\$ 866,611	\$ 867,844	\$ 869,077	\$ 870,310	\$ 871,543	\$ 872,776	\$ 874,009	\$ 875,242	\$ 876,475	\$ 877,708	\$ 878,941	\$ 880,174	\$ 881,407	\$ 882,640	\$ 883,873	\$ 885,106	\$ 886,339	\$ 887,572	\$ 888,805	\$ 890,038	\$ 891,271	\$ 892,504	\$ 893,737	\$ 894,970	\$ 896,203	\$ 897,436	\$ 898,669	\$ 899,902	\$ 901,135	\$ 902,368	\$ 903,601	\$ 904,834	\$ 906,067	\$ 907,300	\$ 908,533	\$ 909,766	\$ 911,000	\$ 912,233	\$ 913,466	\$ 914,699	\$ 915,932	\$ 917,165	\$ 918,398	\$ 919,631	\$ 920,864	\$ 922,097	\$ 923,330	\$ 924,563	\$ 925,796	\$ 927,029	\$ 928,262	\$ 929,495	\$ 930,728	\$ 931,961	\$ 933,194	\$ 934,427	\$ 935,660	\$ 936,893	\$ 938,126	\$ 939,359	\$ 940,592	\$ 941,825	\$ 943,058	\$ 944,291	\$ 945,524	\$ 946,757	\$ 947,990	\$ 949,223	\$ 950,456	\$ 951,689	\$ 952,922	\$ 954,155	\$ 955,388	\$ 956,621	\$ 957,854	\$ 959,087	\$ 960,320	\$ 961,553	\$ 962,786	\$ 964,019	\$ 965,252	\$ 966,485	\$ 967,718	\$ 968,951	\$ 970,184	\$ 971,417	\$ 972,650	\$ 973,883	\$ 975,116	\$ 976,349	\$ 977,582	\$ 978,815	\$ 980,048	\$ 981,281	\$ 982,514	\$ 983,747	\$ 984,980	\$ 986,213	\$ 987,446	\$ 988,679	\$ 989,912	\$ 991,145	\$ 992,378

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



Fiscal Year: 2018		Service Code Definition: Maintenance, Trades, & Labor									
Effective Date:	October 1, 2017	L- Leader									
Union/Nonunion:	Union	Affected CBU/Service Code(s): B01 Regular B02 Leader									
Pay Plan/Schedule:	RW										
Peoplesoft Schedule:	WS0029										
	WS0034- Leaders										
	X07 (Leaders previously X08)										
% Increase:	3.0%										
Resolution Number:											
Date of Resolution:											
Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
02	\$ 16.10	\$ 16.66	\$ 17.22	\$ 17.78	\$ 18.34	\$ 18.90	\$ 19.46	\$ 20.02	\$ 20.58	\$ 21.14	\$ 0.56
02L	\$ 17.56	\$ 18.17	\$ 18.78	\$ 19.39	\$ 20.00	\$ 20.61	\$ 21.22	\$ 21.83	\$ 22.44	\$ 23.05	\$ 0.61
03	\$ 17.37	\$ 17.96	\$ 18.55	\$ 19.14	\$ 19.73	\$ 20.32	\$ 20.91	\$ 21.50	\$ 22.09	\$ 22.68	\$ 0.59
03L	\$ 18.98	\$ 19.64	\$ 20.30	\$ 20.96	\$ 21.62	\$ 22.28	\$ 22.94	\$ 23.60	\$ 24.26	\$ 24.92	\$ 0.66
04	\$ 18.60	\$ 19.24	\$ 19.88	\$ 20.52	\$ 21.16	\$ 21.80	\$ 22.44	\$ 23.08	\$ 23.72	\$ 24.36	\$ 0.64
04L	\$ 20.34	\$ 21.05	\$ 21.76	\$ 22.47	\$ 23.18	\$ 23.89	\$ 24.60	\$ 25.31	\$ 26.02	\$ 26.73	\$ 0.71
05	\$ 19.85	\$ 20.53	\$ 21.21	\$ 21.89	\$ 22.57	\$ 23.25	\$ 23.93	\$ 24.61	\$ 25.29	\$ 25.97	\$ 0.68
05L	\$ 21.62	\$ 22.38	\$ 23.14	\$ 23.90	\$ 24.66	\$ 25.42	\$ 26.18	\$ 26.94	\$ 27.70	\$ 28.46	\$ 0.76
06	\$ 21.03	\$ 21.76	\$ 22.49	\$ 23.22	\$ 23.95	\$ 24.68	\$ 25.41	\$ 26.14	\$ 26.87	\$ 27.60	\$ 0.73
06L	\$ 23.09	\$ 23.88	\$ 24.67	\$ 25.46	\$ 26.25	\$ 27.04	\$ 27.83	\$ 28.62	\$ 29.41	\$ 30.20	\$ 0.79
07	\$ 22.42	\$ 23.19	\$ 23.96	\$ 24.73	\$ 25.50	\$ 26.27	\$ 27.04	\$ 27.81	\$ 28.58	\$ 29.35	\$ 0.77
07L	\$ 24.49	\$ 25.34	\$ 26.19	\$ 27.04	\$ 27.89	\$ 28.74	\$ 29.59	\$ 30.44	\$ 31.29	\$ 32.14	\$ 0.85
08	\$ 23.69	\$ 24.50	\$ 25.31	\$ 26.12	\$ 26.93	\$ 27.74	\$ 28.55	\$ 29.36	\$ 30.17	\$ 30.98	\$ 0.81
08L	\$ 25.89	\$ 26.81	\$ 27.73	\$ 28.65	\$ 29.57	\$ 30.49	\$ 31.41	\$ 32.33	\$ 33.25	\$ 34.17	\$ 0.92
09	\$ 24.85	\$ 25.71	\$ 26.57	\$ 27.43	\$ 28.29	\$ 29.15	\$ 30.01	\$ 30.87	\$ 31.73	\$ 32.59	\$ 0.86
09L	\$ 27.26	\$ 28.20	\$ 29.14	\$ 30.08	\$ 31.02	\$ 31.96	\$ 32.90	\$ 33.84	\$ 34.78	\$ 35.72	\$ 0.94
10	\$ 26.11	\$ 27.02	\$ 27.93	\$ 28.84	\$ 29.75	\$ 30.66	\$ 31.57	\$ 32.48	\$ 33.39	\$ 34.30	\$ 0.91
10L	\$ 28.66	\$ 29.65	\$ 30.64	\$ 31.63	\$ 32.62	\$ 33.61	\$ 34.60	\$ 35.59	\$ 36.58	\$ 37.57	\$ 0.99
11	\$ 27.38	\$ 28.34	\$ 29.30	\$ 30.26	\$ 31.22	\$ 32.18	\$ 33.14	\$ 34.10	\$ 35.06	\$ 36.02	\$ 0.96
11L	\$ 30.05	\$ 31.09	\$ 32.13	\$ 33.17	\$ 34.21	\$ 35.25	\$ 36.29	\$ 37.33	\$ 38.37	\$ 39.41	\$ 1.04
12	\$ 28.66	\$ 29.65	\$ 30.64	\$ 31.63	\$ 32.62	\$ 33.61	\$ 34.60	\$ 35.59	\$ 36.58	\$ 37.57	\$ 0.99
12L	\$ 31.40	\$ 32.48	\$ 33.56	\$ 34.64	\$ 35.72	\$ 36.80	\$ 37.88	\$ 38.96	\$ 40.04	\$ 41.12	\$ 1.08
13	\$ 29.86	\$ 30.90	\$ 31.94	\$ 32.98	\$ 34.02	\$ 35.06	\$ 36.10	\$ 37.14	\$ 38.18	\$ 39.22	\$ 1.04
13L	\$ 32.64	\$ 33.82	\$ 35.00	\$ 36.18	\$ 37.36	\$ 38.54	\$ 39.72	\$ 40.90	\$ 42.08	\$ 43.26	\$ 1.18

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



Fiscal Year: 2018 Service Code Definition: Correctional Officers & EMS

Effective Date: October 1, 2017

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

Pay Plan/Schedule: CS 0007 Correctional Officer
 Peoplesoft Schedule: DS0070 0083 Special Police Officer
 X10 0699 EMT/Paramedic

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	43,218 \$	44,328 \$	45,438 \$	46,548 \$	47,658 \$	48,768 \$	49,878 \$	50,988 \$	52,098 \$	53,208 \$	1,110
6 \$	46,643 \$	47,880 \$	49,117 \$	50,354 \$	51,591 \$	52,828 \$	54,065 \$	55,302 \$	56,539 \$	57,776 \$	1,237
7 \$	49,695 \$	51,096 \$	52,497 \$	53,898 \$	55,299 \$	56,700 \$	58,101 \$	59,502 \$	60,903 \$	62,304 \$	1,401
8 \$	54,790 \$	56,341 \$	57,892 \$	59,443 \$	60,994 \$	62,545 \$	64,096 \$	65,647 \$	67,198 \$	68,749 \$	1,551
9 \$	60,310 \$	62,022 \$	63,734 \$	65,446 \$	67,158 \$	68,870 \$	70,582 \$	72,294 \$	74,006 \$	75,718 \$	1,712
10 \$	66,179 \$	68,061 \$	69,943 \$	71,825 \$	73,707 \$	75,589 \$	77,471 \$	79,353 \$	81,235 \$	83,117 \$	1,882

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



Fiscal Year: 2019 **Service Code Definition:** Professional and Scientific

Effective Date: October 14, 2018 **Series:**
Union/Nonunion: Union **Affected CBU/Service Code(s):**

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0077
 X01
% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
9 \$	53,620 \$	55,333 \$	57,046 \$	58,759 \$	60,472 \$	62,185 \$	63,898 \$	65,611 \$	67,324 \$	69,037 \$	70,750 \$	1,713
10 \$	58,823 \$	60,709 \$	62,595 \$	64,481 \$	66,367 \$	68,253 \$	70,139 \$	72,025 \$	73,911 \$	75,797 \$	77,683 \$	1,886
11 \$	64,603 \$	66,679 \$	68,755 \$	70,831 \$	72,907 \$	74,983 \$	77,059 \$	79,135 \$	81,211 \$	83,287 \$	85,363 \$	2,076
12 \$	79,930 \$	82,412 \$	84,894 \$	87,376 \$	89,858 \$	92,340 \$	94,822 \$	97,304 \$	99,786 \$	102,268 \$	104,750 \$	2,482
13 \$	92,093 \$	95,046 \$	97,999 \$	100,952 \$	103,905 \$	106,858 \$	109,811 \$	112,764 \$	115,717 \$	118,670 \$	121,623 \$	2,953
14 \$	108,847 \$	112,334 \$	115,821 \$	119,308 \$	122,795 \$	126,282 \$	129,769 \$	133,256 \$	136,743 \$	140,230 \$	143,717 \$	3,487

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



Fiscal Year: 2019 Service Code Definition: Technical and Paraprofessional

Effective Date: October 14, 2018 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0078
 X02

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps											Between Steps
	1	2	3	4	5	6	7	8	9	10	11	
5	\$ 36,153	\$ 37,412	\$ 38,671	\$ 39,930	\$ 41,189	\$ 42,448	\$ 43,707	\$ 44,966	\$ 46,225	\$ 47,484	\$ 48,743	\$ 50,002
6	\$ 40,058	\$ 41,454	\$ 42,850	\$ 44,246	\$ 45,642	\$ 47,038	\$ 48,434	\$ 49,830	\$ 51,226	\$ 52,622	\$ 54,018	\$ 55,414
7	\$ 44,389	\$ 45,931	\$ 47,473	\$ 49,015	\$ 50,557	\$ 52,099	\$ 53,641	\$ 55,183	\$ 56,725	\$ 58,267	\$ 59,809	\$ 61,351
8	\$ 48,746	\$ 50,299	\$ 51,852	\$ 53,405	\$ 54,958	\$ 56,511	\$ 58,064	\$ 59,617	\$ 61,170	\$ 62,723	\$ 64,276	\$ 65,829
9	\$ 53,620	\$ 55,333	\$ 57,046	\$ 58,759	\$ 60,472	\$ 62,185	\$ 63,898	\$ 65,611	\$ 67,324	\$ 69,037	\$ 70,750	\$ 72,463
10	\$ 58,823	\$ 60,709	\$ 62,595	\$ 64,481	\$ 66,367	\$ 68,253	\$ 70,139	\$ 72,025	\$ 73,911	\$ 75,797	\$ 77,683	\$ 79,569
11	\$ 64,603	\$ 66,679	\$ 68,755	\$ 70,831	\$ 72,907	\$ 74,983	\$ 77,059	\$ 79,135	\$ 81,211	\$ 83,287	\$ 85,363	\$ 87,439

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



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

Effective Date: October 14, 2018 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0079
 X03

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



Service Code Definition: Corrections and Other Occupation Groups

Fiscal Year: 2019

Effective Date: October 14, 2018

Union/Nonunion: Union

Job Series:

0006 Correctional Program Specialist

0081 Fire Protection Specialist

0101 Correctional Treatment Specialist

0390 Telecommunications Equipment Operator

1802 Cellblock Technician (Cellblock Only)

1811 Criminal Investigator

2151 Dispatcher (OUC Only)

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0067

X04

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
4	\$ 38,785	\$ 39,862	\$ 40,939	\$ 42,016	\$ 43,093	\$ 44,170	\$ 45,247	\$ 46,324	\$ 47,401	\$ 48,478	\$ 1,077
5	\$ 44,604	\$ 45,809	\$ 47,014	\$ 48,219	\$ 49,424	\$ 50,629	\$ 51,834	\$ 53,039	\$ 54,244	\$ 55,449	\$ 1,205
6	\$ 47,017	\$ 48,362	\$ 49,707	\$ 51,052	\$ 52,397	\$ 53,742	\$ 55,087	\$ 56,432	\$ 57,777	\$ 59,122	\$ 1,345
7	\$ 50,747	\$ 52,241	\$ 53,735	\$ 55,229	\$ 56,723	\$ 58,217	\$ 59,711	\$ 61,205	\$ 62,699	\$ 64,193	\$ 1,494
8	\$ 52,890	\$ 54,548	\$ 56,206	\$ 57,864	\$ 59,522	\$ 61,180	\$ 62,838	\$ 64,496	\$ 66,154	\$ 67,812	\$ 1,658
9	\$ 56,609	\$ 58,437	\$ 60,265	\$ 62,093	\$ 63,921	\$ 65,749	\$ 67,577	\$ 69,405	\$ 71,233	\$ 73,061	\$ 1,828
10	\$ 62,340	\$ 64,354	\$ 66,368	\$ 68,382	\$ 70,396	\$ 72,410	\$ 74,424	\$ 76,438	\$ 78,452	\$ 80,466	\$ 2,014
11	\$ 66,305	\$ 68,510	\$ 70,715	\$ 72,920	\$ 75,125	\$ 77,330	\$ 79,535	\$ 81,740	\$ 83,945	\$ 86,150	\$ 2,205
12	\$ 79,449	\$ 82,098	\$ 84,747	\$ 87,396	\$ 90,045	\$ 92,694	\$ 95,343	\$ 97,992	\$ 100,641	\$ 103,290	\$ 2,649
13	\$ 94,471	\$ 97,622	\$ 100,773	\$ 103,924	\$ 107,075	\$ 110,226	\$ 113,377	\$ 116,528	\$ 119,679	\$ 122,830	\$ 3,151
14	\$ 111,656	\$ 115,374	\$ 119,092	\$ 122,810	\$ 126,528	\$ 130,246	\$ 133,964	\$ 137,682	\$ 141,400	\$ 145,118	\$ 3,718

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



Fiscal Year: 2019 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 14, 2018

Union/Nonunion: Union Affected CBU/Service Code(s): A22

Pay Plan/Schedule: CS Series: 0185 Social Worker
 Peoplesoft Schedule: DS0080 0186 Social Worker (Associate)
 X05

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	\$ 52,889	\$ 54,278	\$ 55,667	\$ 57,056	\$ 58,445	\$ 59,834	\$ 61,223	\$ 62,612	\$ 64,001	\$ 65,390	\$ 1,389
7	\$ 57,348	\$ 58,893	\$ 60,438	\$ 61,983	\$ 63,528	\$ 65,073	\$ 66,618	\$ 68,163	\$ 69,708	\$ 71,253	\$ 1,545
9	\$ 62,184	\$ 63,901	\$ 65,618	\$ 67,335	\$ 69,052	\$ 70,769	\$ 72,486	\$ 74,203	\$ 75,920	\$ 77,637	\$ 1,717
11	\$ 70,827	\$ 72,903	\$ 74,979	\$ 77,055	\$ 79,131	\$ 81,207	\$ 83,283	\$ 85,359	\$ 87,435	\$ 89,511	\$ 2,076
12	\$ 79,930	\$ 82,412	\$ 84,894	\$ 87,376	\$ 89,858	\$ 92,340	\$ 94,822	\$ 97,304	\$ 99,786	\$ 102,268	\$ 2,482
13	\$ 88,733	\$ 91,485	\$ 94,237	\$ 96,989	\$ 99,741	\$ 102,493	\$ 105,245	\$ 107,997	\$ 110,749	\$ 113,501	\$ 2,752

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



Fiscal Year: 2019 Service Code Definition: Health Care Occupations

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

Union/Nonunion: Union Job Series:

Pay Plan/Schedule: CS 0603 Physicians Assistant
 Peoplesoft Schedule: DS0069 0620 Licensed Practical Nurse
 X06 0625 Autopsy Assistant Mortuary
 0638 Recreation Therapist
 0644 Medical Technologist
 0645 Medical Technician
 0647 Diagnostic Radiologic Technician
 0649 Medical Instrument Technician
 0681 Dental Assistant
 0682 Dental Hygienist
 0688 Sanitarian

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Step												Between Steps																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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5	\$ 41,797	\$ 42,933	\$ 44,069	\$ 45,205	\$ 46,341	\$ 47,477	\$ 48,613	\$ 49,749	\$ 50,885	\$ 52,021	\$ 53,157	\$ 54,293	\$ 55,429	\$ 56,565	\$ 57,701	\$ 58,837	\$ 59,973	\$ 61,109	\$ 62,245	\$ 63,381	\$ 64,517	\$ 65,653	\$ 66,789	\$ 67,925	\$ 69,061	\$ 70,197	\$ 71,333	\$ 72,469	\$ 73,605	\$ 74,741	\$ 75,877	\$ 77,013	\$ 78,149	\$ 79,285	\$ 80,421	\$ 81,557	\$ 82,693	\$ 83,829	\$ 84,965	\$ 86,101	\$ 87,237	\$ 88,373	\$ 89,509	\$ 90,645	\$ 91,781	\$ 92,917	\$ 94,053	\$ 95,189	\$ 96,325	\$ 97,461	\$ 98,597	\$ 99,733	\$ 100,869	\$ 102,005	\$ 103,141	\$ 104,277	\$ 105,413	\$ 106,549	\$ 107,685	\$ 108,821	\$ 110,000	\$ 111,179	\$ 112,358	\$ 113,537	\$ 114,716	\$ 115,895	\$ 117,074	\$ 118,253	\$ 119,432	\$ 120,611	\$ 121,790	\$ 122,969	\$ 124,148	\$ 125,327	\$ 126,506	\$ 127,685	\$ 128,864	\$ 130,043	\$ 131,222	\$ 132,401	\$ 133,580	\$ 134,759	\$ 135,938	\$ 137,117	\$ 138,296	\$ 139,475	\$ 140,654	\$ 141,833	\$ 143,012	\$ 144,191	\$ 145,370	\$ 146,549	\$ 147,728	\$ 148,907	\$ 150,086	\$ 151,265	\$ 152,444	\$ 153,623	\$ 154,802	\$ 155,981	\$ 157,160	\$ 158,339	\$ 159,518	\$ 160,697	\$ 161,876	\$ 163,055	\$ 164,234	\$ 165,413	\$ 166,592	\$ 167,771	\$ 168,950	\$ 170,129	\$ 171,308	\$ 172,487	\$ 173,666	\$ 174,845	\$ 176,024	\$ 177,203	\$ 178,382	\$ 179,561	\$ 180,740	\$ 181,919	\$ 183,098	\$ 184,277	\$ 185,456	\$ 186,635	\$ 187,814	\$ 188,993	\$ 190,172	\$ 191,351	\$ 192,530	\$ 193,709	\$ 194,888	\$ 196,067	\$ 197,246	\$ 198,425	\$ 199,604	\$ 200,783	\$ 201,962	\$ 203,141	\$ 204,320	\$ 205,499	\$ 206,678	\$ 207,857	\$ 209,036	\$ 210,215	\$ 211,394	\$ 212,573	\$ 213,752	\$ 214,931	\$ 216,110	\$ 217,289	\$ 218,468	\$ 219,647	\$ 220,826	\$ 222,005	\$ 223,184	\$ 224,363	\$ 225,542	\$ 226,721	\$ 227,900	\$ 229,079	\$ 230,258	\$ 231,437	\$ 232,616	\$ 233,795	\$ 234,974	\$ 236,153	\$ 237,332	\$ 238,511	\$ 239,690	\$ 240,869	\$ 242,048	\$ 243,227	\$ 244,406	\$ 245,585	\$ 246,764	\$ 247,943	\$ 249,122	\$ 250,301	\$ 251,480	\$ 252,659	\$ 253,838	\$ 255,017	\$ 256,196	\$ 257,375	\$ 258,554	\$ 259,733	\$ 260,912	\$ 262,091	\$ 263,270	\$ 264,449	\$ 265,628	\$ 266,807	\$ 267,986	\$ 269,165	\$ 270,344	\$ 271,523	\$ 272,702	\$ 273,881	\$ 275,060	\$ 276,239	\$ 277,418	\$ 278,597	\$ 279,776	\$ 280,955	\$ 282,134	\$ 283,313	\$ 284,492	\$ 285,671	\$ 286,850	\$ 288,029	\$ 289,208	\$ 290,387	\$ 291,566	\$ 292,745	\$ 293,924	\$ 295,103	\$ 296,282	\$ 297,461	\$ 298,640	\$ 299,819	\$ 301,000	\$ 302,179	\$ 303,358	\$ 304,537	\$ 305,716	\$ 306,895	\$ 308,074	\$ 309,253	\$ 310,432	\$ 311,611	\$ 312,790	\$ 313,969	\$ 315,148	\$ 316,327	\$ 317,506	\$ 318,685	\$ 319,864	\$ 321,043	\$ 322,222	\$ 323,401	\$ 324,580	\$ 325,759	\$ 326,938	\$ 328,117	\$ 329,296	\$ 330,475	\$ 331,654	\$ 332,833	\$ 334,012	\$ 335,191	\$ 336,370	\$ 337,549	\$ 338,728	\$ 339,907	\$ 341,086	\$ 342,265	\$ 343,444	\$ 344,623	\$ 345,802	\$ 346,981	\$ 348,160	\$ 349,339	\$ 350,518	\$ 351,697	\$ 352,876	\$ 354,055	\$ 355,234	\$ 356,413	\$ 357,592	\$ 358,771	\$ 359,950	\$ 361,129	\$ 362,308	\$ 363,487	\$ 364,666	\$ 365,845	\$ 367,024	\$ 368,203	\$ 369,382	\$ 370,561	\$ 371,740	\$ 372,919	\$ 374,098	\$ 375,277	\$ 376,456	\$ 377,635	\$ 378,814	\$ 380,000	\$ 381,185	\$ 382,370	\$ 383,555	\$ 384,740	\$ 385,925	\$ 387,110	\$ 388,295	\$ 389,480	\$ 390,665	\$ 391,850	\$ 393,035	\$ 394,220	\$ 395,405	\$ 396,590	\$ 397,775	\$ 398,960	\$ 400,145	\$ 401,330	\$ 402,515	\$ 403,700	\$ 404,885	\$ 406,070	\$ 407,255	\$ 408,440	\$ 409,625	\$ 410,810	\$ 411,995	\$ 413,180	\$ 414,365	\$ 415,550	\$ 416,735	\$ 417,920	\$ 419,105	\$ 420,290	\$ 421,475	\$ 422,660	\$ 423,845	\$ 425,030	\$ 426,215	\$ 427,400	\$ 428,585	\$ 429,770	\$ 430,955	\$ 432,140	\$ 433,325	\$ 434,510	\$ 435,695	\$ 436,880	\$ 438,065	\$ 439,250	\$ 440,435	\$ 441,620	\$ 442,805	\$ 443,990	\$ 445,175	\$ 446,360	\$ 447,545	\$ 448,730	\$ 449,915	\$ 451,100	\$ 452,285	\$ 453,470	\$ 454,655	\$ 455,840	\$ 457,025	\$ 458,210	\$ 459,395	\$ 460,580	\$ 461,765	\$ 462,950	\$ 464,135	\$ 465,320	\$ 466,505	\$ 467,690	\$ 468,875	\$ 470,060	\$ 471,245	\$ 472,430	\$ 473,615	\$ 474,800	\$ 475,985	\$ 477,170	\$ 478,355	\$ 479,540	\$ 480,725	\$ 481,910	\$ 483,095	\$ 484,280	\$ 485,465	\$ 486,650	\$ 487,835	\$ 489,020	\$ 490,205	\$ 491,390	\$ 492,575	\$ 493,760	\$ 494,945	\$ 496,130	\$ 497,315	\$ 498,500	\$ 499,685	\$ 500,870	\$ 502,055	\$ 503,240	\$ 504,425	\$ 505,610	\$ 506,795	\$ 507,980	\$ 509,165	\$ 510,350	\$ 511,535	\$ 512,720	\$ 513,905	\$ 515,090	\$ 516,275	\$ 517,460	\$ 518,645	\$ 519,830	\$ 521,015	\$ 522,200	\$ 523,385	\$ 524,570	\$ 525,755	\$ 526,940	\$ 528,125	\$ 529,310	\$ 530,495	\$ 531,680	\$ 532,865	\$ 534,050	\$ 535,235	\$ 536,420	\$ 537,605	\$ 538,790	\$ 539,975	\$ 541,160	\$ 542,345	\$ 543,530	\$ 544,715	\$ 545,900	\$ 547,085	\$ 548,270	\$ 549,455	\$ 550,640	\$ 551,825	\$ 553,010	\$ 554,195	\$ 555,380	\$ 556,565	\$ 557,750	\$ 558,935	\$ 560,120	\$ 561,305	\$ 562,490	\$ 563,675	\$ 564,860	\$ 566,045	\$ 567,230	\$ 568,415	\$ 569,600	\$ 570,785	\$ 571,970	\$ 573,155	\$ 574,340	\$ 575,525	\$ 576,710	\$ 577,895	\$ 579,080	\$ 580,265	\$ 581,450	\$ 582,635	\$ 583,820	\$ 585,005	\$ 586,190	\$ 587,375	\$ 588,560	\$ 589,745	\$ 590,930	\$ 592,115	\$ 593,300	\$ 594,485	\$ 595,670	\$ 596,855	\$ 598,040	\$ 599,225	\$ 600,410	\$ 601,595	\$ 602,780	\$ 603,965	\$ 605,150	\$ 606,335	\$ 607,520	\$ 608,705	\$ 609,890	\$ 611,075	\$ 612,260	\$ 613,445	\$ 614,630	\$ 615,815	\$ 617,000	\$ 618,185	\$ 619,370	\$ 620,555	\$ 621,740	\$ 622,925	\$ 624,110	\$ 625,295	\$ 626,480	\$ 627,665	\$ 628,850	\$ 630,035	\$ 631,220	\$ 632,405	\$ 633,590	\$ 634,775	\$ 635,960	\$ 637,145	\$ 638,330	\$ 639,515	\$ 640,700	\$ 641,885	\$ 643,070	\$ 644,255	\$ 645,440	\$ 646,625	\$ 647,810	\$ 648,995	\$ 650,180	\$ 651,365	\$ 652,550	\$ 653,735	\$ 654,920	\$ 656,105	\$ 657,290	\$ 658,475	\$ 659,660	\$ 660,845	\$ 662,030	\$ 663,215	\$ 664,400	\$ 665,585	\$ 666,770	\$ 667,955	\$ 669,140	\$ 670,325	\$ 671,510	\$ 672,695	\$ 673,880	\$ 675,065	\$ 676,250	\$ 677,435	\$ 678,620	\$ 679,805	\$ 680,990	\$ 682,175	\$ 683,360	\$ 684,545	\$ 685,730	\$ 686,915	\$ 688,100	\$ 689,285	\$ 690,470	\$ 691,655	\$ 692,840	\$ 694,025	\$ 695,210	\$ 696,395	\$ 697,580	\$ 698,765	\$ 699,950	\$ 701,135	\$ 702,320	\$ 703,505	\$ 704,690	\$ 705,875	\$ 707,060	\$ 708,245	\$ 709,430	\$ 710,615	\$ 711,800	\$ 712,985	\$ 714,170	\$ 715,355	\$ 716,540	\$ 717,725	\$ 718,910	\$ 720,095	\$ 721,280	\$ 722,465	\$ 723,650	\$ 724,835	\$ 726,020	\$ 727,205	\$ 728,390	\$ 729,575	\$ 730,760	\$ 731,945	\$ 733,130	\$ 734,315	\$ 735,500	\$ 736,685	\$ 737,870	\$ 739,055	\$ 740,240	\$ 741,425	\$ 742,610	\$ 743,795	\$ 744,980	\$ 746,165	\$ 747,350	\$ 748,535	\$ 749,720	\$ 750,905	\$ 752,090	\$ 753,275	\$ 754,460	\$ 755,645	\$ 756,830	\$ 758,015	\$ 759,200	\$ 760,385	\$ 761,570	\$ 762,755	\$ 763,940	\$ 765,125	\$ 766,310	\$ 767,495	\$ 768,680	\$ 769,865	\$ 771,050	\$ 772,235	\$ 773,420	\$ 774,605	\$ 775,790	\$ 776,975	\$ 778,160	\$ 779,345	\$ 780,530	\$ 781,715	\$ 782,900	\$ 784,085	\$ 785,270	\$ 786,455	\$ 787,640	\$ 788,825	\$ 790,010	\$ 791,195	\$ 792,380	\$ 793,565	\$ 794,750	\$ 795,935	\$ 797,120	\$ 798,305	\$ 799,490	\$ 800,675	\$ 801,860	\$ 803,045	\$ 804,230	\$ 805,415	\$ 806,600	\$ 807,785	\$ 808,970	\$ 810,155	\$ 811,340	\$ 812,525	\$ 813,710	\$ 814,895	\$ 816,080	\$ 817,265	\$ 818,450	\$ 819,635	\$ 820,820	\$ 822,005	\$ 823,190	\$ 824,375	\$ 825,560	\$ 826,745	\$ 827,930	\$ 829,115	\$ 830,300	\$ 831,485	\$ 832,670	\$ 833,855	\$ 835,040	\$ 836,225	\$ 837,410	\$ 838,595	\$ 839,780	\$ 840,965	\$ 842,150	\$ 843,335	\$ 844,520	\$ 845,705	\$ 846,890	\$ 848,075	\$ 849,260	\$ 850,445	\$ 851,630	\$ 852,815	\$ 854,000	\$ 855,185	\$ 856,370	\$ 857,555	\$ 858,740	\$ 859,925	\$ 861,110	\$ 862,295	\$ 863,480	\$ 864,665	\$ 865,850	\$ 867,035	\$ 868,220	\$ 869,405	\$ 870,590	\$ 871,775	\$ 872,960	\$ 874,145	\$ 875,330	\$ 876,515	\$ 877,700	\$ 878,885	\$ 880,070	\$ 881,255	\$ 882,440	\$ 883,625	\$ 884,810	\$ 885,995	\$ 887,180	\$ 888,365	\$ 889,550	\$ 890,735	\$ 891,920	\$ 893,105	\$ 894,290	\$ 895,475	\$ 896,660	\$ 897,845	\$ 899,030	\$ 900,215	\$ 901,400	\$ 902,585	\$ 903,770	\$ 904,955	\$ 906,140	\$ 907,325	\$ 908,510	\$ 909,695	\$ 910,880	\$ 912,065	\$ 913,250	\$ 914,435	\$ 915,620	\$ 916,805	\$ 917,990	\$ 919,175	\$ 920,360	\$ 921,545	\$ 922,730	\$ 923,915	\$ 925,100	\$ 926,285	\$ 927,470	\$ 928,655	\$ 929,840	\$ 931,025	\$ 932,210	\$ 933,395	\$ 934,580	\$ 935,765	\$ 936,950	\$ 938,135	\$ 939,320	\$ 940,505	\$ 941,690	\$ 942,875	\$ 944,060	\$ 945,245	\$ 946,430	\$ 947,615	\$ 948,800	\$ 950,000	\$ 951,195	\$ 952,390	\$ 953,585	\$ 954,780	\$ 955,975	\$ 957,170	\$ 958,365	\$ 959,560	\$ 960,755	\$ 961,950	\$ 963,145	\$ 964,340	\$ 965,535	\$ 966,730	\$ 967,925	\$ 969,120	\$ 970,315	\$ 971,510	\$ 972,705	\$ 973,900	\$ 975,095	\$ 976,290	\$ 977,485	\$ 978,680	\$ 979,875	\$ 981,070	\$ 982,265	\$ 983,460	\$ 984,655	\$ 985,850	\$ 987,045	\$ 988,240	\$ 989,435	\$ 990,630	\$ 991,825	\$ 993,020	\$ 994,215	\$ 995,410	\$ 996,605	\$ 997,800	\$ 999,000	\$ 1,000,200	\$ 1,001,400	\$ 1,002,600	\$ 1,003,800	\$ 1,005,000	\$ 1,006,200	\$ 1,007,400	\$ 1,008,600	\$ 1,009,800	\$ 1,011,000	\$ 1,012,200	\$ 1,013,400	\$ 1,014,600	\$ 1,015,800	\$ 1,017,000	\$ 1,018,200	\$ 1,019,400	\$ 1,020,600	\$ 1,021,800	\$ 1,023,000	\$ 1,024,200

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



Fiscal Year: 2019

Service Code Definition:

Maintenance, Trades, & Labor

Effective Date: October 14, 2018

L- Leader

Union/Nonunion: Union

Affected CBU/Service Code(s):

B01 Regular
B02 Leader

Pay Plan/Schedule: RW

Peoplesoft Schedule: WS0029

WS0034- Leaders

X07 (Leaders previously X08)

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 14, 2018

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

Pay Plan/Schedule: CS Series: 0007 Correctional Officer
 Peoplesoft Schedule: DS0070 0083 Special Police Officer
 X10 0699 EMT/Paramedic

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	\$ 44,083	\$ 45,215	\$ 46,347	\$ 47,479	\$ 48,611	\$ 49,743	\$ 50,875	\$ 52,007	\$ 53,139	\$ 54,271	\$ 1,132
6	\$ 47,575	\$ 48,837	\$ 50,099	\$ 51,361	\$ 52,623	\$ 53,885	\$ 55,147	\$ 56,409	\$ 57,671	\$ 58,933	\$ 1,262
7	\$ 50,689	\$ 52,118	\$ 53,547	\$ 54,976	\$ 56,405	\$ 57,834	\$ 59,263	\$ 60,692	\$ 62,121	\$ 63,550	\$ 1,429
8	\$ 55,886	\$ 57,468	\$ 59,050	\$ 60,632	\$ 62,214	\$ 63,796	\$ 65,378	\$ 66,960	\$ 68,542	\$ 70,124	\$ 1,582
9	\$ 61,517	\$ 63,263	\$ 65,009	\$ 66,755	\$ 68,501	\$ 70,247	\$ 71,993	\$ 73,739	\$ 75,485	\$ 77,231	\$ 1,746
10	\$ 67,505	\$ 69,424	\$ 71,343	\$ 73,262	\$ 75,181	\$ 77,100	\$ 79,019	\$ 80,938	\$ 82,857	\$ 84,776	\$ 1,919

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



Fiscal Year: 2020 Service Code Definition: Professional and Scientific

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0077
 X01
 % Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
9 \$	55,230	56,994	58,758	60,522	62,286	64,050	65,814	67,578	69,342	71,106	\$	1,764
10 \$	60,586	62,529	64,472	66,415	68,358	70,301	72,244	74,187	76,130	78,073	\$	1,943
11 \$	66,542	68,680	70,818	72,956	75,094	77,232	79,370	81,508	83,646	85,784	\$	2,138
12 \$	82,326	84,883	87,440	89,997	92,554	95,111	97,668	100,225	102,782	105,339	\$	2,557
13 \$	94,858	97,899	100,940	103,981	107,022	110,063	113,104	116,145	119,186	122,227	\$	3,041
14 \$	112,111	115,703	119,295	122,887	126,479	130,071	133,663	137,255	140,847	144,439	\$	3,592

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



Fiscal Year: 2020 Service Code Definition: Technical and Paraprofessional

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0078
X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	\$ 37,237	\$ 38,534	\$ 39,831	\$ 41,128	\$ 42,425	\$ 43,722	\$ 45,019	\$ 46,316	\$ 47,613	\$ 48,910	\$ 1,297
6	\$ 41,259	\$ 42,697	\$ 44,135	\$ 45,573	\$ 47,011	\$ 48,449	\$ 49,887	\$ 51,325	\$ 52,763	\$ 54,201	\$ 1,438
7	\$ 45,718	\$ 47,307	\$ 48,896	\$ 50,485	\$ 52,074	\$ 53,663	\$ 55,252	\$ 56,841	\$ 58,430	\$ 60,019	\$ 1,589
8	\$ 50,207	\$ 51,807	\$ 53,407	\$ 55,007	\$ 56,607	\$ 58,207	\$ 59,807	\$ 61,407	\$ 63,007	\$ 64,607	\$ 1,600
9	\$ 55,230	\$ 56,994	\$ 58,758	\$ 60,522	\$ 62,286	\$ 64,050	\$ 65,814	\$ 67,578	\$ 69,342	\$ 71,106	\$ 1,764
10	\$ 60,586	\$ 62,529	\$ 64,472	\$ 66,415	\$ 68,358	\$ 70,301	\$ 72,244	\$ 74,187	\$ 76,130	\$ 78,073	\$ 1,943
11	\$ 66,542	\$ 68,680	\$ 70,818	\$ 72,956	\$ 75,094	\$ 77,232	\$ 79,370	\$ 81,508	\$ 83,646	\$ 85,784	\$ 2,138

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



Fiscal Year: 2020 Service Code Definition: Clerical and Administrative Support

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0079
 X03

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
2 \$	30,130	\$ 31,183	\$ 32,236	\$ 33,289	\$ 34,342	\$ 35,395	\$ 36,448	\$ 37,501	\$ 38,554	\$ 39,607	\$ 1,053
3 \$	32,832	\$ 33,971	\$ 35,110	\$ 36,249	\$ 37,388	\$ 38,527	\$ 39,666	\$ 40,805	\$ 41,944	\$ 43,083	\$ 1,139
4 \$	34,432	\$ 35,602	\$ 36,772	\$ 37,942	\$ 39,112	\$ 40,282	\$ 41,452	\$ 42,622	\$ 43,792	\$ 44,962	\$ 1,170
5 \$	37,237	\$ 38,534	\$ 39,831	\$ 41,128	\$ 42,425	\$ 43,722	\$ 45,019	\$ 46,316	\$ 47,613	\$ 48,910	\$ 1,297
6 \$	41,259	\$ 42,697	\$ 44,135	\$ 45,573	\$ 47,011	\$ 48,449	\$ 49,887	\$ 51,325	\$ 52,763	\$ 54,201	\$ 1,438
7 \$	45,718	\$ 47,307	\$ 48,896	\$ 50,485	\$ 52,074	\$ 53,663	\$ 55,252	\$ 56,841	\$ 58,430	\$ 60,019	\$ 1,589
8 \$	50,207	\$ 51,807	\$ 53,407	\$ 55,007	\$ 56,607	\$ 58,207	\$ 59,807	\$ 61,407	\$ 63,007	\$ 64,607	\$ 1,600
9 \$	55,230	\$ 56,994	\$ 58,758	\$ 60,522	\$ 62,286	\$ 64,050	\$ 65,814	\$ 67,578	\$ 69,342	\$ 71,106	\$ 1,764

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



Service Code Definition: Corrections and Other Occupation Groups

Fiscal Year: 2020

Effective Date: October 13, 2019

Union/Nonunion: Union

Job Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0067
 X04

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
4	\$ 39,946	\$ 41,056	\$ 42,166	\$ 43,276	\$ 44,386	\$ 45,496	\$ 46,606	\$ 47,716	\$ 48,826	\$ 49,936	\$ 51,046
5	\$ 45,943	\$ 47,184	\$ 48,425	\$ 49,666	\$ 50,907	\$ 52,148	\$ 53,389	\$ 54,630	\$ 55,871	\$ 57,112	\$ 58,353
6	\$ 48,429	\$ 49,814	\$ 51,199	\$ 52,584	\$ 53,969	\$ 55,354	\$ 56,739	\$ 58,124	\$ 59,509	\$ 60,894	\$ 62,279
7	\$ 52,269	\$ 53,808	\$ 55,347	\$ 56,886	\$ 58,425	\$ 59,964	\$ 61,503	\$ 63,042	\$ 64,581	\$ 66,120	\$ 67,659
8	\$ 54,476	\$ 56,184	\$ 57,892	\$ 59,600	\$ 61,308	\$ 63,016	\$ 64,724	\$ 66,432	\$ 68,140	\$ 69,848	\$ 71,556
9	\$ 58,307	\$ 60,190	\$ 62,073	\$ 63,956	\$ 65,839	\$ 67,722	\$ 69,605	\$ 71,488	\$ 73,371	\$ 75,254	\$ 77,137
10	\$ 64,208	\$ 66,283	\$ 68,358	\$ 70,433	\$ 72,508	\$ 74,583	\$ 76,658	\$ 78,733	\$ 80,808	\$ 82,883	\$ 84,958
11	\$ 68,295	\$ 70,566	\$ 72,837	\$ 75,108	\$ 77,379	\$ 79,650	\$ 81,921	\$ 84,192	\$ 86,463	\$ 88,734	\$ 91,005
12	\$ 81,834	\$ 84,562	\$ 87,290	\$ 90,018	\$ 92,746	\$ 95,474	\$ 98,202	\$ 100,930	\$ 103,658	\$ 106,386	\$ 109,114
13	\$ 97,307	\$ 100,552	\$ 103,797	\$ 107,042	\$ 110,287	\$ 113,532	\$ 116,777	\$ 120,022	\$ 123,267	\$ 126,512	\$ 129,757
14	\$ 115,004	\$ 118,834	\$ 122,664	\$ 126,494	\$ 130,324	\$ 134,154	\$ 137,984	\$ 141,814	\$ 145,644	\$ 149,474	\$ 153,304

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



Fiscal Year: 2020 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 13, 2019

Union/Nonunion: Union Affected CBU/Service Code(s): A22

Pay Plan/Schedule: CS Series: 0185 Social Worker
 Peoplesoft Schedule: DS0080 0186 Social Worker (Associate)
 X05

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5 \$	54,478	55,908	57,338	58,768	60,198	61,628	63,058	64,488	65,918	67,348	1,430
7 \$	59,066	60,658	62,250	63,842	65,434	67,026	68,618	70,210	71,802	73,394	1,592
9 \$	64,048	65,817	67,586	69,355	71,124	72,893	74,662	76,431	78,200	79,969	1,769
11 \$	72,953	75,091	77,229	79,367	81,505	83,643	85,781	87,919	90,057	92,195	2,138
12 \$	82,326	84,883	87,440	89,997	92,554	95,111	97,668	100,225	102,782	105,339	2,557
13 \$	91,397	94,231	97,065	99,899	102,733	105,567	108,401	111,235	114,069	116,903	2,834

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



Fiscal Year: 2020 Service Code Definition: Health Care Occupations

Effective Date: October 13, 2019 Service Codes: A15, A39

Union/Nonunion: Union Job Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0069 X06

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step												Between Steps																																																																																																																																																																																																																																																																																																																																																																																		
	1	2	3	4	5	6	7	8	9	10																																																																																																																																																																																																																																																																																																																																																																																					
5	\$ 43,051	\$ 44,221	\$ 45,391	\$ 46,561	\$ 47,731	\$ 48,901	\$ 50,071	\$ 51,241	\$ 52,411	\$ 53,581	\$ 54,751	\$ 55,921	\$ 57,091	\$ 58,261	\$ 59,431	\$ 60,601	\$ 61,771	\$ 62,941	\$ 64,111	\$ 65,281	\$ 66,451	\$ 67,621	\$ 68,791	\$ 69,961	\$ 71,131	\$ 72,301	\$ 73,471	\$ 74,641	\$ 75,811	\$ 76,981	\$ 78,151	\$ 79,321	\$ 80,491	\$ 81,661	\$ 82,831	\$ 84,001	\$ 85,171	\$ 86,341	\$ 87,511	\$ 88,681	\$ 89,851	\$ 91,021	\$ 92,191	\$ 93,361	\$ 94,531	\$ 95,701	\$ 96,871	\$ 98,041	\$ 99,211	\$ 100,381	\$ 101,551	\$ 102,721	\$ 103,891	\$ 105,061	\$ 106,231	\$ 107,401	\$ 108,571	\$ 109,741	\$ 110,911	\$ 112,081	\$ 113,251	\$ 114,421	\$ 115,591	\$ 116,761	\$ 117,931	\$ 119,101	\$ 120,271	\$ 121,441	\$ 122,611	\$ 123,781	\$ 124,951	\$ 126,121	\$ 127,291	\$ 128,461	\$ 129,631	\$ 130,801	\$ 131,971	\$ 133,141	\$ 134,311	\$ 135,481	\$ 136,651	\$ 137,821	\$ 138,991	\$ 140,161	\$ 141,331	\$ 142,501	\$ 143,671	\$ 144,841	\$ 146,011	\$ 147,181	\$ 148,351	\$ 149,521	\$ 150,691	\$ 151,861	\$ 153,031	\$ 154,201	\$ 155,371	\$ 156,541	\$ 157,711	\$ 158,881	\$ 160,051	\$ 161,221	\$ 162,391	\$ 163,561	\$ 164,731	\$ 165,901	\$ 167,071	\$ 168,241	\$ 169,411	\$ 170,581	\$ 171,751	\$ 172,921	\$ 174,091	\$ 175,261	\$ 176,431	\$ 177,601	\$ 178,771	\$ 179,941	\$ 181,111	\$ 182,281	\$ 183,451	\$ 184,621	\$ 185,791	\$ 186,961	\$ 188,131	\$ 189,301	\$ 190,471	\$ 191,641	\$ 192,811	\$ 193,981	\$ 195,151	\$ 196,321	\$ 197,491	\$ 198,661	\$ 199,831	\$ 201,001	\$ 202,171	\$ 203,341	\$ 204,511	\$ 205,681	\$ 206,851	\$ 208,021	\$ 209,191	\$ 210,361	\$ 211,531	\$ 212,701	\$ 213,871	\$ 215,041	\$ 216,211	\$ 217,381	\$ 218,551	\$ 219,721	\$ 220,891	\$ 222,061	\$ 223,231	\$ 224,401	\$ 225,571	\$ 226,741	\$ 227,911	\$ 229,081	\$ 230,251	\$ 231,421	\$ 232,591	\$ 233,761	\$ 234,931	\$ 236,101	\$ 237,271	\$ 238,441	\$ 239,611	\$ 240,781	\$ 241,951	\$ 243,121	\$ 244,291	\$ 245,461	\$ 246,631	\$ 247,801	\$ 248,971	\$ 250,141	\$ 251,311	\$ 252,481	\$ 253,651	\$ 254,821	\$ 255,991	\$ 257,161	\$ 258,331	\$ 259,501	\$ 260,671	\$ 261,841	\$ 263,011	\$ 264,181	\$ 265,351	\$ 266,521	\$ 267,691	\$ 268,861	\$ 270,031	\$ 271,201	\$ 272,371	\$ 273,541	\$ 274,711	\$ 275,881	\$ 277,051	\$ 278,221	\$ 279,391	\$ 280,561	\$ 281,731	\$ 282,901	\$ 284,071	\$ 285,241	\$ 286,411	\$ 287,581	\$ 288,751	\$ 289,921	\$ 291,091	\$ 292,261	\$ 293,431	\$ 294,601	\$ 295,771	\$ 296,941	\$ 298,111	\$ 299,281	\$ 300,451	\$ 301,621	\$ 302,791	\$ 303,961	\$ 305,131	\$ 306,301	\$ 307,471	\$ 308,641	\$ 309,811	\$ 310,981	\$ 312,151	\$ 313,321	\$ 314,491	\$ 315,661	\$ 316,831	\$ 318,001	\$ 319,171	\$ 320,341	\$ 321,511	\$ 322,681	\$ 323,851	\$ 325,021	\$ 326,191	\$ 327,361	\$ 328,531	\$ 329,701	\$ 330,871	\$ 332,041	\$ 333,211	\$ 334,381	\$ 335,551	\$ 336,721	\$ 337,891	\$ 339,061	\$ 340,231	\$ 341,401	\$ 342,571	\$ 343,741	\$ 344,911	\$ 346,081	\$ 347,251	\$ 348,421	\$ 349,591	\$ 350,761	\$ 351,931	\$ 353,101	\$ 354,271	\$ 355,441	\$ 356,611	\$ 357,781	\$ 358,951	\$ 360,121	\$ 361,291	\$ 362,461	\$ 363,631	\$ 364,801	\$ 365,971	\$ 367,141	\$ 368,311	\$ 369,481	\$ 370,651	\$ 371,821	\$ 372,991	\$ 374,161	\$ 375,331	\$ 376,501	\$ 377,671	\$ 378,841	\$ 380,011	\$ 381,181	\$ 382,351	\$ 383,521	\$ 384,691	\$ 385,861	\$ 387,031	\$ 388,201	\$ 389,371	\$ 390,541	\$ 391,711	\$ 392,881	\$ 394,051	\$ 395,221	\$ 396,391	\$ 397,561	\$ 398,731	\$ 399,901	\$ 401,071	\$ 402,241	\$ 403,411	\$ 404,581	\$ 405,751	\$ 406,921	\$ 408,091	\$ 409,261	\$ 410,431	\$ 411,601	\$ 412,771	\$ 413,941	\$ 415,111	\$ 416,281	\$ 417,451	\$ 418,621	\$ 419,791	\$ 420,961	\$ 422,131	\$ 423,301	\$ 424,471	\$ 425,641	\$ 426,811	\$ 427,981	\$ 429,151	\$ 430,321	\$ 431,491	\$ 432,661	\$ 433,831	\$ 435,001	\$ 436,171	\$ 437,341	\$ 438,511	\$ 439,681	\$ 440,851	\$ 442,021	\$ 443,191	\$ 444,361	\$ 445,531	\$ 446,701	\$ 447,871	\$ 449,041	\$ 450,211	\$ 451,381	\$ 452,551	\$ 453,721	\$ 454,891	\$ 456,061	\$ 457,231	\$ 458,401	\$ 459,571	\$ 460,741	\$ 461,911	\$ 463,081	\$ 464,251	\$ 465,421	\$ 466,591	\$ 467,761	\$ 468,931	\$ 470,101	\$ 471,271	\$ 472,441	\$ 473,611	\$ 474,781	\$ 475,951	\$ 477,121	\$ 478,291	\$ 479,461	\$ 480,631	\$ 481,801	\$ 482,971	\$ 484,141	\$ 485,311	\$ 486,481	\$ 487,651	\$ 488,821	\$ 490,000

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



Fiscal Year: 2020
Effective Date: October 13, 2019
Union/Nonunion: Union
Service Code Definition: Maintenance, Trades, & Labor
Affected CBU/Service Code(s): L- Leader
 B01 Regular
 B02 Leader

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0029
 WS0034- Leaders
 X07 (Leaders previously X08)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
02 \$	16.91	17.50	18.09	18.68	19.27	19.86	20.45	21.04	21.63	22.22	\$	0.59
02L \$	18.45	19.09	19.73	20.37	21.01	21.65	22.29	22.93	23.57	24.21	\$	0.64
03 \$	18.28	18.89	19.50	20.11	20.72	21.33	21.94	22.55	23.16	23.77	\$	0.61
03L \$	19.95	20.64	21.33	22.02	22.71	23.40	24.09	24.78	25.47	26.16	\$	0.69
04 \$	19.55	20.22	20.89	21.56	22.23	22.90	23.57	24.24	24.91	25.58	\$	0.67
04L \$	21.39	22.13	22.87	23.61	24.35	25.09	25.83	26.57	27.31	28.05	\$	0.74
05 \$	20.87	21.58	22.29	23.00	23.71	24.42	25.13	25.84	26.55	27.26	\$	0.71
05L \$	22.74	23.53	24.32	25.11	25.90	26.69	27.48	28.27	29.06	29.85	\$	0.79
06 \$	22.08	22.85	23.62	24.39	25.16	25.93	26.70	27.47	28.24	29.01	\$	0.77
06L \$	24.26	25.09	25.92	26.75	27.58	28.41	29.24	30.07	30.90	31.73	\$	0.83
07 \$	23.55	24.36	25.17	25.98	26.79	27.60	28.41	29.22	30.03	30.84	\$	0.81
07L \$	25.74	26.63	27.52	28.41	29.30	30.19	31.08	31.97	32.86	33.75	\$	0.89
08 \$	24.89	25.74	26.59	27.44	28.29	29.14	29.99	30.84	31.69	32.54	\$	0.85
08L \$	27.22	28.18	29.14	30.10	31.06	32.02	32.98	33.94	34.90	35.86	\$	0.96
09 \$	26.09	27.00	27.91	28.82	29.73	30.64	31.55	32.46	33.37	34.28	\$	0.91
09L \$	28.63	29.62	30.61	31.60	32.59	33.58	34.57	35.56	36.55	37.54	\$	0.99
10 \$	27.42	28.38	29.34	30.30	31.26	32.22	33.18	34.14	35.10	36.06	\$	0.96
10L \$	30.11	31.15	32.19	33.23	34.27	35.31	36.35	37.39	38.43	39.47	\$	1.04
11 \$	28.80	29.80	30.80	31.80	32.80	33.80	34.80	35.80	36.80	37.80	\$	1.00
11L \$	31.54	32.64	33.74	34.84	35.94	37.04	38.14	39.24	40.34	41.44	\$	1.10
12 \$	30.11	31.15	32.19	33.23	34.27	35.31	36.35	37.39	38.43	39.47	\$	1.04
12L \$	33.00	34.13	35.26	36.39	37.52	38.65	39.78	40.91	42.04	43.17	\$	1.13
13 \$	31.38	32.47	33.56	34.65	35.74	36.83	37.92	39.01	40.10	41.19	\$	1.09
13L \$	34.26	35.51	36.76	38.01	39.25	40.50	41.75	43.00	44.25	45.50	\$	1.25

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



Fiscal Year: 2020 Service Code Definition: Correctional Officers & EMS

Effective Date: October 13, 2019

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

Pay Plan/Schedule: CS Series: 0007 Correctional Officer
 Peoplesoft Schedule: DS0070 0083 Special Police Officer
 X10 0699 EMT/Paramedic

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 45,405	\$ 46,571	\$ 47,737	\$ 48,903	\$ 50,069	\$ 51,235	\$ 52,401	\$ 53,567	\$ 54,733	\$ 55,899	\$ 1,166
6	\$ 49,002	\$ 50,302	\$ 51,602	\$ 52,902	\$ 54,202	\$ 55,502	\$ 56,802	\$ 58,102	\$ 59,402	\$ 60,702	\$ 1,300
7	\$ 52,209	\$ 53,681	\$ 55,153	\$ 56,625	\$ 58,097	\$ 59,569	\$ 61,041	\$ 62,513	\$ 63,985	\$ 65,457	\$ 1,472
8	\$ 57,564	\$ 59,193	\$ 60,822	\$ 62,451	\$ 64,080	\$ 65,709	\$ 67,338	\$ 68,967	\$ 70,596	\$ 72,225	\$ 1,629
9	\$ 63,364	\$ 65,162	\$ 66,960	\$ 68,758	\$ 70,556	\$ 72,354	\$ 74,152	\$ 75,950	\$ 77,748	\$ 79,546	\$ 1,798
10	\$ 69,532	\$ 71,508	\$ 73,484	\$ 75,460	\$ 77,436	\$ 79,412	\$ 81,388	\$ 83,364	\$ 85,340	\$ 87,316	\$ 1,976

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



Fiscal Year: 2021 Service Code Definition: Professional and Scientific

Effective Date: October 11, 2020 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0077
 X01
 % Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
9 \$	57,162	58,988	60,814	62,640	64,466	66,292	68,118	69,944	71,770	73,596	\$	1,826
10 \$	62,707	64,718	66,729	68,740	70,751	72,762	74,773	76,784	78,795	80,806	\$	2,011
11 \$	68,870	71,083	73,296	75,509	77,722	79,935	82,148	84,361	86,574	88,787	\$	2,213
12 \$	85,209	87,855	90,501	93,147	95,793	98,439	101,085	103,731	106,377	109,023	\$	2,646
13 \$	98,176	101,324	104,472	107,620	110,768	113,916	117,064	120,212	123,360	126,508	\$	3,148
14 \$	116,034	119,752	123,470	127,188	130,906	134,624	138,342	142,060	145,778	149,496	\$	3,718

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



Fiscal Year: 2021 Service Code Definition: Technical and Paraprofessional

Effective Date: October 11, 2020 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0078
 X02

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Steps											Between Steps					
	1	2	3	4	5	6	7	8	9	10	11						
5 \$	38,538	\$ 39,881	\$ 41,224	\$ 42,567	\$ 43,910	\$ 45,253	\$ 46,596	\$ 47,939	\$ 49,282	\$ 50,625	\$ 51,968	\$ 53,311	\$ 54,654	\$ 56,000	\$ 57,343	1,343	
6 \$	42,704	\$ 44,192	\$ 45,680	\$ 47,168	\$ 48,656	\$ 50,144	\$ 51,632	\$ 53,120	\$ 54,608	\$ 56,096	\$ 57,584	\$ 59,072	\$ 60,560	\$ 62,048	\$ 63,536	\$ 65,024	1,488
7 \$	47,317	\$ 48,962	\$ 50,607	\$ 52,252	\$ 53,897	\$ 55,542	\$ 57,187	\$ 58,832	\$ 60,477	\$ 62,122	\$ 63,767	\$ 65,412	\$ 67,057	\$ 68,702	\$ 70,347	\$ 71,992	1,645
8 \$	51,964	\$ 53,620	\$ 55,276	\$ 56,932	\$ 58,588	\$ 60,244	\$ 61,900	\$ 63,556	\$ 65,212	\$ 66,868	\$ 68,524	\$ 70,180	\$ 71,796	\$ 73,412	\$ 75,028	\$ 76,644	1,656
9 \$	57,162	\$ 58,988	\$ 60,814	\$ 62,640	\$ 64,466	\$ 66,292	\$ 68,118	\$ 69,944	\$ 71,770	\$ 73,596	\$ 75,422	\$ 77,248	\$ 79,074	\$ 80,900	\$ 82,726	\$ 84,552	1,826
10 \$	62,707	\$ 64,718	\$ 66,729	\$ 68,740	\$ 70,751	\$ 72,762	\$ 74,773	\$ 76,784	\$ 78,795	\$ 80,806	\$ 82,817	\$ 84,828	\$ 86,839	\$ 88,850	\$ 90,861	\$ 92,872	2,011
11 \$	68,870	\$ 71,083	\$ 73,296	\$ 75,509	\$ 77,722	\$ 79,935	\$ 82,148	\$ 84,361	\$ 86,574	\$ 88,787	\$ 91,000	\$ 93,213	\$ 95,426	\$ 97,639	\$ 99,852	\$ 102,065	2,213

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



Fiscal Year: 2021 Service Code Definition: Clerical and Administrative Support

Effective Date: October 11, 2020 Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0079
 X03

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
2 \$	31,184 \$	32,274 \$	33,364 \$	34,454 \$	35,544 \$	36,634 \$	37,724 \$	38,814 \$	39,904 \$	40,994 \$	1,090
3 \$	33,981 \$	35,160 \$	36,339 \$	37,518 \$	38,697 \$	39,876 \$	41,055 \$	42,234 \$	43,413 \$	44,592 \$	1,179
4 \$	35,637 \$	36,848 \$	38,059 \$	39,270 \$	40,481 \$	41,692 \$	42,903 \$	44,114 \$	45,325 \$	46,536 \$	1,211
5 \$	38,538 \$	39,881 \$	41,224 \$	42,567 \$	43,910 \$	45,253 \$	46,596 \$	47,939 \$	49,282 \$	50,625 \$	1,343
6 \$	42,704 \$	44,192 \$	45,680 \$	47,168 \$	48,656 \$	50,144 \$	51,632 \$	53,120 \$	54,608 \$	56,096 \$	1,488
7 \$	47,317 \$	48,962 \$	50,607 \$	52,252 \$	53,897 \$	55,542 \$	57,187 \$	58,832 \$	60,477 \$	62,122 \$	1,645
8 \$	51,964 \$	53,620 \$	55,276 \$	56,932 \$	58,588 \$	60,244 \$	61,900 \$	63,556 \$	65,212 \$	66,868 \$	1,656
9 \$	57,162 \$	58,988 \$	60,814 \$	62,640 \$	64,466 \$	66,292 \$	68,118 \$	69,944 \$	71,770 \$	73,596 \$	1,826

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



Service Code Definition: Corrections and Other Occupation Groups

Fiscal Year: 2021

Effective Date: October 11, 2020

Union/Nonunion: Union

Job Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0067

X04

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Step														Between Steps																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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4	\$ 41,344	\$ 42,493	\$ 43,642	\$ 44,791	\$ 45,940	\$ 47,089	\$ 48,238	\$ 49,387	\$ 50,536	\$ 51,685	\$ 52,834	\$ 53,983	\$ 55,132	\$ 56,281	\$ 57,430	\$ 58,579	\$ 59,728	\$ 60,877	\$ 62,026	\$ 63,175	\$ 64,324	\$ 65,473	\$ 66,622	\$ 67,771	\$ 68,920	\$ 70,069	\$ 71,218	\$ 72,367	\$ 73,516	\$ 74,665	\$ 75,814	\$ 76,963	\$ 78,112	\$ 79,261	\$ 80,410	\$ 81,559	\$ 82,708	\$ 83,857	\$ 85,006	\$ 86,155	\$ 87,304	\$ 88,453	\$ 89,602	\$ 90,751	\$ 91,900	\$ 93,049	\$ 94,198	\$ 95,347	\$ 96,496	\$ 97,645	\$ 98,794	\$ 99,943	\$ 101,092	\$ 102,241	\$ 103,390	\$ 104,539	\$ 105,688	\$ 106,837	\$ 107,986	\$ 109,135	\$ 110,284	\$ 111,433	\$ 112,582	\$ 113,731	\$ 114,880	\$ 116,029	\$ 117,178	\$ 118,327	\$ 119,476	\$ 120,625	\$ 121,774	\$ 122,923	\$ 124,072	\$ 125,221	\$ 126,370	\$ 127,519	\$ 128,668	\$ 129,817	\$ 130,966	\$ 132,115	\$ 133,264	\$ 134,413	\$ 135,562	\$ 136,711	\$ 137,860	\$ 139,009	\$ 140,158	\$ 141,307	\$ 142,456	\$ 143,605	\$ 144,754	\$ 145,903	\$ 147,052	\$ 148,201	\$ 149,350	\$ 150,499	\$ 151,648	\$ 152,797	\$ 153,946	\$ 155,095	\$ 156,244	\$ 157,393	\$ 158,542	\$ 159,691	\$ 160,840	\$ 161,989	\$ 163,138	\$ 164,287	\$ 165,436	\$ 166,585	\$ 167,734	\$ 168,883	\$ 170,032	\$ 171,181	\$ 172,330	\$ 173,479	\$ 174,628	\$ 175,777	\$ 176,926	\$ 178,075	\$ 179,224	\$ 180,373	\$ 181,522	\$ 182,671	\$ 183,820	\$ 184,969	\$ 186,118	\$ 187,267	\$ 188,416	\$ 189,565	\$ 190,714	\$ 191,863	\$ 193,012	\$ 194,161	\$ 195,310	\$ 196,459	\$ 197,608	\$ 198,757	\$ 199,906	\$ 201,055	\$ 202,204	\$ 203,353	\$ 204,502	\$ 205,651	\$ 206,800	\$ 207,949	\$ 209,098	\$ 210,247	\$ 211,396	\$ 212,545	\$ 213,694	\$ 214,843	\$ 215,992	\$ 217,141	\$ 218,290	\$ 219,439	\$ 220,588	\$ 221,737	\$ 222,886	\$ 224,035	\$ 225,184	\$ 226,333	\$ 227,482	\$ 228,631	\$ 229,780	\$ 230,929	\$ 232,078	\$ 233,227	\$ 234,376	\$ 235,525	\$ 236,674	\$ 237,823	\$ 238,972	\$ 240,121	\$ 241,270	\$ 242,419	\$ 243,568	\$ 244,717	\$ 245,866	\$ 247,015	\$ 248,164	\$ 249,313	\$ 250,462	\$ 251,611	\$ 252,760	\$ 253,909	\$ 255,058	\$ 256,207	\$ 257,356	\$ 258,505	\$ 259,654	\$ 260,803	\$ 261,952	\$ 263,101	\$ 264,250	\$ 265,399	\$ 266,548	\$ 267,697	\$ 268,846	\$ 270,000	\$ 271,150	\$ 272,300	\$ 273,450	\$ 274,600	\$ 275,750	\$ 276,900	\$ 278,050	\$ 279,200	\$ 280,350	\$ 281,500	\$ 282,650	\$ 283,800	\$ 284,950	\$ 286,100	\$ 287,250	\$ 288,400	\$ 289,550	\$ 290,700	\$ 291,850	\$ 293,000	\$ 294,150	\$ 295,300	\$ 296,450	\$ 297,600	\$ 298,750	\$ 299,900	\$ 301,050	\$ 302,200	\$ 303,350	\$ 304,500	\$ 305,650	\$ 306,800	\$ 307,950	\$ 309,100	\$ 310,250	\$ 311,400	\$ 312,550	\$ 313,700	\$ 314,850	\$ 316,000	\$ 317,150	\$ 318,300	\$ 319,450	\$ 320,600	\$ 321,750	\$ 322,900	\$ 324,050	\$ 325,200	\$ 326,350	\$ 327,500	\$ 328,650	\$ 329,800	\$ 330,950	\$ 332,100	\$ 333,250	\$ 334,400	\$ 335,550	\$ 336,700	\$ 337,850	\$ 339,000	\$ 340,150	\$ 341,300	\$ 342,450	\$ 343,600	\$ 344,750	\$ 345,900	\$ 347,050	\$ 348,200	\$ 349,350	\$ 350,500	\$ 351,650	\$ 352,800	\$ 353,950	\$ 355,100	\$ 356,250	\$ 357,400	\$ 358,550	\$ 359,700	\$ 360,850	\$ 362,000	\$ 363,150	\$ 364,300	\$ 365,450	\$ 366,600	\$ 367,750	\$ 368,900	\$ 370,050	\$ 371,200	\$ 372,350	\$ 373,500	\$ 374,650	\$ 375,800	\$ 376,950	\$ 378,100	\$ 379,250	\$ 380,400	\$ 381,550	\$ 382,700	\$ 383,850	\$ 385,000	\$ 386,150	\$ 387,300	\$ 388,450	\$ 389,600	\$ 390,750	\$ 391,900	\$ 393,050	\$ 394,200	\$ 395,350	\$ 396,500	\$ 397,650	\$ 398,800	\$ 399,950	\$ 401,100	\$ 402,250	\$ 403,400	\$ 404,550	\$ 405,700	\$ 406,850	\$ 408,000	\$ 409,150	\$ 410,300	\$ 411,450	\$ 412,600	\$ 413,750	\$ 414,900	\$ 416,050	\$ 417,200	\$ 418,350	\$ 419,500	\$ 420,650	\$ 421,800	\$ 422,950	\$ 424,100	\$ 425,250	\$ 426,400	\$ 427,550	\$ 428,700	\$ 429,850	\$ 431,000	\$ 432,150	\$ 433,300	\$ 434,450	\$ 435,600	\$ 436,750	\$ 437,900	\$ 439,050	\$ 440,200	\$ 441,350	\$ 442,500	\$ 443,650	\$ 444,800	\$ 445,950	\$ 447,100	\$ 448,250	\$ 449,400	\$ 450,550	\$ 451,700	\$ 452,850	\$ 454,000	\$ 455,150	\$ 456,300	\$ 457,450	\$ 458,600	\$ 459,750	\$ 460,900	\$ 462,050	\$ 463,200	\$ 464,350	\$ 465,500	\$ 466,650	\$ 467,800	\$ 468,950	\$ 470,100	\$ 471,250	\$ 472,400	\$ 473,550	\$ 474,700	\$ 475,850	\$ 477,000	\$ 478,150	\$ 479,300	\$ 480,450	\$ 481,600	\$ 482,750	\$ 483,900	\$ 485,050	\$ 486,200	\$ 487,350	\$ 488,500	\$ 489,650	\$ 490,800	\$ 491,950	\$ 493,100	\$ 494,250	\$ 495,400	\$ 496,550	\$ 497,700	\$ 498,850	\$ 500,000	\$ 501,150	\$ 502,300	\$ 503,450	\$ 504,600	\$ 505,750	\$ 506,900	\$ 508,050	\$ 509,200	\$ 510,350	\$ 511,500	\$ 512,650	\$ 513,800	\$ 514,950	\$ 516,100	\$ 517,250	\$ 518,400	\$ 519,550	\$ 520,700	\$ 521,850	\$ 523,000	\$ 524,150	\$ 525,300	\$ 526,450	\$ 527,600	\$ 528,750	\$ 529,900	\$ 531,050	\$ 532,200	\$ 533,350	\$ 534,500	\$ 535,650	\$ 536,800	\$ 537,950	\$ 539,100	\$ 540,250	\$ 541,400	\$ 542,550	\$ 543,700	\$ 544,850	\$ 546,000	\$ 547,150	\$ 548,300	\$ 549,450	\$ 550,600	\$ 551,750	\$ 552,900	\$ 554,050	\$ 555,200	\$ 556,350	\$ 557,500	\$ 558,650	\$ 559,800	\$ 560,950	\$ 562,100	\$ 563,250	\$ 564,400	\$ 565,550	\$ 566,700	\$ 567,850	\$ 569,000	\$ 570,150	\$ 571,300	\$ 572,450	\$ 573,600	\$ 574,750	\$ 575,900	\$ 577,050	\$ 578,200	\$ 579,350	\$ 580,500	\$ 581,650	\$ 582,800	\$ 583,950	\$ 585,100	\$ 586,250	\$ 587,400	\$ 588,550	\$ 589,700	\$ 590,850	\$ 592,000	\$ 593,150	\$ 594,300	\$ 595,450	\$ 596,600	\$ 597,750	\$ 598,900	\$ 600,050	\$ 601,200	\$ 602,350	\$ 603,500	\$ 604,650	\$ 605,800	\$ 606,950	\$ 608,100	\$ 609,250	\$ 610,400	\$ 611,550	\$ 612,700	\$ 613,850	\$ 615,000	\$ 616,150	\$ 617,300	\$ 618,450	\$ 619,600	\$ 620,750	\$ 621,900	\$ 623,050	\$ 624,200	\$ 625,350	\$ 626,500	\$ 627,650	\$ 628,800	\$ 629,950	\$ 631,100	\$ 632,250	\$ 633,400	\$ 634,550	\$ 635,700	\$ 636,850	\$ 638,000	\$ 639,150	\$ 640,300	\$ 641,450	\$ 642,600	\$ 643,750	\$ 644,900	\$ 646,050	\$ 647,200	\$ 648,350	\$ 649,500	\$ 650,650	\$ 651,800	\$ 652,950	\$ 654,100	\$ 655,250	\$ 656,400	\$ 657,550	\$ 658,700	\$ 659,850	\$ 661,000	\$ 662,150	\$ 663,300	\$ 664,450	\$ 665,600	\$ 666,750	\$ 667,900	\$ 669,050	\$ 670,200	\$ 671,350	\$ 672,500	\$ 673,650	\$ 674,800	\$ 675,950	\$ 677,100	\$ 678,250	\$ 679,400	\$ 680,550	\$ 681,700	\$ 682,850	\$ 684,000	\$ 685,150	\$ 686,300	\$ 687,450	\$ 688,600	\$ 689,750	\$ 690,900	\$ 692,050	\$ 693,200	\$ 694,350	\$ 695,500	\$ 696,650	\$ 697,800	\$ 698,950	\$ 700,100	\$ 701,250	\$ 702,400	\$ 703,550	\$ 704,700	\$ 705,850	\$ 707,000	\$ 708,150	\$ 709,300	\$ 710,450	\$ 711,600	\$ 712,750	\$ 713,900	\$ 715,050	\$ 716,200	\$ 717,350	\$ 718,500	\$ 719,650	\$ 720,800	\$ 721,950	\$ 723,100	\$ 724,250	\$ 725,400	\$ 726,550	\$ 727,700	\$ 728,850	\$ 730,000	\$ 731,150	\$ 732,300	\$ 733,450	\$ 734,600	\$ 735,750	\$ 736,900	\$ 738,050	\$ 739,200	\$ 740,350	\$ 741,500	\$ 742,650	\$ 743,800	\$ 744,950	\$ 746,100	\$ 747,250	\$ 748,400	\$ 749,550	\$ 750,700	\$ 751,850	\$ 753,000	\$ 754,150	\$ 755,300	\$ 756,450	\$ 757,600	\$ 758,750	\$ 759,900	\$ 761,050	\$ 762,200	\$ 763,350	\$ 764,500	\$ 765,650	\$ 766,800	\$ 767,950	\$ 769,100	\$ 770,250	\$ 771,400	\$ 772,550	\$ 773,700	\$ 774,850	\$ 776,000	\$ 777,150	\$ 778,300	\$ 779,450	\$ 780,600	\$ 781,750	\$ 782,900	\$ 784,050	\$ 785,200	\$ 786,350	\$ 787,500	\$ 788,650	\$ 789,800	\$ 790,950	\$ 792,100	\$ 793,250	\$ 794,400	\$ 795,550	\$ 796,700	\$ 797,850	\$ 799,000	\$ 800,150	\$ 801,300	\$ 802,450	\$ 803,600	\$ 804,750	\$ 805,900	\$ 807,050	\$ 808,200	\$ 809,350	\$ 810,500	\$ 811,650	\$ 812,800	\$ 813,950	\$ 815,100	\$ 816,250	\$ 817,400	\$ 818,550	\$ 819,700	\$ 820,850	\$ 822,000	\$ 823,150	\$ 824,300	\$ 825,450	\$ 826,600	\$ 827,750	\$ 828,900	\$ 830,050	\$ 831,200	\$ 832,350	\$ 833,500	\$ 834,650	\$ 835,800	\$ 836,950	\$ 838,100	\$ 839,250	\$ 840,400	\$ 841,550	\$ 842,700	\$ 843,850	\$ 845,000	\$ 846,150	\$ 847,300	\$ 848,450	\$ 849,600	\$ 850,750	\$ 851,900	\$ 853,050	\$ 854,200	\$ 855,350	\$ 856,500	\$ 857,650	\$ 858,800	\$ 859,950	\$ 861,100	\$ 862,250	\$ 863,400	\$ 864,550	\$ 865,700	\$ 866,850	\$ 868,000	\$ 869,150	\$ 870,300	\$ 871,450	\$ 872,600	\$ 873,750	\$ 874,900	\$ 876,050	\$ 877,200	\$ 878,350	\$ 879,500	\$ 880,650	\$ 881,800	\$ 882,950	\$ 884,100	\$ 885,250	\$ 886,400	\$ 887,550	\$ 888,700	\$ 889,850	\$ 891,000	\$ 892,150	\$ 893,300	\$ 894,450	\$ 895,600	\$ 896,750	\$ 897,900	\$ 899,050	\$ 900,200	\$ 901,350	\$ 902,500	\$ 903,650	\$ 904,800	\$ 905,950	\$ 907,100	\$ 908,250	\$ 909,400	\$ 910,550	\$ 911,700	\$ 912,850	\$ 914,000	\$ 915,150	\$ 916,300	\$ 917,450	\$ 918,600	\$ 919,750	\$ 920,900	\$ 922,050	\$ 923,200	\$ 924,350	\$ 925,500	\$ 926,650	\$ 927,800	\$ 928,950	\$ 930,100	\$ 931,250	\$ 932,400	\$ 933,550	\$ 934,700	\$ 935,850	\$ 937,000	\$ 938,150	\$ 939,300	\$ 940,450	\$ 941,600	\$ 942,750	\$ 943,900	\$ 945,050	\$ 946,200	\$ 947,350	\$ 948,500	\$ 949,650	\$ 950,800	\$ 951,950	\$ 953,100	\$ 954,250	\$ 955,400	\$ 956,550	\$ 957,700	\$ 958,850	\$ 960,000	\$ 961,150	\$ 962,300	\$ 963,450	\$ 964,600	\$ 965,750	\$ 966,900	\$ 968,050	\$ 969,200	\$ 970,350	\$ 971,500	\$ 972,650	\$ 973,800	\$ 974,950	\$ 976,100	\$ 977,250	\$ 978,400	\$ 979,550	\$ 980,700	\$ 981,850	\$ 983,000	\$ 984,150	\$ 985,300	\$ 986,450	\$ 987,600	\$ 988,75

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



Fiscal Year: 2021 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 11, 2020

Union/Nonunion: Union Affected CBU/Service Code(s): A22

Pay Plan/Schedule: CS Series: 0185 Social Worker
 Peoplesoft Schedule: DS0080 X05 0186 Social Worker (Associate)

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	\$ 56,385	\$ 57,865	\$ 59,345	\$ 60,825	\$ 62,305	\$ 63,785	\$ 65,265	\$ 66,745	\$ 68,225	\$ 69,705	\$ 1,480
7	\$ 61,132	\$ 62,780	\$ 64,428	\$ 66,076	\$ 67,724	\$ 69,372	\$ 71,020	\$ 72,668	\$ 74,316	\$ 75,964	\$ 1,648
9	\$ 66,289	\$ 68,120	\$ 69,951	\$ 71,782	\$ 73,613	\$ 75,444	\$ 77,275	\$ 79,106	\$ 80,937	\$ 82,768	\$ 1,831
11	\$ 75,506	\$ 77,719	\$ 79,932	\$ 82,145	\$ 84,358	\$ 86,571	\$ 88,784	\$ 90,997	\$ 93,210	\$ 95,423	\$ 2,213
12	\$ 85,209	\$ 87,855	\$ 90,501	\$ 93,147	\$ 95,793	\$ 98,439	\$ 101,085	\$ 103,731	\$ 106,377	\$ 109,023	\$ 2,646
13	\$ 94,593	\$ 97,527	\$ 100,461	\$ 103,395	\$ 106,329	\$ 109,263	\$ 112,197	\$ 115,131	\$ 118,065	\$ 120,999	\$ 2,934

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



Fiscal Year: 2021 Service Code Definition: Health Care Occupations

Effective Date: October 11, 2020 Service Codes: A15, A39

Union/Nonunion: Union Job Series:

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

Pay Plan/Schedule: CS
 Peoplesoft Schedule: DS0069 X06

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	\$ 44,558	\$ 45,769	\$ 46,980	\$ 48,191	\$ 49,402	\$ 50,613	\$ 51,824	\$ 53,035	\$ 54,246	\$ 55,457	\$ 1,211
6	\$ 49,386	\$ 50,728	\$ 52,070	\$ 53,412	\$ 54,754	\$ 56,096	\$ 57,438	\$ 58,780	\$ 60,122	\$ 61,464	\$ 1,342
7	\$ 53,108	\$ 54,610	\$ 56,112	\$ 57,614	\$ 59,116	\$ 60,618	\$ 62,120	\$ 63,622	\$ 65,124	\$ 66,626	\$ 1,502
8	\$ 58,585	\$ 60,239	\$ 61,893	\$ 63,547	\$ 65,201	\$ 66,855	\$ 68,509	\$ 70,163	\$ 71,817	\$ 73,471	\$ 1,654
9	\$ 64,470	\$ 66,298	\$ 68,126	\$ 69,954	\$ 71,782	\$ 73,610	\$ 75,438	\$ 77,266	\$ 79,094	\$ 80,922	\$ 1,828
10	\$ 70,762	\$ 72,767	\$ 74,772	\$ 76,777	\$ 78,782	\$ 80,787	\$ 82,792	\$ 84,797	\$ 86,802	\$ 88,807	\$ 2,005
11	\$ 77,734	\$ 79,942	\$ 82,150	\$ 84,358	\$ 86,566	\$ 88,774	\$ 90,982	\$ 93,190	\$ 95,398	\$ 97,606	\$ 2,208
12	\$ 93,144	\$ 95,791	\$ 98,438	\$ 101,085	\$ 103,732	\$ 106,379	\$ 109,026	\$ 111,673	\$ 114,320	\$ 116,967	\$ 2,647

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



Fiscal Year: 2021
Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 11, 2020

L- Leader

Union/Nonunion: Union

Affected CBU/Service Code(s): B01 Regular
B02 Leader

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0029
 WS0034- Leaders
 X07 (Leaders previously X08)

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Step										Between Steps	
	1	2	3	4	5	6	7	8	9	10		
02 \$	17.50	18.11	18.72	19.33	19.94	20.55	21.16	21.77	22.38	22.99	\$	0.61
02L \$	19.07	19.74	20.41	21.08	21.75	22.42	23.09	23.76	24.43	25.10	\$	0.67
03 \$	18.89	19.53	20.17	20.81	21.45	22.09	22.73	23.37	24.01	24.65	\$	0.64
03L \$	20.66	21.37	22.08	22.79	23.50	24.21	24.92	25.63	26.34	27.05	\$	0.71
04 \$	20.21	20.91	21.61	22.31	23.01	23.71	24.41	25.11	25.81	26.51	\$	0.70
04L \$	22.16	22.92	23.68	24.44	25.20	25.96	26.72	27.48	28.24	29.00	\$	0.76
05 \$	21.62	22.35	23.08	23.81	24.54	25.27	26.00	26.73	27.46	28.19	\$	0.73
05L \$	23.53	24.35	25.17	25.99	26.81	27.63	28.45	29.27	30.09	30.91	\$	0.82
06 \$	22.84	23.64	24.44	25.24	26.04	26.84	27.64	28.44	29.24	30.04	\$	0.80
06L \$	25.11	25.97	26.83	27.69	28.55	29.41	30.27	31.13	31.99	32.85	\$	0.86
07 \$	24.37	25.21	26.05	26.89	27.73	28.57	29.41	30.25	31.09	31.93	\$	0.84
07L \$	26.61	27.54	28.47	29.40	30.33	31.26	32.19	33.12	34.05	34.98	\$	0.93
08 \$	25.76	26.64	27.52	28.40	29.28	30.16	31.04	31.92	32.80	33.68	\$	0.88
08L \$	28.15	29.15	30.15	31.15	32.15	33.15	34.15	35.15	36.15	37.15	\$	1.00
09 \$	27.01	27.95	28.89	29.83	30.77	31.71	32.65	33.59	34.53	35.47	\$	0.94
09L \$	29.65	30.67	31.69	32.71	33.73	34.75	35.77	36.79	37.81	38.83	\$	1.02
10 \$	28.39	29.38	30.37	31.36	32.35	33.34	34.33	35.32	36.31	37.30	\$	0.99
10L \$	31.15	32.23	33.31	34.39	35.47	36.55	37.63	38.71	39.79	40.87	\$	1.08
11 \$	29.79	30.83	31.87	32.91	33.95	34.99	36.03	37.07	38.11	39.15	\$	1.04
11L \$	32.64	33.78	34.92	36.06	37.20	38.34	39.48	40.62	41.76	42.90	\$	1.14
12 \$	31.15	32.23	33.31	34.39	35.47	36.55	37.63	38.71	39.79	40.87	\$	1.08
12L \$	34.15	35.32	36.49	37.66	38.83	40.00	41.17	42.34	43.51	44.68	\$	1.17
13 \$	32.47	33.60	34.73	35.86	36.99	38.12	39.25	40.38	41.51	42.64	\$	1.13
13L \$	35.50	36.78	38.06	39.34	40.62	41.90	43.18	44.46	45.74	47.02	\$	1.28

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



Fiscal Year: 2021 Service Code Definition: Correctional Officers & EMS

Effective Date: October 11, 2020

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

Pay Plan/Schedule: CS Series: 0007 Correctional Officer
 Peoplesoft Schedule: DS0070 0083 Special Police Officer
 X10 0699 EMT/Paramedic

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
5	\$ 46,997	\$ 48,203	\$ 49,409	\$ 50,615	\$ 51,821	\$ 53,027	\$ 54,233	\$ 55,439	\$ 56,645	\$ 57,851	\$ 1,206
6	\$ 50,719	\$ 52,064	\$ 53,409	\$ 54,754	\$ 56,099	\$ 57,444	\$ 58,789	\$ 60,134	\$ 61,479	\$ 62,824	\$ 1,345
7	\$ 54,038	\$ 55,561	\$ 57,084	\$ 58,607	\$ 60,130	\$ 61,653	\$ 63,176	\$ 64,699	\$ 66,222	\$ 67,745	\$ 1,523
8	\$ 59,579	\$ 61,265	\$ 62,951	\$ 64,637	\$ 66,323	\$ 68,009	\$ 69,695	\$ 71,381	\$ 73,067	\$ 74,753	\$ 1,686
9	\$ 65,585	\$ 67,445	\$ 69,305	\$ 71,165	\$ 73,025	\$ 74,885	\$ 76,745	\$ 78,605	\$ 80,465	\$ 82,325	\$ 1,860
10	\$ 71,966	\$ 74,011	\$ 76,056	\$ 78,101	\$ 80,146	\$ 82,191	\$ 84,236	\$ 86,281	\$ 88,326	\$ 90,371	\$ 2,045

MASTER AGREEMENT

BETWEEN

**THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
DISTRICT COUNCIL 20,
AFL-CIO**

AND

**THE GOVERNMENT OF THE
DISTRICT OF COLUMBIA**

EFFECTIVE THROUGH SEPTEMBER 30, 2010

TABLE OF CONTENTS

ARTICLE		PAGE
	Preamble	3
1	Recognition	4
2	Management Rights	5
3	Union Rights and Security	5
4	Labor-Management Meetings	7
5	Discrimination	7
6	Union Rights and Responsibilities	8
7	Discipline	13
8	Training and Career Ladder	16
9	Safety and Health	17
10	General Provisions	21
11	Bulletin Boards	22
12	Personnel Files	22
13	Seniority	23
14	Inclement Weather Conditions	25
15	Hours of Work	26
16	Administration of Leave	27
17	Administration of Overtime	31
18	Wages	31
19	Reduction-In-Force	32
20	Contracting Out	33
21	Strikes and Lockouts	33
22	Grievance Procedures	34
23	Employee Rights	37
24	New Technology and Equipment	37
25	Job Descriptions	37
26	Savings Clause	38
27	Duration and Finality	38

PREAMBLE

The District of Columbia Comprehensive Merit Personnel Act (D.C. Law 2-139, Title I, Chapter 6, Subchapter 1, D.C. Official Code § 1-601.02) states that the Council of the District of Columbia declares that it is the purpose and policy of this act to assure that the District of Columbia Government shall have a modern flexible system of public personnel administration, which shall “provide for a positive policy of labor-management relations including collective bargaining between the District of Columbia and its employees”

The District of Columbia Comprehensive Merit Personnel Act (D.C. Law 2-139, Title 1, Chapter 6, Subchapter XVIII, (D.C. Official Code) Section 1-617.01) states [t]he District of Columbia Government finds and declares that an effective collective bargaining process is in the general public interest and will improve the morale of public employees and the quality of service to the public.

The District of Columbia Comprehensive Merit Personnel Act (D.C. Law 2-139, Title 1, Chapter 6, Subchapter XVIII, (D.C. Official Code) Section 1-617.01(b) provides for collective bargaining between the Mayor of the District of Columbia and labor organizations accorded exclusive recognition for employee representation for employees of the District of Columbia Government.

Pursuant to the District of Columbia Comprehensive Merit Personnel Act (D.C. Law 2-139, Title 1, Chapter 6, Subchapter XVIII, (D.C. Official Code) Section 1-617.10), various local unions or District Council 20 of the American Federation of State, County and Municipal Employees, AFL-CIO, (herein “AFSCME” or the “Union”) have been certified and/or recognized as the exclusive collective bargaining agent for employees of the District of Columbia Government (hereinafter the “District” or the “Employer”).

Accordingly, AFSCME and the District enter into this Agreement, which shall have as its purposes:

- (1) Promotion of a positive policy of labor-management relations between the District of Columbia Government and its employees;
- (2) Improvement of morale of employees in service to the District of Columbia Government;
- (3) Enhancement of the quality of public service to the citizens of the District of Columbia;
- (4) Creation of a government that works better; and
- (5) Promotion of the rights of District of Columbia Government employees to express their views without fear of retaliation.

AFSCME and the District of Columbia Government declare that each party has been afforded the opportunity to put forth all its non-compensation proposals and to bargain in good faith. Both parties agree that this Agreement is the result of their collective bargaining and each party affirms its contents without reservation. This Preamble is intended to provide the background and purpose of the Collective Bargaining Agreement. Alleged violations of the Preamble per se will not be cited as contract violations.

ARTICLE 1 **RECOGNITION**

Section 1 – Recognition:

The District of Columbia Government (hereinafter referred to as the “District” or “Employer”) hereby recognizes as the sole and exclusive representative for the purpose of collective bargaining, the American Federation of State, County and Municipal Employees, AFL-CIO, District of Columbia District Council 20, and its affiliated Local Unions (hereinafter referred to collectively as the "Union" or "AFSCME") for each of the bargaining units under the personnel authority of the Mayor for which AFSCME is the certified collective bargaining representative.

Section 2 - Bargaining Units Descriptions:

This Agreement may also include agencies with independent personnel authority if they have executed an addendum opting to be covered by the provisions herein.

Section 3 - Coverage:

AFSCME, the certified exclusive representative of all employees in the bargaining unit referenced above, shall be responsible for representing the interests of employees in the units without discrimination as to membership; provided, however, that an employee who does not pay dues or service fees may be required by the Union to pay reasonable costs for personal representation.

Section 4 – New Units:

Bargaining units of employees under the administrative jurisdiction of the Mayor of the District of Columbia certified during the term of this Agreement shall be covered by the provisions of this Agreement, if agreed to by the parties.

Section 5 – Unit Clarification(s):

The Union and the Employer shall file a Joint Petition with the Public Employee Relations Board (hereinafter referenced as PERB) to clarify and correct inaccuracies contained on the current unit certifications. Prior to filing of the joint petition, the Union and Employer shall confer on the revised unit descriptions.

ARTICLE 2
MANAGEMENT RIGHTS

Section 1 – Management Rights in Accordance with the Comprehensive Merit Personnel Act (CMPA):

(a) Management's rights shall be administered consistent with D.C. Official Code §1-617.08, 2001 edition as amended.

(b) All matters shall be deemed negotiable except those that are proscribed by this subchapter. Negotiations concerning compensation are authorized to the extent provided in Sections 1-617.16 and 1-617.17 (as amended).

Section 2 - Impact of the Exercise of Management Rights:

Management rights are not subject to negotiations; however, in the Employer's exercise of such rights, the Union may request the opportunity to bargain the impact and effects, where there has been an adverse impact upon employees regarding terms and conditions of employment.

ARTICLE 3
UNION RIGHTS AND SECURITY

Section 1 – Exclusive Agent:

The District shall not negotiate with any other employee organization or group with reference to terms and/or conditions of employment for employees represented by AFSCME. AFSCME shall have the right of unchallenged representation in its bargaining units for the duration of this Agreement in accordance with PERB Interim Rules, Section 502.9(b).

Section 2 – Meeting Space:

Upon request at least one day in advance, the Employer will provide meeting space as available for bargaining unit business. Except as provided elsewhere in this Agreement, meetings will be held on the non-work time of all employees attending the meetings. The Union will be responsible for maintaining decorum at meetings on the Employer's premises and for restoring the space to the same condition to which it existed prior to the meetings.

Section 3 – Access to Employees:

The Union shall have access to all new and rehired employees to explain Union membership, services and programs. Such access shall occur during either a formal orientation session or upon

such employees' reporting to their work site within thirty (30) calendar days of employees' appointment or reappointment.

Section 4 - Dues Checkoff:

The Employer agrees to deduct union dues bi-weekly from the pay of employee members upon proper authorization. The employee must complete and sign Form 277 to authorize the withholding. The amount to be deducted shall be certified to the Employer in writing by the appropriate official of District Council 20. It is the responsibility of the employee and the Union to bring errors or changes in status to the attention of the Employer. Corrections or changes will be made at the earliest opportunity after notification is received but in no case will changes be made retroactively. Union dues withholding authorization may be cancelled upon written notification to the Union and the Employer within the thirty (30) calendar day period prior to the anniversary date of this Agreement. When Union dues are cancelled, the Employer shall withhold a service fee in accordance with Section 5 of this Article.

Section 5 - Service Fees:

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

Section 6 – Cost of Processing:

The Employer shall deduct \$.05 per deduction (dues or service fee) per pay period from each employee who has dues or service fees deducted. This amount represents the fair value of the cost to the Employer for performing the administrative services and is payable to the Office of Labor Relations and Collective Bargaining.

Section 7 - Hold Harmless:

The Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands and other forms of liability, 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 4
LABOR-MANAGEMENT MEETINGS

Section 1 – Labor-Management Partnerships:

Consistent with the principles of the D.C. Labor-Management Partnership Council, the parties agree to establish and support appropriate partnerships within the individual agencies covered by this Agreement. The purpose of such partnership will be to promote labor-management cooperation within a high-quality work environment designed to improve the quality of services delivered to the public.

Agency partnership should ordinarily be made up of equal numbers of high-level officials of labor and management who will meet regularly to consider such issues as they choose to discuss. Decisions by the partnership are by consensus only.

Section 2 – Labor-Management Contract Review Committee:

Appropriate high-level management and union representatives shall meet at least monthly, at either party's request, to discuss problems covering the implementation of this Agreement. The findings and recommendations of the Contract Review Committee will be referred to the Director for action. The Director or his/her designee shall respond in writing to any written finding and recommendation of the committee within a reasonable period.

ARTICLE 5
DISCRIMINATION

Section 1 – General Provisions:

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

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

Neither party to this Agreement will discriminate against any employee with regard to race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, physical handicap, political affiliation, or as otherwise provided by law.

Section 2 – Equal Employment Practices:

The Employer agrees to vigorously continue the implementation of its Equal Employment opportunity Program as approved by the Director, D.C. Office of Human Rights. For the purpose of this Agreement, the Department/Agency's Affirmative Action Plan will be observed. Progress reports will be sent to the Union periodically as to the implementation of the Affirmative Action Plan.

The Union shall designate an Affirmative Action Coordinator who shall, upon request, attend meetings of the Department's Affirmative Action Counselors, and be permitted to meet with Department EEO officials to discuss implementation of the Affirmative Action Plan including Departmental policies and programs.

Vacancy Announcements for Departmental vacancies shall be posted at all work locations. One copy of the notice shall be supplied to appropriate Union Shop Stewards.

Section 3 – Discrimination Charges:

Any charges of discrimination shall be considered by the appropriate administrative agency having jurisdiction over the matter and shall therefore not be subject to the negotiated grievance procedure.

ARTICLE 6
UNION RIGHTS AND RESPONSIBILITIES

Section 1 – Union Stewards:

Union Stewards shall be designated by the Union and shall be recognized as employee representatives. Union Stewards shall be employed at the same work area or shift as employees they are designated to represent. When a union steward is transferred by an action of management (not including promotion or transfer at the employee's request), the steward may continue to act as a steward for his/her former work site for a period not to exceed 45 days from original notification. The Union will supply the Employer with lists of stewards' names, which shall be posted on appropriate bulletin boards. The Union shall notify the Employer of changes in the roster of Stewards. Stewards are authorized to perform and discharge union duties and responsibilities, which may be assigned to them under the terms of this Agreement.

Section 2 – Performance of Duties:

Stewards shall obtain permission from their immediate supervisors prior to leaving their work assignments to properly and expeditiously carry out their duties during a reasonable amount of official time to be estimated in advance whenever possible. Before attempting to see an employee, the Steward will obtain permission from the employee's supervisor. Such permission will be granted unless the employee cannot be immediately relieved from his assigned duties, in which case permission will be granted as soon as possible thereafter. If the immediate supervisor is unavailable, permission will be requested from the next highest level of supervision. Requests by Stewards for permission to meet with employees and/or by employees to meet with Stewards will not require prior explanation to the supervisor of the problems involved other than to identify the area to be visited and the general purpose of the visit i.e., grievance investigation, labor-management meetings, negotiation sessions, etc.

A Steward thus engaged will report back to his/her supervisor on completion of such duties and return to their job. The employer agrees that there shall be no restraint, interference, coercion, or discrimination against a Steward in the performance of such duties.

Section 3 – Union Activities on Employer's Time and Premises:

The Employer agrees that during working hours, on the Employer's premises and without loss of pay, in accordance with Article 6 of this Agreement, Union representatives shall be allowed to:

- A. Post Union notices on designated Union bulletin boards (with a copy given to the Employer);
- B. Attend negotiation meetings;
- C. Transmit communications authorized by the District Council and Local Union or its officers to the Employer or his/her representative;
- D. Consult with the Employer or his/her representative, District Council and Local Union Officers, other Union representatives or employers, concerning the enforcement of any provisions of this Agreement, and other Labor-Management activities. Official time does not include internal Union activities; and
- E. Solicitation of Union membership and distribution of literature shall be confined to the non-working time of all employees involved and out of sight of the public.

Section 4 – Visits by Union Representatives:

The Employer agrees that representatives of the American Federation of State, County and Municipal Employees whether local, Union representatives, District council representatives, or

International representatives shall have full and free access except in secured areas, to the premises of the Employer at any time during working hours to conduct Union business. Advance notification will be given to the appropriate supervisor of the facility to be visited to permit scheduling that will cause minimal disruption of the work activities.

Section 5 – Union Insignia:

The Employer agrees that the employee has a right to participate and identify with the Union as his/her representative in collective bargaining matters; therefore, the Employer agrees that such identification devices as emblems, buttons and pins supplied by the Union to the employees within the bargaining unit may be worn on their uniforms, except for uniformed police.

Section 6 – Official Time:

Union representatives who engage in labor management activities during working hours shall indicate on the “Official Time Report” the activity performed. No Union representative will be disadvantaged in the assessment of his/her performance based on use of documented official time while conducting labor management business.

REPRESENTATIONAL FUNCTIONS OF OFFICIAL TIME (Activity)

1	Labor negotiations.
2	Contacts between employee representatives and employees provided for in the negotiated grievance procedure.
3	Grievance meetings and arbitration hearings.
4	Disciplinary or adverse action meetings, if the Union is designated as representative of the employee.
5	Attendance at an examination of an employee who reasonably believe he or she may be the subject of a disciplinary or adverse action and the employee has requested representation.
6	Attendance at board or other committee meetings on which the Union representatives are authorized membership by the Employer or the Agreement.
7	Attendance at meetings between the Employer and the Union.
8	Attendance at agency recognized/sponsored activities to which the Union has been invited.

**Distribution: Original to Office of Labor Relations & Collective Bargaining
Copy kept by Supervisor & Union Representative**

ARTICLE 7 **DISCIPLINE**

Section 1:

Discipline shall be imposed for cause, as provided in the D.C. Official Code § 1-616.51 (2001 ed.).

Section 2:

For the purposes of this Article, discipline shall include the following:

- a. **Corrective Actions:** Written reprimands or suspensions of nine (9) days or less;
- b. **Adverse Actions:** Removal, suspension for more than nine (9) days; or a reduction in rank or grade or pay for cause.

Section 3:

Discipline will be appropriate to the circumstances, and shall be primarily corrective, rather than punitive in nature. After discovery of the incident, the investigations shall be conducted in a timely manner and discipline shall be imposed upon the conclusion of any investigation or the gathering of any required documents, consistent with the principle of progressive discipline and D.C. Office of Personnel regulations.

Section 4:

If a supervisor has reason to discipline an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

Section 5:

Unless there is a reasonable cause to believe that an employee's conduct is an immediate hazard to the agency, the employee or other employees, or is detrimental to public health, safety or welfare, an employee against whom adverse action is proposed shall be entitled to at least thirty (30) days advance written notice of proposed adverse action (or fifteen (15) days if corrective action is proposed). The notice will identify the causes and the reasons for the proposed action.

Section 6:

Recognizing that the Union is the exclusive representative of the employees in the bargaining unit, the Department shall in good faith attempt to notify the Union of proposed disciplinary actions. Each Department shall notify the union of the method of notification. Further the Employer agrees

to notify the employee of his or her right to representation in corrective or adverse actions. The material upon which the proposed discipline is based shall be made available to the employee and his/her authorized representatives for review. The employee or his/her authorized representative will be entitled to receive a copy of the material upon written request.

Any information that cannot be disclosed to the employee, his representative, or physician shall not be used to support the proposed action.

Section 7:

Except in the special circumstances referred to in Section 5 above, an employee shall be entitled to at least ten (10) workdays to answer the notice of proposed corrective or adverse action. If the proposed action is removal, the employee shall upon request, be granted an opportunity to be heard prior to a final decision. This opportunity to be heard shall be afforded by a person designated by the agency head. This person shall not be in the supervisory chain between the proposing and/or deciding official(s) and shall not be subordinate to the proposing official. This person shall review the employee's answer, discuss the proposed action with the employee and/or his representative and appropriate representatives of the Employer and make a recommendation to the deciding official who will act upon the recommendation, as he/she deems proper.

Section 8:

The person proposing a disciplinary action shall not be the deciding official unless the proposing official is the agency head or Director of Personnel.

Section 9:

Except in the special circumstances referred to in Section 5 above, an employee against whom a corrective or adverse action has been proposed shall be kept in an active duty status during the notice period.

Section 10:

The deciding official shall issue a written decision within forty-five (45) calendar days from the date of receipt of the notice of proposed action which shall withdraw the notice of proposed action or sustain the proposed action in whole or in part. The forty-five (45) day period for issuing a final decision may be extended by agreement of the employee and the deciding official. If the proposed action is sustained in whole or in part, the written decision shall identify which causes have been sustained and which have been dismissed, describe whether the proposed penalty has been sustained or reduced and inform the employee of his or her right to appeal or grieve the decision, and the right to be represented. The final decision shall also specify the effective date of this action.

Section 11:

In any circumstance in which the Employer has reasonable cause to believe that an employee's conduct is an immediate hazard to the employing agency, to the employee involved or other employees, or is detrimental to public health, safety or welfare the Employer may place an employee on administrative leave whether or not notice of proposed action has been given to the employee.

Section 12:

Notice of final decision, dated and signed by the deciding official, shall be delivered to the employee on or before the time the action is effective. If the employee is not in a duty status at that time, the notice shall be sent to the employee's last known address by certified or registered mail.

Section 13:

Except as provided in Section 14 of this Article, employees may grieve actions through the negotiated grievance procedure, or appeal to the Office of Employee Appeals (OEA) in accordance with OEA regulations but not both. Once the employee has selected the review procedure, that choice shall be the exclusive method of review.

Section 14:

The removal of an employee during his or her probationary period is neither grievable nor appealable and shall be done in accordance with the DPM.

Section 15:

If a final decision is grieved through the negotiated grievance procedure a written grievance shall be filed with the deciding official within fifteen (15) workdays after the effective date of the action.

Section 16 – Troubled Employees:

In appropriate cases, consideration shall be given to correcting the problem through the D.C. Consultation and Counseling Service. When the District implements a new employee assistance program, this shall take the place of the D.C. Consultation and Counseling Service.

Section 17:

Whenever an employee is questioned by a supervisor with respect to a matter for which a disciplinary action is intended against the employee, the employee may, upon request, consult with a union official or other representative. Upon such request, the supervisor will stop the questioning until the employee can consult with such representative, but in no event will such questioning be

delayed beyond the end of the employee's following shift. When and if questioning is resumed, an employee may have a union official or other representative present.

ARTICLE 8

TRAINING AND CAREER LADDER

Section 1 – Basic Training:

Other than skills necessary to qualify for the position, the Employer agrees to provide each employee with basic training or orientation for the safe and effective performance of his/her job. Such training shall be provided at the Employer's expense and, if possible, during the employee's regular workday. If the employee is required to participate in training outside of regular work hours, the employee will be compensated in accordance with the Compensation Units 1 and 2 Agreement. Continued training shall be within budgetary constraints.

Section 2 - Continued Training Opportunities:

The Employer will encourage and assist employees in obtaining career related training and education outside the Department by collecting and posting current information available on training and educational opportunities. The Employer will inform employees of time or expense assistance the Employer may be able to provide.

Section 3 - Career Ladder:

The parties recognize and endorse the value of employee training and career ladder programs. Both parties subscribe to the principles of providing career development opportunities for employees who demonstrate potential for advancement. The feasibility of upward mobility and training programs for unit employees shall be a proper subject for labor-management meetings. Career ladder promotions when effected, shall be in accordance with DPM Chapter 8, Part II, Subpart 8, and Appendix A.

Section 4 - Experience Verification:

When an institution of higher learning provides credit for on-the-job experience, the Employer will, at the request of the employee, provide pertinent information to verify the employee's experience with the District. The employee shall provide the relevant documents and information necessary for the release of the employee's information to the relevant institution.

Section 5 - Union Sponsored Career Advancement Programs:

Management and the Union support the objective of meaningful career advancement for District Government workers in the areas of promotion, transfers and filling of vacancies. In keeping with this objective, the Union will investigate and develop programs to enhance opportunities for

career advancement such as: career counseling services; placement of career planning resource materials on site; correspondence course arrangements with area colleges, universities, vocational and technical schools; and workshops on resume writing and interview skills.

Programs that are developed will be presented and discussed during appropriate labor-management committee meetings for review and consideration.

ARTICLE 9 **SAFETY AND HEALTH**

Section 1 - Working Conditions:

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

B. Matters involving safety and health will be governed by the D.C. Occupational Safety and Health Plan in accordance with Subchapter XXI of the Comprehensive Merit Personnel Act (1980, as amended). The District will promptly make every effort to qualify its plan under the Occupational Safety and Health Administration (OSHA) as established by the U.S. Department of Labor.

C. The District shall furnish and maintain each work place in accordance with standards provided within this Section.

Section 2 - Employees Working Alone:

Employees shall not be required to work alone in areas beyond the call, observation or periodic check of others where dangerous chemicals, explosives, toxic gases, radiation, laser light, high voltage or rotary machinery are to be handled, or in known dangerous situations whenever the health and safety of an employee would be endangered by working alone.

Section 3 - Corrective Actions:

A. If an employee observes a condition, which he or she, believes to be unsafe, the employee should report the condition to the immediate supervisor.

B. If the supervisor and employee agree that a condition constitutes an immediate hazard to the health and safety of the employee, the supervisor shall take immediate precautions to protect the employee.

C. If the supervisor and employee do not agree that a condition constitutes an immediate hazard to the health and safety of the employee, the matter may be immediately referred by the employee to the next level supervisor or designee. The supervisor or designee shall meet as soon as possible with the employee and his or her AFSCME representative, and shall make a determination.

D. Employees shall not be required to operate equipment that has been determined by the Employer or the appropriate D.C. Safety Officer to be unsafe to use, when by doing so they might injure themselves or others.

Section 4 - Medical Service: On-the-Job Injury:

A. The District shall make first-aid kits reasonably available for use in case of on-the-job injuries. If additional treatment appears to be necessary, the District shall arrange immediately for transportation to an appropriate medical facility.

B. The need for additional first-aid kits will be an appropriate issue for Safety Committee determination. Recommendations of the Safety Committee will be referred to the appropriate agency officials.

Section 5 - Safety Devices and Equipment:

Protective devices and protective equipment shall be provided by the District and shall be used by the employees.

Section 6 - Safety Training:

A. The District shall provide safety training to employees as necessary for performance of their job. Issues involving safety training may be presented to the Safety Committee established in Section 8(A).

B. The District shall provide CPR training to all employees who request such training.

Section 7 - Information on Toxic Substances:

Employees who have been identified by the Safety Committee and the Department or District Safety Officer as having been exposed to a toxic substance (including, but not limited to asbestos) in sufficient quantity or duration to meet District Government standards shall receive appropriate health screening. In the absence of District Government standards, the Safety Committee and Safety Officer will refer to standards established by other appropriate authorities such as Occupational Safety and Health Administration (OSHA), National Institute for Occupational Safety and Health (NIOSH) or the Environmental Protection Agency (EPA).

Section 8 - Safety Committees:

A. A Safety Committee of three (3) representatives from AFSCME and three (3) representatives from the District is hereby established in each department/agency.

B. One (1) AFSCME and one (1) District representative shall each serve as co-chairpersons of the Committee. The Agency's Risk Management official shall serve on the Safety Committee as one of the Agency's representative.

C. The Safety Committee shall:

1. Meet on a monthly basis, unless mutually agreed otherwise. Prior to regularly scheduled monthly meeting, labor and management must submit their respective agendas to each other at least five (5) days in advance;

2. Conduct safety surveys, consider training needs, and make recommendations to the agency/department head and the Office of Risk Management;

3. Receive appropriate health and safety training.

D. Final reports or responses from agency/department heads (or designees) shall be provided to the Safety Committee within a reasonable period of time on safety matters initiated by the Committee.

E. In departments/agencies where there is more than one Local Union, there shall be a safety committee for each Local Union, unless otherwise agreed upon.

F. Safety Committees may be reorganized upon agreement of both parties.

Section 9 - Medical Qualification Requirements:

The District agrees to abide by the provisions of Chapter 8, Sections 848.19 and 848.20 of the D.C. Personnel Regulations as published in the D.C. Register, Volume 32, April 5, 1985 (32 DCR 1858, 1911).

Section 10 - Light Duty:

A. The District agrees to provide light duty assignments for Employees injured on the job to the extent that such light duty is available as follows:

1. To be eligible for light duty, the employee must be certified by the employee's attending physician. The certification must identify the employee's impairments and the type of light duty he or she is capable of performing.

2. The Employee will be given light duty assignments for which he or she is qualified, initially within his or her own Bureau or organizational unit. If light duty is not available within the Bureau or organizational unit, suitable work will be sought elsewhere in the department/agency.

3. Light duty assignments shall not normally extend beyond 45 working days. However, if there are no other requests for light duty, this period may be extended until such time as the request is made by another employee. Employees unable to perform their regularly assigned duties after the expiration of that time shall make application for disability compensation or exercise such other options as may be available to employees under the provisions of this Agreement or under law, and in accordance with paragraph 5 below.

4. Where there are more requests for light duty than there are light duty assignments, assignments shall be made in the order of earlier date of request.

5. When light duty is not available, an employee must return to full duty or seek compensation or retirement from appropriate channels, or other assistance as may be available in accordance with Section 9. In the event compensation or retirement is not approved, the employee may be required to take a fitness for duty examination and may be separated if (a) found unfit to perform or (b) found fit but refuses to report for full duty.

Section 11 - Excessive Temperatures in Buildings:

Employees, other than those determined by the Employer to be essential, shall be released from duty or reassigned to other duties of a similar nature at a suitably temperate site because of excessively hot or cold conditions in the building. This determination will be made by the Employer as expeditiously as possible and shall be based upon existing procedures. In lieu of dismissal, the Employer may reassign employees to other duties of similar nature at a suitably temperate site. The cost of authorized transportation will be assumed by the Employer. Administrative leave will be granted if authorized by the Mayor or his or her designee.

Section 12 - Employee Health Services:

Employees covered by this Agreement shall have access to employee health services provided by the Employer consistent with the Comprehensive Merit Personnel Act (D.C. Law 2-139). Employee health services shall include such services as provisions for emergency diagnosis and emergency treatment of illness, physical examination including, but not limited to, pre-employment, fitness for duty or disability retirement evaluation; treatment of minor illness; preventive services; health information to assist employees to protect, conserve, and improve physical and mental health; and counseling and appropriate referrals to the D.C. Consultation and Counseling Service.

Section 13 - Maintenance of Health Records:

Medical records of employees shall be maintained in accordance with the provisions of Chapter 31 of the D.C. Government regulations that maintain confidentiality of those records. Medical records shall not be disclosed to anyone except in compliance with applicable rules relating to disclosure of information. Copies of rules relating to medical information will be made available to AFSCME.

Section 14:

A. The Employer agrees to follow Mayor's order 87-95 regarding ergonomic policy for use of video display terminals (VDT).

B. Continuous users who operate a video display terminal for more than two continuous hours shall be allowed to move out of their chairs for brief periods to perform other tasks as specified by their supervisor.

C. If a pregnant employee, who is a continuous VDT user, submits a medical statement from her physician which recommends limiting her use of the VDT during the term of her pregnancy because of exposure to radiation, reasonable consideration will be given to providing the employee with other available duties, within the work unit, for which she is qualified and which her doctor certifies that she can perform.

Section 15:

The Employer agrees to provide the Union with a copy of all current D.C. Safety Officers, and revisions as they occur.

ARTICLE 10
GENERAL PROVISIONS

Section 1 – Work Rules:

Employees will be advised of verbal and written work rules, which they are required to follow. The Employer agrees that proposed new written work rules and the revision of existing written work rules shall be subject to notice and consultation with the Union.

Section 2 - Distribution of Agreement:

The Employer and the Union agree to share equally in the cost of reproducing this contract for employees and supervisors. The parties shall mutually agree upon the cost and number of copies to be printed.

ARTICLE 11
BULLETIN BOARDS

The Employer agrees to furnish suitable Bulletin Boards and/or space to be placed at locations mutually acceptable to the Union and the Employer. The Union shall limit its posting of notices and bulletins to such Bulletin Boards.

ARTICLE 12
PERSONNEL FILES

Section 1 - Official Files:

The Employer shall maintain the official files of all personnel in all units covered by this Agreement in the Office of Personnel. Records of corrective actions or adverse actions shall be removed from an employee's official file in accordance with the DPM.

Section 2 - Right to Examine:

Each employee shall have the right to examine the contents of his/her personnel files upon request.

Section 3 – Right to Respond:

Each employee shall have the right to answer any material filed in his/her personnel file and his/her answer shall be attached to the material to which it relates.

Section 4 - Right to Copy:

An employee may copy any material in his/her personnel file.

Section 5 – Access by Union:

Upon presentation of written authorization by an employee, the Union representative may examine the employee's personnel file and make copies of the material.

Section 6 – Confidential Information:

The DC Office of Personnel shall keep all arrests by the Metropolitan Police, fingerprint records, and other confidential reports in a confidential file apart from the official personnel folder.

Section 7 - Employee to Receive Copies:

A. The employee shall receive a copy of all material placed in his/her folder in accordance with present personnel practices. Consistent with this Article when the Employer sends documents to be placed in an employee's personnel folder which could result in disciplinary action or non-routine documents which may adversely affect the employee, 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.

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

Section 8 – Access by Others:

The Employer shall inform the employee of all requests outside of the normal for information about him/her or from his/her personnel folder. The access card signed by all those who have requested and have been given access to the employee's file shall be available for review by the employee.

ARTICLE 13
SENIORITY

Section 1 - Definition:

Seniority means an employee's length of continuous service with the Employer from his/her date of hire for purposes of this Article only. Employees hired on the same day shall use alphabetical order of surname in determining seniority.

Section 2 - Breaks in Continuous Service:

An employee's continuous service shall be broken by voluntary resignation, discharge for cause or retirement. If an employee returns to his former, or a 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 3 - Seniority Lists:

Each agency with employees covered by this Agreement shall provide the Union semi-annually with list of names of employees represented by the Union in that Agency. The list will be in seniority order as defined by Section 1 of this Article. Also, each agency will supply the Union semi-annually with lists of new hires in bargaining unit positions and with names of unit employees who have left the agency since the last seniority list.

Section 4 - Reassignments:

A reassignment requested by an employee to a position in the same classification within an agency/department may be effected by mutual agreement.

Section 5 - Promotions:

A. Whenever a job opening occurs, in any existing job classification or as the result of the development or establishment of a new job classification, a notice of such opening shall be posted on all bulletin boards for ten (10) working days prior to the closing date. A copy of the notices of job openings will be given to the appropriate Union Steward at the time of posting.

B. During this period, employees who wish to apply for the open position or job including employees on layoff may do so. The application shall be in writing, and it shall be submitted to the appropriate Personnel Office.

C. Management has the right to determine job qualifications, provided they are limited to those factors' directly required to satisfactorily perform his/her job. Where all job factors are relatively equal, the employee with the greatest departmental seniority within the unit shall be promoted.

Section 6 - Change to Lower Grade:

A. The term "change to lower grade", as used in this provision means change of assignment from a position in one job classification to a lower paying position in the same job classification.

B. Demotions may be made to avoid laying off employees, to provide for employees who request a change to lower grade for personal convenience, or to change an employee to a lower grade when he/she is unable to perform satisfactorily the duties of his/her position.

Section 7 - Individual Work Schedules:

Work schedule changes initiated by the Employer affecting an individual employee shall be in accord with department/agency seniority, except where specific skills are needed.

Section 8 - Pay for Work Performed in Higher Graded Position:

A. Employees detailed or assigned to perform the duties of a higher graded position for more than four (4) pay periods in any calendar year shall receive the pay of the higher graded position. Assignment to a higher graded position for periods of at least one (1) pay period shall count toward the accumulation of the four (4) pay period requirement. The applicable rate of pay will be determined by application of D.C. government procedures concerning grade and step placement for

temporary promotions, and will be effective the first pay period beginning after the qualifying period has passed. An employee on detail to a lower graded position shall maintain the pay for his/her original position. Advance notice will be given to the Union of any detail exceeding one pay period.

B. This provision shall not apply to training programs.

C. Issues involving changed or additional duties assigned to an employee, within his/her present position, shall be considered in accordance with position classification procedures.

ARTICLE 14

INCLEMENT WEATHER CONDITIONS

Section 1 – Inclement Weather Work:

A. Any full-time employee who is scheduled to report for work and who presents himself for work as scheduled shall be assigned to at least eight (8) hours work.

B. If weather conditions do not permit the employee to perform his/her regularly scheduled duties and there is no other work available in line with his/her normal duties, the employee shall be given the option to perform other work or be paid at his/her regular rate for a minimum of four (4) hours and released from duty at his/her election on annual leave or leave without pay.

C. Employees working on snow detail or who are required to shovel snow shall be assigned in the following order:

1. Volunteers
2. In the inverse order of seniority

D. Employees with established health concerns may request to be exempt from snow shoveling assignments.

Section 2 - Reporting Time:

A. During inclement weather where the District Government has declared an emergency, employees (other than those designated emergency employees) will be given a reasonable amount of time to report for duty without charge to leave. Those employees required to remain on their post until relieved will be compensated at the appropriate overtime rate or compensatory leave for the time it takes his/her relief to report for duty.

B. The Employer agrees to dismiss all non-emergency employees when early dismissal is authorized by higher officials during inclement weather.

ARTICLE 15
HOURS OF WORK

Section 1 - Workday:

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

Section 2 - Workweek:

Except as provided in this Article, the workweek for full-time employees shall normally consist of five (5) consecutive days, eight (8) hours of work, Monday through Friday, totaling forty (40) hours. Special schedules will be established for employees, other than employees in continuous operations, who are required to work on Saturday, Sunday or seasonal schedules as part of their regular workweek.

Section 3 - Continuous Operations and Shifts:

The workday for employees in 24-hour continuous operations shall consist of eight hours of work. Work schedules for employees assigned to shifts, showing the employee's workdays, and hours, shall be posted on appropriate bulletin boards. All employees shall be scheduled to work regular work shifts i.e., each work shift shall have a regular starting and quitting time.

Section 4 - Changes in Work Schedules:

Except in emergencies, regular work schedules shall not be changed without ten (10) working days advance notice.

Section 5 - Flexible/Alternative Work Schedules:

A. The normal work hours may be adjusted to allow for flexible/alternative work schedules, with appropriate adjustments in affected leave and compensation items (e.g., overtime, premium pay, compensatory leave, etc.). Such schedules may be appropriate where: (1) it is cost effective, (2) it increases employee morale and productivity, or (3) it better serves the needs of the public. The Union will be given advance notice (when flexible/alternative work schedules are proposed) and shall be given the opportunity to consult.

B. An alternative work schedule will provide that overtime compensation will not begin until the regularly scheduled workday or tour of duty has been completed. Other premiums will be based on the regularly scheduled workday of the employees. An alternative work schedule shall not affect the existing leave system. Leave will continue to be earned at the same number of hours per pay period as for employees on five (5) day, forty (40) hour schedules and will be charged on an hour-by-hour basis.

ARTICLE 16
ADMINISTRATION OF LEAVE

Section 1 – General:

Employees shall be eligible to use leave in accordance with the personnel rules and regulations. Any request for a leave of absence shall be submitted in writing by the employee to his/her immediate supervisor. The request shall state the length of time off the employee desires, the type of leave requested and the reason for the request. An excused absence is an absence from duty without loss of pay and without charge to leave when such absence is authorized by statute or administrative discretion.

Section 2 - Annual Leave:

A. Normal Requests for Leave: A request for a short leave of absence, not to exceed three days, shall be requested in writing on the proper form and answered before the end of the work shift in which the request is submitted. A request for a leave of absence between four to seven days must be submitted five (5) calendar days in advance and answered within five days, except for scheduled vacations, as provided for in Section 2 of this Article. If the request is disapproved, the supervisor shall return the SF-71 with reasons for the disapproval indicated. Requests for annual leave shall not be unreasonably denied.

B. Emergency Requests: Any employee's request for immediate leave due to family death or sickness shall be granted or denied immediately.

C. Carryover: Annual leave, which is not used, may be accumulated from year to year. In general, the maximum allowable leave is thirty (30) days, unless the employee had a greater amount of allowable leave at the beginning of the leave year. Employees shall receive a lump sum leave payment for all accrued annual leave not used at the time of retirement, resignation or other separation from the employer, consistent with the negotiated Compensation Agreement.

D. Vacation Schedules: Every effort will be made to grant employees leave during the time requested. If the operations would suffer by scheduling all requests during a given period of time, a schedule will be worked out with all conflicts to be resolved by the application of seniority. After vacations are posted, no changes shall be made unless mutually agreeable or an emergency arises. Employees will be encouraged to schedule vacations through the year.

Section 3 - Sick Leave:

A. Requests:

1. Supervisors shall approve sick leave of employees incapacitated from the performance of their duties. Employees shall request sick leave as far in advance as possible prior to the start of their regular tour of duty on the first day of absence.

2. Sick leave shall be requested and approved in advance for visits to and/or appointments with doctors, dentists, practitioners, opticians, and chiropractors 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 work days continuous duration. However, if Management has given written notice to an employee that there is a good reason to believe that the employee has abused sick leave privileges, then the employee must furnish a doctor's certificate for each absence from work, which is claimed as sick leave regardless of its duration. The Union will encourage employees to conserve sick leave for use during periods of extended illness.

4. Advance sick leave requests will be given prompt consideration by the Employer consistent with Section 3(b) of this Article when the following provisions are met:

(a) The request must be submitted in writing and must be supported by acceptable medical certificates.

(b) All available accumulated sick leave to the employee's credit must be exhausted. The employee must use annual leave he/she might otherwise forfeit.

(c) In the case of employees serving under temporary appointments, or under probationary or trial periods, advance sick leave should not exceed an amount which is reasonably assured will be subsequently earned during such period.

(d) The amount of sick leave advanced to an employee's account will not exceed 240 hours at any time. Where it is known that the employee is to be separated, the total sick leave advanced may not exceed an amount which can be liquidated by subsequent accrual prior to the separation.

(e) There must be a reasonable assurance that the employee will return to duty.

B. Advance Sick Leave: Advance sick leave may be granted to permanent or probationary employees in amounts not to exceed 240 hours. Furthermore, an employee may not be indebted for more than 240 hours of sick leave at any one time. Sick leave may be advanced to

employees holding a limited appointment or one expiring on a specific date, but not in excess of the total sick leave that would accrue during the remaining period of such appointment. In either case the employee request must be supported by a statement from his/her physician attesting that the employee has a serious disability or ailment and is incapacitated for duty and stating the period of time expected to be involved. The request should be denied only if the requirements of Section 3 (a) and (b) are not met or there is a reason to believe that the employee will not return to duty or that he/she has abused the sick leave privilege in the past.

C. All accrued and accumulated sick leave must be exhausted before the advance sick leave is credited. Accrued and accumulated annual leave may remain standing to the credit of employees. The Employer will use its best efforts to answer an employee's request for advanced sick leave within fifteen (15) working days. However, an employee is responsible for applying advance sick leave in writing as far in advance as possible. If the request is denied, the reasons for such denial shall be given in writing. Further, the employee will be given consideration for LWOP consistent with the provisions of personnel rules and regulations.

Section 4 – Other Paid Leave:

A. **Military Leave:** Full-time employees are entitled to leave as reserve members of the armed forces or as members of the National Guard to the extent provided in D.C. Official Code Section 1-612.03(m) and applicable rules and regulations and the Compensation Units 1 & 2 Agreement, which provide in part the following:

1. Members of the D.C. National Guard are entitled to unlimited military leave without loss of pay for any parade or encampment with the D.C. National Guard when ordered by the Commanding General, excluding weekly drills and meetings.

2. Additional military leave with pay will be granted to full-time employees who are members of the reserve components of the Armed Forces or the National Guard for the purpose of providing military aid to enforce the law for a period not to exceed 22 workdays per calendar year.

B. **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 the Federal or a State or Local Government, in accordance with personnel rules and regulations.

C. **Voting Leave:** Where the polls are not open at least three hours either before or after an employee's regular hours of work, he/she may, upon request, be granted an amount of excused time which will permit him/her to report to work three hours after the polls open or leave work three hours before the polls close, whichever requires the lesser amount of time off. Leave for voting will be allowed in accordance with the personnel rules and regulations.

D. **Funeral Leave:** Funeral leave shall be granted in accordance with the Compensation Units 1 & 2 Agreement.

E. Civic Duty: Upon advance request and adequate justification employees required to appear before a court or other public body on public business in which they are not personally involved shall be granted leave of absence with pay unless paid leave is prohibited by Federal or District Regulations or Statutes.

F. Examinations: Employees shall be excused without charge to leave in accordance with personnel rules and regulations for the purpose of taking an employment medical examination and examination for induction or enlistment in the active Armed Forces, a District Government owned vehicle operator examination, a civil service examination or other examination which his/her department has requested him/her to take in order to qualify for reassignment, promotion, or continuance of his/her present job, but not for the reserve Armed Forces. An employee shall also be excused without charge to leave for the purpose of taking an examination whenever, in the judgment of the Department or agency head, the District Government will benefit thereby. Absence from duty in order to take an examination primarily for the employee's own benefit and not connected to the District Government must be requested in accordance with the general leave provisions.

Section 5 - Leave Without Pay:

A. General: Leave of absence without pay for a limited period may be granted at the supervisor's discretion for a reasonable purpose if requested in advance in writing.

B. Union: Employees elected to any Union office or selected by the Union to do work which takes them from their employment with the Employer shall at the written request of the employee and the Union be granted a leave of absence without pay; provided the written request states the purpose and duration of the absence, and is submitted thirty (30) calendar days in advance of the commencement of the desired period of absence. If the Employer indicates that the requested leave will unduly hamper its operations, it may offer an alternative for consideration by the Union.

C. The initial leave of absence shall not exceed one (1) year. Leaves of absence for Union officials may be extended for similar periods. No more than one employee from a bargaining unit shall be on such extended leave at the same time.

D. Parenthood Leave: Maternity leave before and following childbirth shall be granted at the request of the employee. The employee is obligated to advise her supervisor substantially in advance of the anticipated leave date. This period of absence shall be determined by the employee, her physician and her supervisor. Maternity leave is chargeable to sick leave or any combination of sick leave, annual leave, or leave without pay. Paternity leave may be granted for a period of up to two (2) weeks following childbirth, and may be extended at the supervisor's discretion. Such leave shall be a combination of annual leave or leave without pay.

E. Leave may be granted for a period of up to two (2) weeks to an employee who is adopting a child, with extensions made at the discretion of the supervisor. Such leave shall be a combination of annual leave or leave without pay.

F. Union Officer Leave: Attendance at Union sponsored programs may be approved annual leave or leave without pay in accordance with normal leave practices unless Administrative Leave has been approved.

G. Educational Leave: After completing one (1) year of service an employee upon request may be granted a leave of absence for educational purposes provided that successful completion of the course will contribute to the work of the Department. The period of leave of absence may not exceed one (1) year, but may be extended at the discretion of the Employer. If an employee is returning from educational leave during which he/she has acquired the qualification of a higher rated position he/she shall not have lost any of his/her rights in being evaluated for the higher graded position.

ARTICLE 17

ADMINISTRATION OF OVERTIME

Section 1 -Distribution:

Overtime work shall be equally distributed among employees. Specific arrangements for the equitable distribution of overtime shall be agreed to at Union Management Cooperation Meetings. Individual employee qualifications shall be considered when decisions are made on which employees shall be called for overtime work.

Section 2:

Management will solicit volunteers when overtime work is required. In the event a sufficient number of qualified volunteers are not available to perform the job functions, overtime work will be assigned to equally qualified employees in inverse order of seniority, unless a different system is worked out on a local-by-local basis. Instances of hardship should be presented to the supervisor and shall be considered on a case-by-case basis.

ARTICLE 18

WAGES

Section 1:

The salaries and wages of employees shall be paid bi-weekly. In the event the scheduled payday is a holiday, the preceding day shall be the payday. If, for any reason, an employee's paycheck is not available on the prescribed day, or if it does not reflect the full amount due, that employee will be paid as quickly thereafter as is possible, and under no circumstances will he or she be required to wait until the next regular payday.

Section 2:

If an employee's paycheck is delayed, the employee shall immediately notify his/her supervisor. The supervisor shall initiate efforts through the agency controller to obtain a supplemental payment. Supplemental payments will not effectuate normal payroll deductions. Appropriate payroll deductions will be deducted from the employee's subsequent paycheck. (Except DHS, see Attachment 6.)

ARTICLE 19
REDUCTION-IN-FORCE

Section 1 - Definition:

The term reduction-in-force, as used in this Agreement means the separation of a permanent employee, his/her reduction in grade or pay, or his/her reduction in rank because of (a) reorganization, (b) abolishment of his/her position, (c) lack of work, (d) lack of funds, (e) new equipment, (f) job consolidation or (g) displacement by an employee with greater retention rights who was displaced because of (a) through (f) above.

Section 2 – Consultation:

The Employer agrees to consult in advance with the Union prior to reaching decisions that might lead to a reduction-in-force in the bargaining unit. The Employer further agrees to minimize the effect and such reduction-in-force on employees and to consult with the Union toward this end.

Section 3 - Procedure:

A reduction-in-force will be conducted in accordance with the provisions set forth in the Comprehensive Merit Personnel Act [(CMPA), D.C. Official Code § 1-624].

Section 4 – Impact and Effects Bargaining:

In the event of a reduction-in-force, the Employer shall, upon request, provide the Union with appropriate information to insure that the Union can engage in impact and effects bargaining over the reduction-in-force.

Section 5 - Review of Procedures:

In the event of reduction-in-force, the affected employee will receive credit for his/her performance in accordance with the Comprehensive Merit Personnel Act, [D.C. Official Code Ann., Title 1, Section 1-624 (2001 Edition)].

ARTICLE 20
CONTRACTING OUT

Section 1:

During the term of this Agreement the Department shall not contract out work traditionally performed by employees covered by this Agreement, except where Manpower (including expertise and technology) and/or Equipment in the department/agency are not available to perform such work, when it is determined by the Mayor that budgetary conditions exist requiring contracting out, or when it is determined by the Department that emergency conditions exist requiring such contracting out (provided however that the contracting out is for a period of time that the emergency exists). The Agency shall consult with the Union prior to any formal notice to contract out bargaining unit work.

Section 2:

When there will be adverse impact to bargaining unit employees, the Employer shall consult with the Union thirty (30) 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 shall consult with the Union to determine if the needs of the Government may be met by means other than contracting out work traditionally performed by bargaining unit employees.

ARTICLE 21
STRIKES AND LOCKOUTS

Section 1 - Definition:

The term strike as used herein means any unauthorized concerted work stoppage or slowdown.

Section 2 - Strikes:

It shall be unlawful for any District Government employee or the Union to participate in, authorize or ratify a strike against the District.

Section 3 - Lockouts:

No lockout of employees shall be instituted by the Employer during the term of this Agreement except that the Employer in a strike situation retains the right to close down any facilities to provide for the safety of employees, equipment or the public.

Section 4 - Other Considerations:

At no time however, shall employees be required to act as strikebreakers.

ARTICLE 22
GRIEVANCE PROCEDURES

Section 1:

Any grievance or dispute which may arise between the parties involving the application, meaning or interpretation of this Agreement, shall be settled as described in this Article unless otherwise agreed to by the parties.

Section 2 - Procedure:

This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level. Therefore, grievances should be filed at the lowest level where resolution is possible. Accordingly, a grievance may be filed at the Step in the grievance procedure where the alleged action, which precipitated the grievance, occurred.

Step 1: The employee and/or the Union shall take up the grievance or dispute with the employee's immediate supervisor as soon as is practicable, but no later than fifteen (15) working days from the date of the occurrence or when the Union and/or the employee first had knowledge of or should have known of the occurrence. The supervisor shall attempt to adjust the matter and shall respond to the Steward as soon as is practicable, but not later than fifteen (15) working days after the receipt of the grievance.

Step 2: If the grievance has not been settled, it shall be presented in writing by the employee and/or the Union to the second level supervisor within ten (10) working days after the Step 1 response is due or received, whichever is sooner. The written grievance shall be clearly identified as a grievance submitted under the provisions of this Article, and shall list the contract provision violated, a general description of the incident giving rise to the grievance, the date or approximate date and location of the violation and the remedy sought. The second level supervisor shall respond to the Union and/or employee in writing within ten (10) working days after receipt of the written grievance.

Step 3: If the grievance is still unresolved, it shall be presented in writing by the employee and/or Union to the third level supervisor within ten (10) working days after the Step 2 response is due or received, whichever is sooner. The third level supervisor shall respond in writing (with a copy to the Local President) within ten (10) working days after receipt of the written grievance.

Step 4: If the grievance is still unresolved, it shall be presented by the employee and/or the Union to the Office of the Director or his/her designated representative, in writing within fifteen (15) working days after the Step 3 response is due or received, whichever is sooner. The office of the Director, or his/her designated representative shall respond in writing (with a copy to the Local President) within fifteen (15) working days after the receipt of the written grievance and a copy to the Office of Labor Relations and Collective Bargaining.

Step 5: If the grievance is still unresolved, the Union may by written notice request arbitration within twenty (20) days after the reply at Step 4 is due or received, whichever is sooner.

Section 3 - Union Participation:

A. The Employer shall notify the Union in writing of all grievances filed by the employees, all grievance hearings and determinations when such employees present grievances without the Union. The Union shall have the right to have a representative present at any grievance hearing and shall be given forty-eight (48) hours notice of all grievance hearings.

B. Any grievance of a general nature affecting a large group of employees and which concerns the misinterpretation, misapplication, violation or failure to comply with the provisions of the Agreement shall be filed at the option of the Union at the Step or level of supervision where the grievance originates without resorting to previous steps.

Section 4 - Who May Grieve:

Either an employee or the Union may raise a grievance, and if raised by the employee, the Union may associate itself therewith at any time if the employee so desires. Whenever the Union shall raise or is associated with a grievance under this procedure, such a grievance shall become the Union's grievance with the Employer. If raised by the Union, the employee may not thereafter raise the grievance him/herself, and if raised by the employee, he/she may not thereafter cause the Union to raise the same grievance independently.

Section 5 - Selection of the Arbitrator:

A. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer, through the Office of Labor Relations and Collective Bargaining, and by the Union as soon as possible after notice of intent to arbitrate is received. If the parties fail to select an arbitrator, the Federal Mediation and Conciliation Service (FMCS) or the American Arbitration Association (AAA) shall be requested to provide a list of seven (7) arbitrators from which an arbitrator shall be selected within seven (7) days after receipt of the list by both parties.

B. Both the Employer and the Union may strike three (3) names from the list using the alternate strike method. The party requesting arbitration shall strike the first name. The arbitration hearing shall be conducted pursuant to the American Arbitration Association guidelines unless modified by this Agreement.

Section 6 - Decision of the Arbitrator:

The decision of the arbitrator shall be final and binding on the parties and shall not be inconsistent with the terms of this Agreement. The arbitrator shall be requested to render his/her decision in writing within thirty (30) days after the conclusion of the arbitration hearing.

Section 7 - Expenses of the Arbitrator:

Expenses for the arbitrator's services and the proceeding shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a record of the arbitration proceedings, it may cause such a recording to be made, providing it pays for the record and make copies available without charge to the other party and the arbitrator.

Section 8 - Time Off For Grievance Hearings:

The Employee, Union Steward and/or Union representative shall upon request, be permitted to meet and discuss grievances with designated management officials at each step of the Grievance Procedure within the time specified consistent with Section 3 of Article 6 on Union Stewards.

Section 9 – Time Limits:

All time limits set forth, in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may be invoked.

Section 10:

Matters not within the jurisdiction of the department/agency will not be processed as a grievance under this Article unless the matter is specifically included in another provision of this Agreement or the Compensation Agreement.

Section 11:

A. The parties agree that a process of grievance mediation may facilitate satisfactory solutions to grievances prior to arbitration. Therefore, on an experimental basis and when mutually agreed to by the parties, a mediator may be selected and utilized to facilitate settlements. The mediator may not impose a settlement on the parties, and any settlement reached will not be precedential unless otherwise agreed to by the parties on a case-by-case basis.

B. Grievances may be combined for the purpose of mediation upon mutual agreement by the parties.

ARTICLE 23
EMPLOYEE RIGHTS

Employees of the Unit shall have and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to form, join and assist the Union or to refrain from any such activity. Except as expressly provided herein, the freedom shall be recognized as extending to participation in the management of the Union and acting for it in the capacity of a union representative, including representation of its views to the officials of the Mayor, D.C. Council or Congress.

ARTICLE 24
NEW TECHNOLOGY AND EQUIPMENT

Section 1:

Whenever new equipment or technological changes will significantly affect operations, the Employer shall provide notice to the Union at least 60 days in advance. This time limit does not apply to the introduction of equipment or technological changes on an experimental basis. When the Employer introduces such equipment or technological changes on an experimental basis the Employer will notify the Union upon introduction as where the experiment is being conducted and its nature and intended duration and will provide 60 days notice if the experiment is to be instituted permanently.

Section 2:

The Employer shall provide any reasonable training for affected employees to acquire the skills and knowledge necessary for new equipment or procedures. The training shall be held during working hours, when reasonably available. The Employer shall bear the expense of the training.

Section 3:

If training is required by the Agency for employment and the training is held outside the employee's normal tour of duty, the employee shall receive compensatory time.

ARTICLE 25
JOB DESCRIPTIONS

Each employee within the unit shall receive a copy of his/her current job description upon request. When an employee's job description is changed, the employee and the Union shall be provided a copy of the new job description.

ARTICLE 26
SAVINGS CLAUSE

In the event any Article, Section or portion of the Agreement shall be held invalid and unenforceable by any court or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section, or portion thereof specified in the decision, and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated Article, Section or portion thereof.

ARTICLE 27
DURATION AND FINALITY

Section 1 - Duration of Agreement:

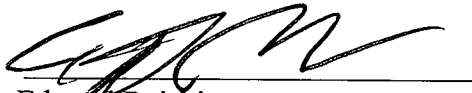
This Agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the CMPA (Section 1-617.15(a), D.C. Official Code, 2001 Edition). This Agreement shall be effective as of the day of final approval, and shall remain in full force and effect until the 30th day of September, 2010. Should either party desire to renegotiate, renew, extend or modify this Contract, notice will be given in writing in accordance with the requirements of the Comprehensive Merit Personnel Act. This Agreement shall remain in full force and effect during the period of negotiations.

Section 2 - Finality:

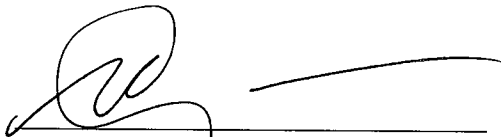
This Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable non-compensation issues, and contains the full agreement of the parties as to all such non-compensation issues that were or could have been negotiated. The Agreement shall not be reconsidered during its life unless by mutual consent or as required by law.

On this ____ day of October, 2006 and in witness to this Agreement, the parties hereto set their signatures.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**



Edward Reiskin
Interim City Administrator/
Deputy Mayor for Public Safety
And Justice

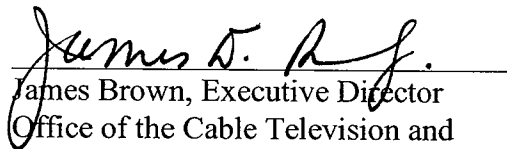


Natasha Campbell, Esq.
Supervisory Attorney Advisor
Office of Labor Relations
and Collective Bargaining

Carol Mitten, Director
Office of Property Management

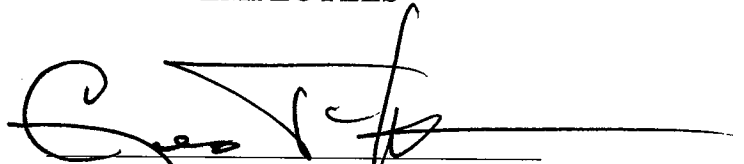


Benita Anderson, Labor Liaison
Office of Property Management

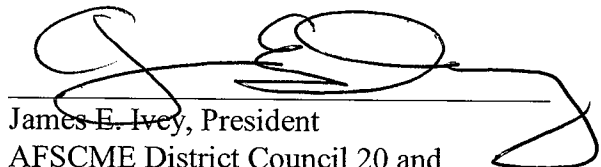


James Brown, Executive Director
Office of the Cable Television and
Telecommunications

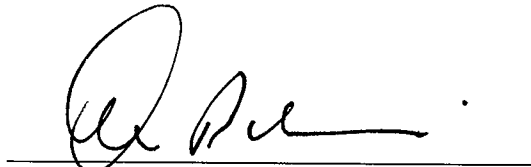
**FOR THE AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES**



Geo T. Johnson, Executive Director
AFSCME District Council 20



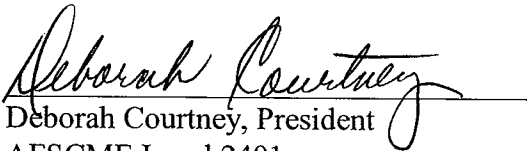
James E. Ivey, President
AFSCME District Council 20 and
AFSCME Local 2091



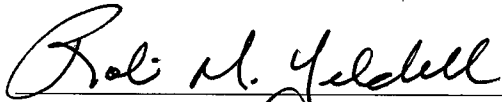
Al Bilik, Executive Assistant
AFSCME District Council 20



Brenda Featherstone, President
AFSCME Local 1200



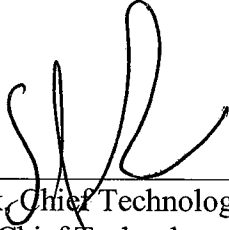
Deborah Courtney, President
AFSCME Local 2401



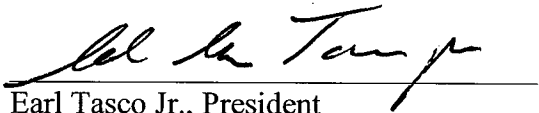
Robin Yeldell, Labor Liaison
Office of Cable Television and
Technology



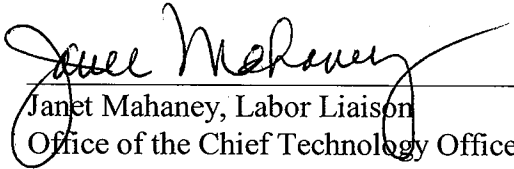
Cliff Dedrick, President
AFSCME Local 2743



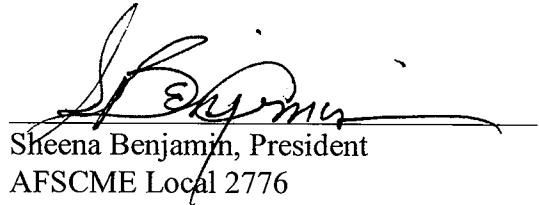
Suzanne Peck, Chief Technology Officer
Office of the Chief Technology Officer



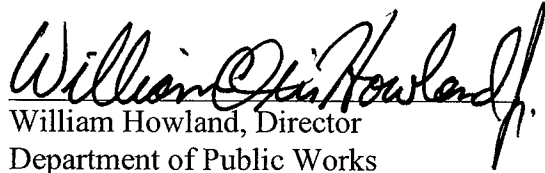
Earl Tasco Jr., President
AFSCME Local 2092




Janet Mahaney, Labor Liaison
Office of the Chief Technology Officer



Sheena Benjamin, President
AFSCME Local 2776



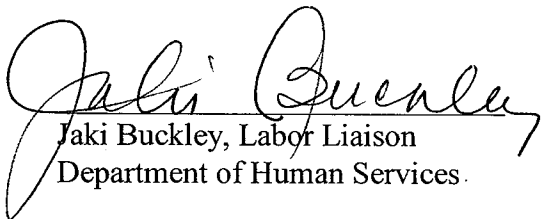
William Howland, Director
Department of Public Works



Bertha Guerra, Labor Liaison
Department of Public Works



Brian Wilbon, Interim Director
Department of Human Services



Jaki Buckley, Labor Liaison
Department of Human Services

Eugene A. Adams
Eugene Adams, Acting Attorney General
Office of the Attorney General

Patricia Higgins
Patricia Higgins, Labor Liaison
Department of Health

Gail Elkins Davis
Gail Elkins Davis, Labor Liaison
Office of the Attorney General

Dr. Gregg Fane
Dr. Gregg Fane, Director
Department of Health

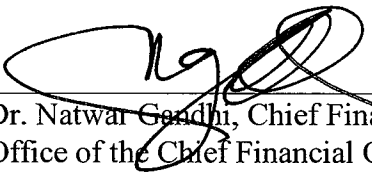
Bernadine Booker-Brown
Bernadine Booker-Brown, Labor Liaison
Department of Health

Thomas Hampton
Thomas Hampton, ~~Director~~ *Commissioner*
Department of Insurance, Securities
and Banking

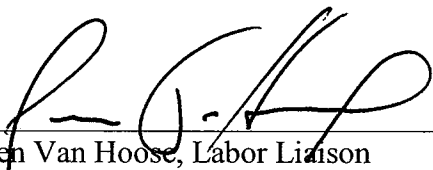
Patricia Haylock
Patricia Haylock, Labor Liaison
Department of Insurance, Securities
and Banking

Dr. Patrick Canavan, Director
Department of Consumer and
Regulatory Affairs


Deborah Bonsack, Labor Liaison
Department of Consumer and
Regulatory Affairs



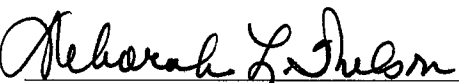
Dr. Natwar Gandhi, Chief Financial Officer
Office of the Chief Financial Officer



Ben Van Hoose, Labor Liaison
Office of the Chief Financial Officer



Uma Ahluwalia, Interim Director
Child and Family Services Agency



Debra Wilson, Labor Liaison
Child and Family Services Agency

D.C. Commission on Aging
Wednesday, January 25, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a. DACL Jessica Smith, Interim Director
 - b. DC Health – Rodent Control Jermaine Matthews
 - c. Edenbridge Health – PACE Sally White
- IV. Ex-Officio Updates
- V. Committee Reports
 - a. Governance b. Elder Abuse and Financial Exploitation
 - c. Transportation d. Education and Employment
 - e. Housing f. Information and Education
 - g. Health and Wellness
- VI. Ward Reports
- VII. New Business
- VIII. Public Comment
- IX. Announcements
- X. Adjournment

D.C. Commission on Aging
Wednesday, February 22 25, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a.
 - b.
 - c.
- IV. Ex-Officio Updates
- V. Committee Reports
 - a. Governance
 - b. Elder Abuse and Financial Exploitation
 - c. Transportation
 - d. Education and Employment
 - e. Housing
 - f. Information and Education
 - g. Health and Wellness
- VI. Ward Reports
- VII. New Business
- VIII. Public Comment
- IX. Announcements
- X. Adjournment

D.C. Commission on Aging
Wednesday, March 22, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a. Garret King, DACL – New Ward 8 SWC
- IV. Ex-Officio Updates
- V. Committee Reports
 - a. Governance b. Elder Abuse and Financial Exploitation
 - c. Transportation d. Education and Employment
 - e. Housing f. Information and Education
 - g. Health and Wellness
- VI. Ward Reports
- VII. New Business
- VIII. Public Comment
- IX. Announcements
- X. Adjournment

D.C. Commission on Aging
Wednesday, April 25, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Garret King – DACL
 - b) Gail Kohn – Age-Friendly DC
- IV. Ex-Officio Updates
 - a) Mr. Charles Lindsay - DFHV
- V. Committee Reports
 - a. Governance b. Elder Abuse and Financial Exploitation
 - c. Transportation d. Education and Employment
 - e. Housing f. Information and Education
 - g. Health and Wellness
- VI. Ward Reports
- VII. New Business
- VIII. Public Comment
- IX. Announcements
- X. Adjournment

D.C. Commission on Aging
Wednesday, May 24, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Khadijah Long – DBH
 - b) Lillian Power – DOEE
- IV. Ex-Officio Updates
- V. Committee Reports
 - a. Governance b. Elder Abuse and Financial Exploitation
 - c. Transportation d. Education and Employment
 - e. Housing f. Information and Education
 - g. Health and Wellness
- VI. Ward Reports
- VII. New Business
- VIII. Public Comment
- IX. Announcements
- X. Adjournment

D.C. Commission on Aging
Wednesday, September 27, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Charon P.W. Hines – Director, DACL
 - b) Joan Williams, Clinical Services Officer – DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

D.C. Commission on Aging
Wednesday, October 25, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Thelma Burless, Director – Genevieve N. Johnson Senior Day Care Program
 - b) Jamal Holtz, Special Assistant – OCTO
 - c) Congress Heights Wellness Center Advisory Board
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

D.C. Commission on Aging
Wednesday, November 29, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Angela Richardson – DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

**D.C. Commission on Aging
Meeting Minutes
Wednesday January 25, 2022
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Hattie Pierce, Carolyn Matthews, Charles Hicks, Gloria Whitfield, Mary Taylor, Barbara Lee

DACL Staff Present

Jessica Smith (Interim Director), Garret King (Chief of Staff), Jacob Wong (Chief Operating Officer), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Pablo Ventrino, DOES

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:02 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

October meeting minutes were approved. Minutes were accepted.

III. **Presentations**

A. **Jessica Smith, Interim Director, DACL:**

Director Smith introduces Jacob Wong, new Chief Operating Officer (COO). Preparing for fiscal FY24 – Feb 8th Senior Budget Engagement Forum, seniors can advocate for what they want to see included in this budget. There will be other engagement forums. After budget engagement session Mayor will make decision regarding budget, each senior wellness center will host their own budget forum between February and April. In the Future of Aging project transportation has been a priority expressed by seniors. Through Future of Aging, it will be prioritized for budget submission. Safe at Home 2.0 was launched this month of January, seniors can still get home modifications, the expansion will include the other 3 CDC fall risk factors: vision screening. Medication management, balance and strength training classes which will be offered virtually and in-person at senior wellness center which will also be available to all seniors not only those enrolled in Safe at Home. Seniors can sign-up to become instructors, DACL will assist with certification. In senior wellness centers which already have tai chi, there will be an extension of classes.

Commissioner Matthews expresses that there are issues with DOOE process. Jessica requests complaints and feedback on writing. Food4Choice started in November for 450 seniors. We are getting a lot of positive feedback about the program. We did a pre-test to track the health and mental health benefits in the program, seniors are participating in nutrition classes in senior wellness centers. We would like to expand this program in the future. Food Access tool is currently being developed for seniors to figure out where they get the food they need. DACL is working with a lot of community partners to better coordinate and navigate food access with the community.

People don't understand how to use the connector card. Commissioner Matthews: we need pilot programs in each ward. Age Friendly Nutrition Task Force, Performance Oversight Hearing date March 3rd – Commissioners are welcome to testify. Chuck Hicks asks if we can advocate for more money for food card program?

Commissioner Bobo: Requested list of senior housing.

Commissioner Bobo inquires about the Connector Card system, Heather recommended an ad on the Beacon listing a Step by Step of the program.

10:49am Interim Director exits meeting.

B. Mr. Jermaine Matthews, Supervisory Code and Vector Inspector – DC Health

The Rodent and Vector Control Division is responsible for inspecting conditions that attract rats and signs of rodent activity. It educates residents and businesses in the District in the importance of proper trash disposal and trash container maintenance. It works routinely with other DC agencies in the rodent population and continually develops new initiatives in mitigating the public health issues caused by rodents.

Conditions that attract rats are but not limited to: grass overgrowth, thrown but not properly disposed furniture, abandoned vehicles, improper trash disposal and overflow. Those present harbor conditions for rodents to thrive. Rodent activity is determined by gnaw marks and holes in trash containers, burrows, sebum marks, runways, etc.

Some of the initiatives for 2023 to combat rodent infestation include: treatment, education and outreach, sanitation and daily monitoring of areas heavily saturated with restaurants.

Although dry-ice can be an effective method to treat rodent infestation, DC Health is no longer allowed to purchase it, they do however, have a machine that produces carbon dioxide that has the same effect by suffocating rats in their burrows. Residents can request this treatment called BurrowRX instead of rodenticide if they believe this treatment will be more effective.

Complaints regarding unaddressed infestations can be made to the Department of Buildings.

Mr. Matthews' contact information: Email: jermaine.matthews@dc.gov, cell: (202) 309-3156, direct: (202) 442-5864.

C. Sally White – PACE Program

PACE came to existence after advocating to the District for over 20 years. It's a partnership between Medicare and Medicaid. The Program of All-Inclusive Care for the Elderly (PACE) provides medical and social services to eligible elderly residents. A team of health care professionals provides PACE participants with coordinated care across both Medicare and Medicaid benefits. For most PACE participants, PACE services enable them to remain in the community rather than receive care in a nursing home. Edenbridge is the company that's going to be running the pace program and the center will be at Skyland, the main center. The program is for people who are 55 and over who can with a lot of support, safely stay in the community in their homes.

The program is currently open to seniors in wards 7 & 8 (ZIP codes 20019, 20020, and 20032)

IV Ex-Officio Updates

Pablo Venturino, Associate Director - DOES

SCSEP Program for low-income seniors 55 and older currently has 19 seniors in the program and they are looking to fill 3 more vacancies. Through the SCSEP program, seniors are placed in host agencies such as community service organizations or government agencies where they can conduct meaningful work and they get paid up to 20 hours at a minimum wage weekly. This serves as an additional source of income for our seniors. While in the program seniors work with the job developers to also secure unsubsidized employment.

V. Adjournment: 12:09 pm

**D.C. Commission on Aging
Meeting Minutes
Wednesday February 22, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Hattie Pierce, Carolyn Matthews, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Acting Director), Rinaldo Washington (Program Manager), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Pablo Vantorino (DOES), Mary Terrell (DOES), David Quick (DCPL), Steve Walker (EOM), James Bassett (EOM), Sheila Jones (DHS)

- I. **Call to Order**
Chairperson Bobo called the meeting to order at 10:00 am.

- II. **Review and Approval of Minutes**
January meeting minutes were approved. Minutes were accepted with a couple of edits.

- III. **Presentations**
 - A. **Charon Hines, Acting Director, DACL:**

Director Hines introduces herself. Director Hines was appointed by Mayor Bowser as DACL's Acting Director on February 3, 2023. Director Hines is looking forward to getting feedback from the commissioners around ways we can improve our programs and outreach activities. Ms. Hines is a third generation Washingtonian who grew up off of H St NE, around the corner from the Atlas Theater. Ms. Hines has been a witness to how the city has grown and change over the years. Ms. Hines attended Holy United School off of West Virginia Avenue and graduated high school from Elizabeth Seaton High School. She received her bachelor's degree in sociology from Mary Baldwin College. Ms. Hines has a career of over 25 in education, serving in different capacities from classroom teacher, principal, central office administrator, instruction specialist, grants manager, etc. During her time in education she received two masters degrees: Master of Arts in Teaching from Bowie State University and Master of Science in Education Administration from Trinity Washington University. Ms. Hines feels very fortunate to have worked with marginalized and disadvantaged communities over her professional career since being of service and serving others has always been very important to her. Prior to joining

DACL as Acting Director, Ms. Hines was serving as the senior advisor to the chancellor of DC Public Schools Dr. Lewis Ferebee. In addition, Ms. Hines has served as a caregiver to her mother who passed five years ago and now to her father, a disabled Gulf War veteran who suffered two strokes during the pandemic and has received support and services from DACL.

Mr. Steven Walker swears in commissioners Guleford Bobo, Maria Wilson and Hattie Pierce. Ms. Whitfield was unable to make it.

Action item: James Bassett will work with Director Hines and her team for commissioners whose term is up this year or last year on their appointments or reappointments.

January minutes were approved with a couple of edits to be made: adding contact information for Mr. Jermaine Matthews who presented on Pest Control and the alternative method to treat rodent infestation.

The issues the commissioners brought to Ms. Hines attention include: lack of ex-officios in the commission, large number of vacancies and lack of diversity in the commission, seniors are having trouble getting updates regarding their application status with DGS after submitting it for assistance with utility bills, issues with getting repairs at senior wellness centers, food being thrown out particularly in Ward 4 Hattie Holmes: food is too salty, overcooked or overall inedible in addition to being delivered late, security cameras not working at Bernice Fontenau, Board of Nursing outsourcing testing for health care aides, issues with YellowCab not accepting the ConnectorCard or MedExpress and instead asking seniors to pay cash, drivers being disrespectful, not wearing masks and not showing their ID cards, DDOT taking parking spaces away from seniors, services not reaching those who do not attend senior wellness centers or senior villages: how can improve outreach and increase senior engagement?, lack of DACL facilities and recreation centers in wards 2 & 3.

Ms. Hines would like to do a mass mailing with a one-pager that includes the contact information for anyone looking for activities and events happening in their ward. Ms. Hines will also look into ways DACL can partner with churches to expand outreach and increase senior engagement.

Ms. Wilson pointed out that a lot of seniors are still fearful to go out to crowds.

Mr. Moore will try to persuade seniors at Friendship Terrace to join the commission.

A few of the suggestions from Mr. Hicks include using the Summer Youth Program and find a way for intergenerational programming that involves the youth and district seniors, forming partnerships with MOLA, MOAPIA and the LGBTQ community to increase diversity, representation and participation from these minority groups. These agencies could perhaps serve as ex-officio in the commission.

One issue that Commissioner Bobo encountered the Asian community facing was the fact that people requesting health care aides were being sent people that they were unable to communicate with because of language and cultural barriers.

Ms. Matthews is advocating for seniors to have a say in decisions pertaining to programs and services serving senior residents.

Ms. Hines is planning on visiting all dining sites so she can flag problems and address them onsite with vendors as much as possible.

One of Ms. Hines priorities is reducing barriers and obstacles to access programs and services created for senior residents.

IV. Ex-Officio Updates

Pablo Venturino, Associate Director - DOES

SCSEP Program for low-income seniors 55 and older currently has 19 seniors in the program and they are looking to fill 3 more vacancies. Through the SCSEP program, seniors are placed in host agencies such as community service organizations or government agencies where they can conduct meaningful work and they get paid up to 20 hours at a minimum wage weekly. This serves as an additional source of income for our seniors. While in the program seniors work with the job developers to also secure unsubsidized employment.

Sheila Jones, Department of Human Services

Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V) sites are currently in their demobilization phase. No date has been provided but it has been disseminated in the community and media that we are currently demobilizing, meaning that we are trying to get all the people in the PEP-V sites into some form of housing prior to closing date.

Isolation/Quarantine site will be still standing at the moment as no update regarding demobilization has been provided by the agency. Ms. Sheila Jones will provide update if any, during COA meeting in March.

V. Adjournment: 11:50 am

**D.C. Commission on Aging
Meeting Minutes
Wednesday March 22, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Hattie Pierce, Carolyn Matthews, Barbara Lee, Heather Foote

DACL Staff Present

Garret King (Chief of Staff), Rinaldo Washington (Program Manager), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Lawrence Dance (DPW), Tihitina Chamiso (DOH), Zachary Smith (DDOT), Marion Speight (DPR), Sheila Jones (DHS)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:06 am.

II. **Review and Approval of Minutes**

February meeting minutes were approved.

III. **Presentations**

A. Garret King, Chief of Staff, DACL:

Garret reminds the commission that the agency's budget hearing is April 3rd at 9am. There have been reductions and the mayor had to make some tough decisions around those reductions.

DACL received an increase for the Safe at Home program but received additional funds for the iPad program.

Mr. Bobo brought up the issue that he has encountered with some seniors enrolled in the Safe at Home program which is that they are responsible for the battery replacement of their devices, which can be quite costly.

Ms. Matthews reinstated the issue with the transportation providers for seniors enrolled in the MedExpress and Yellow Cab where seniors are being charged a high rate or their transportation card is not accepted and are asked to pay out of pocket.

New Ward 8 Senior Wellness Center at Fairlawn:

FY18, Mayor Bowser announced \$11.4 million investment for a new senior wellness center near Anacostia. We worked with the Council member, DDS, DCPS and DACL. We chose the

Wellness Center to be located on 1700 Q St, right next to Kramer Middle School. The slated date for completion is 2024. Although the investment was approved in 2018, the project was delayed because of the COVID-19 pandemic.

DACL has committed to at least 10,000 square feet of usable space. That's how most of our centers are, but we are coming right under 15,000 for this new site, we have 90 parking spaces, 45 for the school, 45 for the center, and we've made the commitment of hiring at least 50% district residents over 60 years old. We also have built in community spaces, food and holistic health and wellness concept, meaning hydroponic garden senior. We want seniors to garden and be able to use the stuff that they're gardening for food and a commercial kitchen with cafe style meals.

Commissioners expressed safety concerns for seniors in regard to the location when it comes to crime and getting around the area.

IV. Ex-Officio Updates

Dance Lawrence - DPW

SWEEP - Solid Waste Education and Enforcement Program. SWEEP consists of about 20 inspectors who are assigned areas throughout all wards throughout the city to patrol a certain footprint area and answer service requests. SWEEP also issues notices of violation. Sanitation regulations are promulgated through the District Code of municipal Regulations. SWEEP is essentially the trash inspectors; we inspect commercial and residential properties. We educate and enforce districts, solid waste storage and disposal regulations.

If collection is missed the best way to address the issue is to call 311.

Commissioner Matthews brought up the point that they have a trash problem in Ward 1 where people are dumping furniture and other things behind other people's homes and people are getting ticketed for it. Mr. Lawrence addressed that the tickets can be disputed with the Office of Administrative Hearings. Mr. Lawrence also explained that per city code, it is the individual's responsibility to maintain the public space around their property, this includes being responsible to properly dispose of trash whether is theirs or not.

Zachary Smith, DDOT

DDOT is also preparing for budget oversight hearings. DDOT has issued a call for applications for our new grants for any service or activity designed to reduce traffic deaths, grants range from \$50,000 to \$200,000. The grants are more designed for nonprofits and district agencies and law enforcement agencies to apply for, but this is also an opportunity for those groups to partner with the Commission or any other groups that may be interested in one of those grants.

Chairman Bobo brought up the issue that seniors are losing their parking spaces in front of their houses because they have a backyard or some handicapped parking spaces in front of their homes which makes it very difficult for seniors to leave their homes.

Mr. Hicks mentioned that it is very problematic that a lot of these parking spaces are being taken away to build bike lanes, posing a safety concern for seniors.

Ms. Matthews expressed her concern for the 3500 block of Georgia Avenue where cars are speeding and turning at high speeds, hitting cars that are parked and the crosswalk is mostly ignored by the drivers, Ms. Matthews pleads with Mr. Smith for someone to come and reassess the traffic safety in the area.

Tihitina Chamiso, DC Health

Ms. Tihitina Chamiso introduces herself to the commission as the new ex-officio for DC Health. My name is Tihitina Chamiso, I am the admission service coordinator at DC Health. I work on the brain health initiative under the Cancer and Chronic Disease Prevention Bureau within the Community Health Administration.

Mr. Hicks asks about where COVID-19 testing will remain available since there are seniors that like to test themselves regularly since they are constantly out. Ms. Chamiso said that DC Health is still giving tests out until the end of the month but will provide more information if any sites will continue providing tests past the month of March.

Sheila Jones, Department of Human Services

Ms. Sheila Jones reminded the commission that Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V) sites are currently in their demobilization phase. No date has been provided but its been disseminated in the community and media that we are currently demobilizing, meaning that we are trying to get all the people in the PEP-V sites into some form of housing prior to closing date. Isolation/Quarantine site will be still standing at the moment as no update regarding demobilization has been provided by the agency. Final closure of sites will be at the end of the fiscal year, September 30.

V. **Adjournment: 12:16 pm**

**D.C. Commission on Aging
Meeting Minutes
Wednesday April 26, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Hattie Pierce, Carolyn Matthews, Barbara Lee, Heather Foote

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Rinaldo Washington (Program Manager), Estefani Legge (Staff Assistant), Garret King (Chief of Staff)

Ex-Officio Members Present

Mary Terrell (DOES), Tihitina Chamiso (DOH), Zachary Smith (DDOT), Sheila Jones (DHS), Charles Lindsay (DFHV)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:03 am.

II. **Review and Approval of Minutes**

March meeting minutes were approved.

III. **Presentations**

A. Garret King, Chief of Staff, DACL:

Garret shares a few agency updates with commissioners which includes his exit from the agency after 9 years of service and Angela Richardson, who is currently DACL Communications Director will be taking on the role as Interim Chief of Staff. Jacob Wong, Chief Operating Officer is also transitioning to another role outside of DC Government, Regat Hagos will be assuming the role as interim COO.

DACL is re-competing all lead-agency grants and currently accepting applications for agencies that provide services to seniors in each ward of the city, submission deadline is June 14. One of DACL's focus at the moment is to enhance dining sites. Grant amounts will mostly remain the same. Food contracts are separate from lead-agency contracts.

May is Older Americans Month, the agency will have several events that will be shared with commissioners.

Farewell wishes were shared with Garret.

B. Gail Kohn, Age-Friendly DC

Age-Friendly DC is an initiative restated by Mayor Bowser when she came into office. Age-Friendly DC is an effort to make DC an easier city in which to grow older and relies on community partners and organizations to do the kind of things that are age-friendly for the city. 2023 is the last year of the Age-Friendly DC 5-year plan, 26 agencies have been involved and many other community organizations. Age-Friendly DC is due to submit a report to the World Health Organization by December of this year. Age-Friendly DC focuses on 3 pillars: 1. built environment which focuses on accessibility, 2. Changing attitudes about growing older which fosters engagement with the community, 3. Lifelong health and security which focuses on having availability of resources necessary to keep health in good shape. Age-Friendly DC has the biggest taskforce.

How to get involved with Age-Friendly DC? Attend listening sessions, organize a meeting with no more than 12 people to hear people in small groups.

IV. Ex-Officio Updates

Charles Lindsay - DFHV

Transport DC - \$5 Taxi Rise: provides transportation to Metro Access eligible DC residents. Residents can take 10 one-way trips throughout the city, throughout the month with the exception for patients on dialysis who can take unlimited trips. Eligible residents can call 1-844-322-7732 to connect with one of DFHV 3 providers: Transco, Yellow Cab, and VIP to request a ride which typically takes 15-30 minutes, customers can also preschedule a ride. The wait time may be a little longer in the evenings since there are fewer riders on the road. Please be specific as to the type of vehicle needed as not everyone needs a wheelchair accessible vehicle, drivers can assist in getting customers into the vehicles. Customer may have one companion at no additional cost – family member or healthcare aide. To register in the program residents can call Christian Blake at 202-962-1100. Charles Lindsay desk phone: 202-645-4433, email: Charles.Lindsay2@dc.gov. For more information on the program people can visit <https://dfhv.dc.gov>. Some information on their website still needs to be updated, for example the fact that rides are no longer \$5 but \$7 that can be paid by cash or credit during or after the ride. Taxicab companies do have the right to suspend passengers that have caused issues or are unruly. It is against the law for drivers to demand cash only payment, it is a violation for drivers not to have their credit card machines working. Violations can be reported by taking down driver or vehicle information.

Angela Richardson, Interim Chief of Staff suggested creating a one pager with the different transportation options for seniors to relieve confusion regarding the different transportation programs.

Zachary Smith, DDOT

DDOT is expecting their budget markup Thursday, April 27. DDOT has kicked off their PaveDC initiative to pave roads, sidewalks, and alleys. The goal for this year is to restore 65-miles of sidewalks, 76 miles of roads and 126 allies. Any requests for repairs should be made through either the 311 website or by calling for tracking purposes.

Mr. Zachary's contact information:

Zachary Smith

District Department of Transportation

zachary.smith1@dc.gov

202.286.2071

Tihitina Chamiso, DC Health

Ms. Tihitina Chamiso updates commissioners on COVID-19 testing kits available post COVID-19 centers closures, this information can also be accessed on the website coronavirus.dc.gov. The options to receive free COVID testing kits include covid.gov where people can request test kits to be mailed to their home address. Individuals can also visit locator.cdc.gov where they can enter their zip code and identify local areas or pharmacies where they can get COVID testing free of charge.

Ms. Chamiso will check on the process to become a certified home health aide.

Ms. Chamiso may be contacted in emergency situations, contact information:

Tihitina Chamiso, MPH |

Dementia Services Coordinator

Community Health Administration (CHA)

Email: Tihitina.chamiso@dc.gov

Main: 202-442-5925

Direct: 202-442-9215, Cell: 202-525-0967

Sheila Jones, Department of Human Services

Ms. Sheila Jones reminded the commission that Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V) sites are currently in their demobilization phase to closure. Fairfield one of their 3 sites has officially closed, clients have been moved to Skyline at 10 I St SW. That leaves 2 sites left, Arboretum and Skyline. The projected closure for the Arboretum site is July 30 but the date has not been finalized yet. There is a total of 346 clients in the 2 sites that remain open. A number of individuals who have been homeless and/or older adults have been placed into permanent supportive housing to get them into rapid rehousing. Where necessary individuals have been put into community residential or assisted living facilities. The absolute goal is for no one to return to a shelter.

A housing case manager can provide guidance for people who have a housing voucher as to where they would like to live. Dr. Jones (DHS) can be contacted at 202-560-7445 or

sheilay.jones@dc.gov.

Mary Terrell – DOES

Notices about different job fairs throughout the District have been sent out. Many of these job fairs have been sponsored by the job centers throughout the city and DOES. It has been difficult to transition people from the SCSEP program into other jobs. Some seniors may need special preparation with interviewing, resume writing before attending a job fair to maximize their chances.

John Fanning – Director of Constituent Services, Councilmember At-large Anita Bonds Office

Mr. Fanning has worked in the past with Gail Kohn on Age-Friendly DC and has a working relationship with Acting Director Ms. Hines. Mr. Fanning's contact information: 202-724-6085 jfanning@dccouncil.gov. Mr. Fanning has worked in the government for many years and can be reached for support in navigating the different government agencies. Their office is aware of the shortage of ADA compliant living and assisted living facilities, Councilmember Bonds is currently working with the executive team on possibly contracting or developing more senior housing.

V. **Adjournment: 12:08 pm**

**D.C. Commission on Aging
Meeting Minutes
Wednesday May 24, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Hattie Pierce, Carolyn Matthews, Barbara Lee, Heather Foote

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Rinaldo Washington (Program Manager), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Mary Terrell (DOES)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:03 am.

II. **Review and Approval of Minutes**

March meeting minutes were approved.

III. **Presentations**

A. Rinaldo Washington, Program Manager, DACL:

Rinaldo shares Interim Director's confirmation hearing happening Thursday, May 25. Lead agencies are competing for grants, requests for applications are open to the community and due on June 14. The review process for the application will involve a scoring rubric, internal and external community reviewers. Most of the internal reviewers will involve staff from Programs and Grants but also from APS, Case Management, Community Transition Team, and Communications teams. For the community reviewers the DACL is looking for professionals or anyone who has done vendor work. Rinaldo requests the collaboration of the commission in the reviewing process. In order to remove any biases commissioners would be asked to not review applications from their particular ward. Prior to reviewing applications, volunteers would have to complete a training. The reviewing process will take approximately two hours per application.

B. Angela Richardson, Interim Chief of Staff, DACL

Confirmation hearing is at the Wilson building starting at 9am. Breakfast and lunch will be provided. Miss Senior DC Pageant is Saturday, June 3 at UDC, the theme of the pageant is "Queen of the Night." June 10 is the Capital Pride Parade, commissioners are welcome to ride on the pride trolley. June 28 is the 12th Annual Senior Symposium which will have a specific emphasis on housing resources in the District. Sister agencies will be in attendance to connect seniors to resources and services related to housing.

IV. Ex-Officio Updates

Clinton Curry - DOES

DOES is celebrating Older Workers Month, SCSEP seniors who have found employment through the program from the past 5 years will join in a celebration today at 11am. The program has exceeded its number of participants, the programs is making sure it is providing seniors with the necessary resources so no one is left behind.

Gail Kohn, Age-Friendly DC

Chelsea Geyer has been training the listening session facilitators for the sessions that are happening throughout the city through the month of July. Age-Friendly DC is collecting surveys that have been posted in the Beacon newspaper. Gails asks commissioners to please complete the survey and encourages them to become listening session facilitators to pull together a group of 12 people to carry out a two-hour listening session to collect information on how the District has changed in the past 5 years and what the issues are that they see moving forward. Sessions are conducted virtually via Teams. Members of the mini-commissions would be great candidates. Age-Friendly DC is also in the last year on their 5-year plan which is currently being evaluated for effectiveness. Age-Friendly is interested in knowing if behaviors have been affected by the implementation of a plan that has been mostly about communication.

Jen Dickman, DOEE

DOEE is planning to launch a program for people 65 and over with mobility challenges as the main audience. The program would consist of door-to-door pick-up of electronics banned to be disposed of in the trash. This program would benefit those that can not drop off their electronics to the recycling events. It would launch as a pilot program and DOEE is still in the research phase as to what would be the most efficient way to make this program a success.

V. **Adjournment: 12:16 pm**

DRAFT

**D.C. Commission on Aging
Meeting Minutes
Wednesday September 27, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Carolyn Matthews

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Rinaldo Washington (Program Manager), Estefani Legge (Staff Assistant), Joan Williams (Clinical Services Officer), Clarence Craig (Supervisory Social Worker), Lutanya Hubbard (Supervisory Social Worker)

Ex-Officio Members Present

David Quick (DCPL), Tihitina Chamiso (DC Health), Danilo Pelletiere (DHCD), Zachary Smith (DDOT), Mary Terrell (DOES)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am.

II. **Review and Approval of Minutes**

Meeting minutes are pending approval because there isn't a full quorum.

III. **Presentations**

A. Angela Richardson, Interim Chief of Staff, DACL

Updates from the agency: DACL has a new Clinical Services Officer, Joan Williams. Joan is in charge of overseeing the Case Management unit, Community Transition Team, and the Adult Protective Services in the agency. Joan comes from So Others Might Eat (SOME), where she worked for 8 years, she is a Clinical Social Worker by training.

The State Plan has been successfully submitted to the Administration for Community Living, our federal partners who the agency receives funding from. An addendum will need to be made because of the new lead agencies for FY24.

The lead agencies for FY24 are as follow:

- Ward 1: East River Family Strengthening Collaborative (ERFSC)
- Ward 2 & 3: Iona Senior Services
- Ward 4: Genevieve N. Johnson Senior Day Care Program (GNJ)
- Ward 5 & 6: Seabury Resources for Aging
- Ward 7 & 8: East River Family Strengthening Collaborative (ERFSC)

DACL has successfully submitted the APS Accreditation Self-Study to the Council on Accreditation which is really important because it lets people know our programming is serious and that we're doing everything that we can to meet the standards state standards with our programming to ensure that seniors are getting the best services possible.

The changes in Lead Agencies will not disrupt any senior programming but instead enhance it. The grants and program team is working tirelessly to ensure a smooth transition.

DACL is collaborating with DPR to see how we can work together to ensure that all seniors can participate in all the programming DPR has to offer.

B. Joan Williams, Clinical Services Officer, DACL:

APS investigates allegations of abuse, neglect, self-neglect and financial exploitation of persons who may need protective services, APS is available for reports 24/7, 365 days a year. APS receives allegations of abuse and neglect in the District of Columbia and determines whether the allegations meet the statutory definitions for abuse, neglect, exploitation and/or self-neglect. APSs investigates and determines whether reports are substantiated or unsubstantiated and assesses for additional services that may remediate the situation.

APS Contact Information:

- HOTLINE Reports: (202) 541-3950
- Joan Williams, Clinical Services Officer: (202) 412-3652

APS Supervisor Team:

- Clarence Craig: (202) 698-4315
- Eddie Lindler: (202) 227-5065
- Lutanya Hubbard: (202) 215-9448

IV. Ex-Officio Updates

Tihitina Chamiso – DC Health

Brain Health Initiative works to increase awareness of Alzheimer's and Related Dementias as well as services available in the District. The campaign aims to increase public awareness of signs and symptoms, and resources available to District residents.

For more information and resources people can access brainhealth.dc.gov

DC Health has been awarded the BOLD Public Health Programs Award, DC Health will be working on different initiatives to build our infrastructure for Alzheimer's related dementia support services.

Sheila Jones, Department of Human Services

The Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V), the pandemic emergency program for medically vulnerable individuals, is coming to an end. The last site Skyline at 10 I St SW is destined to close no later than December 1, 2023. Individuals who are currently still on the site, approximately 155 are being issued rapid re-housing subsidies or permanent supportive housing vouchers, so they're guaranteed to have a place to move to. The department is working to have individuals who require a high level of care move into assisted living placements or senior living apartments. The goal is for individuals not to return to shelter unless they agree to do so.

Danilo Pelletiere, DHCD

The program to assist with heirs property is becoming active for FY24, so as of October 1, residents can you can reach out to the DC Affordable Law Firm or Legal Counsel for the Elderly and ask to be connected to the DC Heirs Program. Some of the services provided through this program are: counseling, training, potential legal representation to help residents prepare for or if they are in the process of trying to figure out the ownership of a family home to remove the barriers for low income families in transferring a home. There are eligibility requirements in the people this program will serve:

David Quick, DCPL

DCPL provides services at all 26 locations, some of the upcoming events at the library include, Banned Books Scavenger Hunt which will highlight books that are being challenged as a society, Art All Night.

The library's Adult Learning Department has our computer training lab where they're doing a lot of tech and computer related courses that go all the way up to kind of higher level things like learning Google Suite or Microsoft Office, but also have basic computing focus classes that can be things like Techie Tuesdays where you come in with a device and just get a little bit of assistance if you're from folks who want to feel more comfortable using their iPhone or their Android as well as a class called Computer Comfort.

Zachary Smith, DDOT

Open Streets event is happening October 7, 2023 from 9am to 3pm. The event will highlight a car-free or car-light lifestyle.

To contact Zachary Smith: (202.286.2071) or DDOT (202-673-6813)

V. **Adjournment: 11:59 am**

**D.C. Commission on Aging
Meeting Minutes
Wednesday October 25, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Carolyn Matthews, Maria Wilson, Hattie Pierce

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Regat Hagos (Interim Chief Operating Officer), Mark Bjorge (Community Outreach Specialist)

Ex-Officio Members Present

David Quick (DCPL), Zachary Smith (DDOT), Mary Terrell (DOES)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am.

II. **Review and Approval of Minutes**

Meeting minutes are pending approval because there isn't a full quorum.

III. **Presentations**

A. Charon P.W. Hines, Director, DACL

Miss Senior America Pageant happened last week in Atlantic City at the Tropicana. Our local queen from DC Cerise Turner was present to compete. Cerise did an excellent job representing the District of Columbia, although she did not place, she received favorable feedback from the judges. A new representative will be sent to the national pageant next year. The new Miss Senior DC will be selected in June, District residents 60+ are able to compete for the crown. Once the flyer is ready it will be shared with the commissioners to help with the promotion. Members from our new lead agency Genevieve and Johnson are present and bring a lot of energy and excitement as a new lead agency this fiscal year.

The lead agencies for FY24 are as follow:

- Ward 1: East River Family Strengthening Collaborative (ERFSC)
- Ward 2 & 3: Iona Senior Services
- Ward 4: Genevieve N. Johnson Senior Day Care Program (GNJ)
- Ward 5 & 6: Seabury Resources for Aging
- Ward 7 & 8: East River Family Strengthening Collaborative (ERFSC)

Right now, DACL has a Request for Proposal out that closes Oct 31st. The agency has received one-time funding from the council for ADRD Alzheimer, dementia and related diseases and we have received lots of interest from organizations that do this valuable and critical work. DACL should have an update regarding this funding by the next meeting in November or December. We have new staff who have joined our IR&A, Community Transition (CTT) teams. We have Melanie Johnson as our new Chief Programs Officer, Melanie has a strong background in healthcare administration. Angela Richardson has officially been confirmed as the agency's new Chief of Staff.

B. Thelma Burless, Director, Genevieve and Johnson Senior Daycare Center

Ms. Burless has been the director of G&J for approximately 5 years. It has been an exciting experience. Prior to Ms. Burless, Ms. Virginia Johnson served in that role for about 25 years until her retirement. Ms. Burless is joined by her executive assistant, a nutritionist and a social worker. Genevieve and Johnson has been around for 41 years. For 41 years they have been a senior center in Ward 4 and the only senior center who has a dual program that engages both well-seniors and those who suffer from memory loss. Genevieve and Johnson offers recreation and socialization, case management, counseling, and nutrition programs to seniors. G&J also offers 4 hours of geriatric day-care, allowing caregivers some rest. Now as a new lead agency G&J will be able to expand their programming to other Ward 4 dining services. G&J is located at 4817 Blagdon Ave NW. Zion Community Enterprise oversees G&J programming. More information regarding G&J can be found by visiting their website at <https://gnjseniordaycare.com/>.

To become a member of G&J participants must be 60+ and a DC resident. For more information G&J can be reached at 202-723-8537. As a lead agency, G&J will oversee First Baptist Senior Center, Hattie Holmes, Lamond, Fort Stevens, Colony House and Karen House. G&J nutritionist will be overseeing the nutrition education in these centers as well as providing nutrition counseling 101 as well as aiding in the distribution of the nutritional program, Ensure.

C. Ward 8 Advisory Committee

Angeline McAllister, representing Congress Heights Senior Wellness Center as the Chair of their Advisory Board. The Advisory Board is concerned because the Deaf and Hard-of-Hearing Program is coming to their center, not to be integrated but as a stand-alone program. This is a decision that was made without considering the impact that it would have on the Congress Heights Senior Center. Currently the center has approximately 600 members, not all of them come out daily, but a significant number of them do to enjoy their programming. The concern is in regard to the space that will be taken to accommodate the new Deaf and Hard-of-Hearing Program. The center is also trying to institute a virtual exercise program, which they just got an expansion for after years of advocating for and for it. With the proposed relocation of the Deaf

and Hard-of-Hearing Program the center feels like this newly gained space is being taken away and it will shift the dynamic of all their thriving programs they currently have. The committee's ask is to reconsider the location of the program to be integrated and not as a stand-alone program as it will impact their current programming at the center.

Another concern is that the front door at the center has been broken since June. There are safety and accessibility concerns as the door does not work for people on wheelchairs.

IV. **Ex-Officio Updates**

Adrian Sutton – OCTO

OCTO is the tech agency of the government. Adrian Sutton is the Digital Inclusion Coordinator and travels around senior centers to teach seniors how to be millennials with smart devices. Since 2020 the program has expanded to include residents with disabilities, returning citizens from jail and any working-class resident who may not have digital skills. Jamal joins Adrian Sutton from OCTO, Jamal helps Link Strategies. Link Strategies is a social impact community group. Link Strategies received funds during COVID to rethink broadband in DC, how we can make infrastructure changes to get more communities free or low-cost internet. In order to accomplish this goal, Link Strategies has developed a survey to get feedback on ways to expand internet for DC residents. When you look across the District of Columbia, where you see the gaps with people with the least number of households with internet, they are mainly located in wards 5, 7 and 8. How do we close the digital divide in the District of Columbia? DC has allocated 100 million dollars to implement a digital equity plan.

Commissioners share feedback.

OCTO is trying to provide ongoing tech support for inter-ready devices like tablets and smartphones. Jamal encourages commissioners to complete online or paper surveys and to attend their future listening sessions. They can be contacted at digitalequity@dc.gov.

David Quick, DCPL

DCPL provides services at all 26 locations, some of the upcoming events at the library include, Banned Books Scavenger Hunt which will highlight books that are being challenged as a society, Art All Night.

The library's Adult Learning Department has our computer training lab where they're doing a lot of tech and computer related courses that go all the way up to kind of higher level things like learning Google Suite or Microsoft Office, but also have basic computing focus classes that can be things like Techie Tuesdays where you come in with a device and just get a little bit of assistance if you're from folks who want to feel more comfortable using their iPhone or their Android as well as a class called Computer Comfort.

Sheila Jones, Department of Human Services

The Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V), the pandemic emergency program for medically vulnerable individuals, is coming to an end. The last site Skyline at 10 I St SW is destined to close no later than December 1, 2023. Individuals who are currently still on the site, approximately 155 are being issued rapid re-housing subsidies or permanent supportive housing vouchers, so they're guaranteed to have a place to move to. The department is working to have individuals who require a high level of care move into assisted living placements or senior living apartments. The goal is for individuals not to return to shelter unless they agree to do so.

Mary Terrell, DOES

Mary Terrell shares that The National Telecommunications and Information Administration has money to help minority communities who have no access to broadband. Taniesha Pierce provides a brief job opportunity relevant to seniors. The Senior Employment Program is trying to see how they can expand the program to all wards and senior communities.

Zachary Smith, DDOT

DDOT have upcoming meetings about their bus priority program. Bus priority program is the red painted streets on the side of the road to allow buses more quickly, they are essentially bus-only lanes. No cars can travel during specified times, usually during peak-hours. One of the meeting is this afternoon and the next one is happening virtually November 29th at 6PM for Florida Ave NW and NE. Both of these are in the planning stages, so no final design has been done. Also Georgia Ave we have a bus priority meeting at the Bernice Fontenau Senior Wellness Center next Friday, November 3rd, and that'll be in person from 11:00 AM to 12:00 PM.

V. **Adjournment: 12:00 pm**

Program Name	Description	New or Existing	Metrics	Plans to Continue in FY 23 and FY 24
Mary's Center Eat Well Live Better Senior Nutrition Program	<p>The goals of this program operated by Mary's Center are:</p> <ul style="list-style-type: none"> • Increase fruit/vegetable intake. • Provide referrals to supportive services. • Decrease the number of participants that report that they couldn't afford to eat balanced meals. • Improve lab results of participants with diabetes, dyslipidemia and NAFLD • Improve/stabilize sarcopenia and physical capacity scores 	Existing	<p># of seniors receiving grocery deliveries</p> <p># of seniors receiving visits and Nutrition Education from a Nutritionist</p> <p>Surveys of participants</p>	DACL plans to continue this program and potentially even expand it.
Senior Tech Connect Pilot program	This program seeks to provide iPads to some DC seniors, socially isolated without the technology to access the internet and virtual platforms.	Existing	<p># of socially isolated/homebound seniors receiving iPad</p> <p>Surveys of participants</p>	We are continuing the program in FY24 by providing training on how to use the iPads and providing technical support for recipients.
Safe at Home 2.0	<p>Evidence Based structured program with practical behavioral and emotional strategies to prevent falls, which includes:</p> <ul style="list-style-type: none"> • Matter of Balance • Bingocize <p>Vision and Medication Screening</p>	New FY23	<p># of participants with increased confidence in fall prevention</p> <p>#of participants with increased functional abilities</p> <p># survey participants</p>	Program expanded to all Safe at Home 1.0 participants and all SWCs this program will continue.

Connector Card	The program provides seniors with a pre-loaded debit card to utilize any form of transportation they choose.	Existing	# of participants utilizing Connector Card #survey participants	Program continued
Food for Choice	This program provides 450 seniors with \$125 on a Visa Debit card allowing the senior full autonomy over the nutritious food they consume.	New in FY23, continued	#participants receiving access to nutritious food #survey participants	Program continued

DACL Training and Continuing Education: From October 2022- January 2024

Date	Training	Trainer	# Of Employees in Attendance
October 01,2022	DCHR- Harassment Prevention ESS	DCHR	All Staff (120)
October 08,2022	Professional development for Nutrition and dietetics work.	Food & Nutrition Conference & Expo	1
October 21, 2022	DCHR- Advancing Racial Equity: The Role of Government	DCHR	All Staff (120)
November 04, 2022	Bridging the Generation Gap	Brian Pyle	All Staff (120)
December 01, 2022	Language Access Training	Joe Matthews- Language Line Solutions	49
December 05, 2022	Texas Dep. of Family/Protective Services- 2022 Adults Protectives Services Conference	Texas Department of Family & Protective Services	1
December 09, 2022	Implicit Bias: Clinical and Ethical Considerations	Shane King, LCSW	1
December 30, 2022	Cyber Security Training	DCHR	All Staff (120)
January 24 ,2023	CE You! Winter Virtual Conference	CE You Plus	17
March 25, 2023	Restoration of Self: An Act of Liberation Training	Michelle LeVere	4
April 12-14, 2023	Innovations in Programs & Service Delivery Conference	International City/County Management Association	1
April 20-22, 2023	2023 Annual Conference	National Association of Social Worker (NASW)	7

DACL Training and Continuing Education: From October 2022- January 2024

April 26, 2023	Alzheimer's & Dementia Caregiver Conference	MAC Inc.	1
April 26-27, 2023	Treating Anxiety Class 1 & 2	The Ferentz Institute	20
May 12, 2023	Traumatic Brain Injury and Concussion	Institute for Natural Resources	1
July 12-13, 2023	Age + Action Conference 2023	National Council on Aging	4
July 16-19, 2023	USAgging Conference and Tradeshow 2023	USAgging	2
July 24-27, 2023	SMP/SHIP/MIPPA National Conference	Administration of Community Living (ACL)	4
August 27-31, 2023	HCBS Conference 2023	Advancing States	10
August 31, 2023	Financial Exploitation Summit	National Adult Protective Services Association (NAPSA)	2
September 15, 2023	Harassment Prevention Training	DCHR	All Staff
October 10-13, 2023	Adult Protective Service Conference	Texas Department of Family and Protective Services	16
November 2-3, 2023	Discover I&R Conference	Inform USA	1

Attachment Q25 - Non Profit Organization

Grantee Name	Program Description	FY22 Funds	FY23 Funds
Terrific Inc.	Lead Agency Ward 1, 2 & 4	2,824,038.60	2,955,181.29
East River Family Strengthening	Lead Agency Ward 1	-	-
IONA Senior Services	Lead Agency Ward 2	-	-
IONA Senior Services	Lead Agency Ward 3	1,880,838.86	2,083,571.88
Zion Baptist Church	Lead Agency Ward 4	-	-
Seabury Resources for Aging	Lead Agency Ward 5 & 6	2,708,672.94	2,853,072.94
East River Family Strengthening	Lead Agency Ward 7 & 8	2,447,430.68	2,559,430.68
Seabury Resources for Aging	Model Cities SWC - W5	494,393.08	604,793.08
East River Family Strengthening	Washington SWC - W7	365,334.38	385,734.38
Mary's Center Maternal Child	Hattie Holmes SWC - W4	379,653.40	400,053.40
Mary's Center Maternal Child	Bernice Fonteneau SWC - W1	382,477.70	402,877.70
East River Family Strengthening	Congress Hghts SWC - W8	390,421.00	410,821.00
Howard University	Hayes SWC - W6	401,138.62	421,538.62
YMCA	Health and Wellness	308,915.00	308,915.00
University of the District Columbia	Body Wise	251,601.86	201,601.86
IONA Senior Services	Daycare Center	614,726.95	855,156.95
Home Care Partners	AL Care	2,572,827.89	2,450,641.00
Home Care Partners	Unpaid Caregivers Support	920,000.00	920,000.00
Home Care Partners	Safe At Home	4,513,073.54	3,963,073.54
Rebuilding Together	Safe At Home	251,158.40	351,158.40
American University	Safe at Home -2.0	-	275,000.00
Kingdom Care Senior Village	Gleaning Share/Kingdom Care	-	-
First Baptist Church	Daycare Center	231,411.44	251,811.44
National Foundation to End Senior Hunger	Nutrition	-	125,000.00
MJ Management Services	Food for Choice	-	-
Yellow Cab	Transportation -Med Express	1,800,000.00	2,496,220.25
Yellow Cab	Connector Card	-	1,500,000.00
Seabury Resources for Aging	Connector Card	1,500,000.00	-
Zion Baptist Church	Daycare Center	361,958.30	382,358.30
Legal Counsel for the Elderly	Ombudsman Program	1,589,156.46	1,789,156.46
VIDA Senior Center	Senior Center	598,233.86	699,033.86
IONA Senior Services	Alzheimer's	1,162,200.06	374,317.55
Jewish Social Services Agency	Senior Fellowship	57,454.00	77,854.00
SOME Inc./ So Others Might Eat	Senior Center	554,956.86	768,364.86
Metro DC Washington Center	LGBTQ program	47,789.22	47,789.22
Capital Hill Village	LGBTQ program	45,096.78	120,096.78
Wildtech	Senior Tech	216,777.56	2,008,296.90
Mary's Center Maternal Child	Senior Nutrition Program	646,125.81	795,125.81
Sibley	Club Memory/Telemedicine/Infinity	-	1,004,882.51
We are Family	Grocery Delivery	71,163.00	100,000.00
Mary's House Village	Senior Village	-	75,000.00
Foggy Bottom West End Village	Senior Villages	847,830.00	847,830.00
Total		31,436,856.25	35,865,759.66

Attachment Q26 - For Profit O

Contractor/Vendor	Program Description	FY22 Funds Received
Great American Corp. (Dutch)	Community Dining	\$ 5,390,113
Purfoods LLC DBA Mom's Meals	Home Delivered Meals	\$ 4,915,073
Run Veggie	Community Dining	\$ 946,757
OceanPro Industries	Home Delivered Meals	\$ 800,000
		\$ 12,051,943

Organizations

FY23 Funds Received	FY24 Funds Received to Date	Funding Receiving Start Date
\$ 1,770,388	\$ 1,000,000	10/1/2021
\$ 4,930,000	\$ 1,328,000	10/1/2021
\$ 2,957,514	\$ 676,000	10/1/2021
\$ 10,000	\$ -	10/1/2021
\$ 9,667,902	\$ 3,004,000	



Adult Protective Services Annual Report

TO THE COUNCIL OF THE DISTRICT OF COLUMBIA

FISCAL YEAR 2022

Department of Aging and Community Living
500 K ST. NE | 202-724-5626

Message from the Director

The Adult Protective Services (APS) Division of the Department of Aging and Community Living (DACL) investigates allegations of abuse, neglect, self-neglect, or exploitation of vulnerable adults in the District of Columbia and provides services to stop and prevent further abuse.

In Fiscal Year 2022 (FY22), APS completed 1,121 investigations. This represents a 4.7% increase from the previous year, in which 1,071 investigations were conducted.

Looking ahead to Fiscal Year 2023 (FY23), APS is expanding its outreach capabilities to focus more on financial exploitation prevention as well as building capacity for more staff training and continuing education opportunities on topics they encounter frequently, such as hoarding. To ensure the community is aware of the services APS offers, in FY23, DAACL intends to partner with a communications vendor to implement a comprehensive strategic marketing campaign to promote and increase awareness of APS services. In addition to the focus on outreach, DAACL is expanding its data and evaluation team to better develop long-term data collection and reporting capabilities, which in turn will allow the agency to better serve the District's older and vulnerable adults.

APS staff are dedicated to serving some of the District's most vulnerable residents and have worked diligently throughout the year to address safety needs. This report reflects their outstanding work.



Jessica Smith
Interim Director

Introduction

The Adult Protective Services (APS) Act of 1984, effective March 14, 1985 (D.C. Law 5-156; D.C. Official Code 156; D.C. Official Code §§ 7-1901, *et seq.*) as amended (“APS Statute”) requires that an annual report of the activities of the Adult Protective Services unit be provided to the Council of the District of Columbia. This report covers Fiscal Year 2022 (FY22).

APS is responsible for the consistent and timely investigation into allegations of abuse, neglect, exploitation, or financial exploitation of an adult 18 years of age or older, who is highly vulnerable to abuse, neglect, self-neglect, or exploitation because of a physical or mental impairment; has recently been or is being abused, neglected, or exploited by another individual or meets the criteria for self-neglect; and has no one willing and able to provide adequate protection.

An Adult Protective Services investigation is the most intense level of intervention available at DACL. To ensure older adults and adults with disabilities are receiving the most appropriate level of service, DACL assesses referred adults using the Structured Decision Making (SDM) practice model. This structured process collaborates with the referred adult, and helps recommend decisions for referrals to either the adult protective services team (if they meet the criterion for abuse/neglect or exploitation) or diversion to an appropriate, alternative resource, such as the case management team, the Medicaid enrollment services team, the nursing home transition team, and/or the nutrition services team. Through this process, individuals who come to the attention of APS but do not need the level of intervention provided by an investigation may still receive services.

Guiding Value

Every action taken by APS must balance the duty to protect the safety of the vulnerable adult with the understanding that adults have the right to self-determination.

Principles

- Adults have the right to be safe.
- Adults retain all their civil and constitutional rights, i.e., the right to live their lives as they wish, manage their own finances, enter contracts, marry, etc. unless a court adjudicates otherwise.
- Adults have the right to make decisions that do not conform with societal norms if these decisions do not harm others.
- Adults have the right to accept or refuse services.

Reporting

There are two types of reporting under APS: voluntary and mandatory. Both types of reporters have legal protection against retaliation, discrimination, and civil or criminal prosecution under the law. Under the provisions of voluntary reporting, any person who has reasonable cause to suspect that a vulnerable adult is a victim of abuse may call the Adult Protective Services Hotline number at 202-541-3950. Voluntary reporters may choose to remain anonymous unless they are classified as mandated reporters. A mandatory reporter is any person who is a part of an organization or group of people that receives public funds and is paid, in part, to provide care and support to adults in a licensed or unlicensed setting. In addition, if the allegation involves sexual abuse, serious injury, serious bodily injury, or suspicious death, the allegation is reported to the Metropolitan Police Department (MPD). If the report involves financial exploitation, the report is also be shared with the Elder Justice Section, a Public Interest Division of the Office of the Attorney General (OAG) for the District of Columbia.

In FY22, a total of 1,922 referrals were made to APS, of which 1,121 resulted in an investigation. This represented an 8% increase in the number of referrals received by APS compared to FY21 (1,764). This increase is likely due to greater visibility as many COVID-19 restrictions were lifted and is similar to the pre-pandemic referral rate (in FY20, there were 1,843 referrals and in FY19, there we 2,030).



Operations

The APS unit consists of 22 staff:

- Screening Services (1 Social Worker)
- Investigative Teams (10 Social Workers, 2 Supervisors)
- Continuing Services Team (4 Social Workers, 1 Supervisor)
- 1 Program Manager, 1 Program Analyst, and 2 Social Services Assistants.

In FY22, APS had a budget of \$3,149,655 (local \$2,711,546 and federal \$438,109).

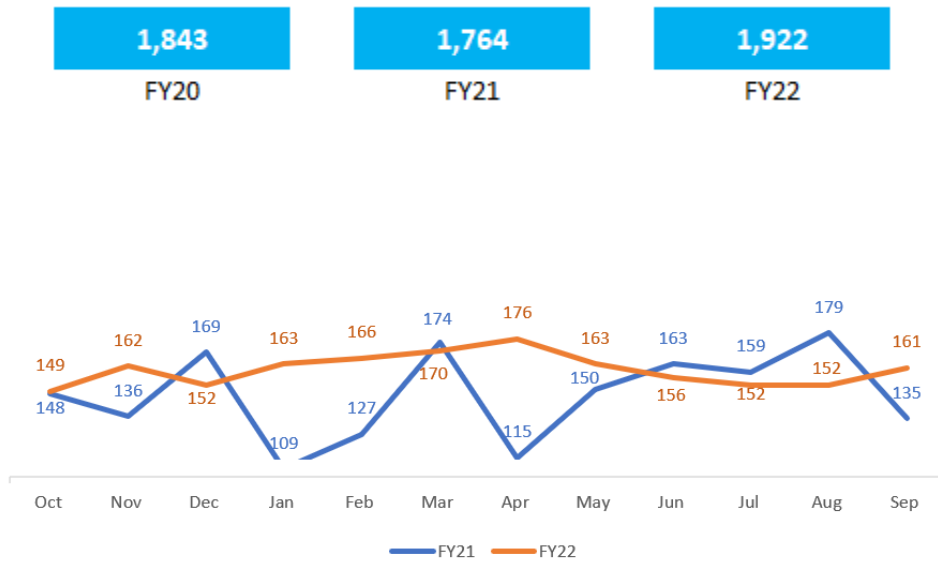
APS is required by statute to have the capacity to receive reports of abuse/neglect/exploitation 24 hours a day, seven (7) days a week. APS accomplishes this requirement through the operation of a hotline, where a caller can speak with a staff member at any time. To this end, APS has a cadre of social workers who work on-call to ensure referrals are received, assessed, and triaged.

Non-emergency referrals are investigated within ten (10) business days of receiving a report of abuse, neglect, exploitation, or self-neglect. If a case involves the risk of immediate and life-threatening harm to an individual, APS is required to contact MPD and begin its investigation within 24 hours. These two (2) investigations can be initiated simultaneously.

An APS investigation is the highest level of intervention possible within the continuum of DACL services. As indicated above, referrals which do not require the highest level of intervention may be diverted to other teams within DACL, our community partners, or other governmental agencies for more appropriate services instead of being “screened in” for an investigation. These cases do not meet the criteria for an investigation, and risks can be mitigated with a lower level of intervention and disruption to clients’ lives.

Referrals that are “screened in” are investigated by a licensed social worker. During an investigation, any emergent risk(s) are mitigated by the worker. Investigations are closed as either substantiated or unsubstantiated. Substantiated investigations are either closed, if the risk has been mitigated, or are referred for continuing services if there is further action that needs to be taken to resolve the presenting concerns.

APS Referrals Received



Number of Referrals by Referral Sources

Referral Sources	FY2021	FY2022
Health Care Professionals	448	474
Metropolitan Police Department	212	193
Financial Institutions	295	212
Family	192	175
Friend*	123	35
Self	71	84
Property Manager	49	53
Home Health Agencies	23	22
Fire Emergency Medical Services	6	4
Residential Services Coordinator	4	5
Government agencies	20	32
Other Adult/ non-relative	22	89
Other	299	544
Total	1,764	1,922

*Midway through FY22, DACL removed "Friend" as referral source.

Referrals Screened in for an Investigation

In FY22, approximately two out of every five referrals screened in for an investigation concerned an allegation of self-neglect. Self-neglect is the most common allegation the APS team screens in for investigation.

Allegation Type ¹	FY2021 Referrals	% of Screened In Cases	FY2022 Referrals	% of Screened In Cases
Self-Neglect	429	40%	431	38%
Financial Abuse	371	35%	363	32%
Neglect by Caretaker	251	23%	234	21%
Physical Abuse	108	10%	54	5%
Emotional Abuse	91	8%	111	10%
Total Screened-In Calls	1,071	100%	1,121	100%

Victim Characteristics

Consistent with previous years, women are more frequently the subject of a call that is screened in for an investigation.

Gender of Alleged Victim	FY2021 Referrals Screened In	% of Screened in Cases	FY2022 Referrals Screened In	% of Screened in Cases
Female	652	61%	613	55%
Male	369	34%	325	29%
No Information Provided	50	5%	183	16%
Total	1,071	100%	1,121	100%

Consistent with previous years, adults aged 60 and up are more frequently the subject of a referral that is screened in.

¹ A referral made to APS may have more than one allegation type. As such, the individual allegation types do not add up to the total number of screened in calls.

Age of Alleged Victim	FY2021 Referrals Screened In	% of Screened in Cases	FY2022 Referrals Screened In	% of Screened in Cases
Ages 18-59	136	13%	106	9%
Ages 60+	872	81%	982	88%
Age Unknown*	63	6%	33	3%
Total	1,071	100%	1,121	100%

*referrer did not want to report on age

Court Actions

Adults have the right to make decisions about the way in which they choose to live and APS staff respect that right. However, should an APS investigation show evidence that the individual’s cognitive functioning is impaired upon the results of the Mini Mental Status Examination (MMSE), APS can seek to have a psychological evaluation conducted to determine cognitive capacity and ask the court for a guardian or conservator to be appointed. In FY22, APS staff worked with the District’s Office of the Attorney General (OAG) to file petitions for guardianship for 51 cases. Guardians/conservators were obtained for all 51 cases.

<u>Intervention Type</u>	<u>Outcomes (10/1/2021 – 9/30/2022)</u>
Guardians	24
Guardians/conservators	17
Emergency Hearings (4)	1
Conservator	3
Limited Guardians	1
Limited conservator	2
Permanent Co-guardians	2
Temporary Guardians	1
Total	51

Source: Office of the Attorney General

Additionally, APS refers cases which involve financial exploitation to the Elder Justice Section, Public Interest Division of the Office of the Attorney General. In FY22, 379 referrals were made to OAG for financial exploitation of an older or vulnerable adult.

Education and Training

During the year, DACL provided training on the function of APS and mandatory abuse reporting to a wide range of professionals and community members through virtual seminars and outreach events. DACL also developed webinars on “Mandatory Reporting” to increase awareness of adult abuse and neglect. This annual training is provided to the staff of the Department of Behavioral Health (DBH), the Department of Health Care Finance (DHCF) and their Long-Term Care Administration, as well as other District partner agencies. In addition to the annual training APS provided training on hoarding prevention and intervention for DBH staff to better support mutual clients in FY 2022. Training was also provided to DHCF on ways to identify vulnerable adults that were previously unknown to the long-term care and other health care communities. DACL remains committed to internal and external facing trainings and will continue to expand its capacity to conduct more trainings in the coming year.

Partnerships and Outreach

DACL has worked to strengthen partnerships with the MPD, OAG, and DBH to more effectively collaborate on cases that rise to a criminal level. In FY22, DACL created and added a Financial Exploitation unit, specializing in the mitigation of financial abuse in collaboration with the OAG, MPD, and DC local banks. Due to this newly created unit within APS the agency’s outreach is now also focusing on providing all older adults with more information on financial exploitation and the signs to be aware of in the coming year.

DACL has also continued to work with DBH to identify residents receiving mental and behavioral health services in the community, who become known to DACL’s Case Management and APS teams, and require a collaborative approach to mitigating present and future risks. DACL and DBH managers and supervisors meet weekly to discuss mutual cases, where treatment planning and case monitoring are discussed.

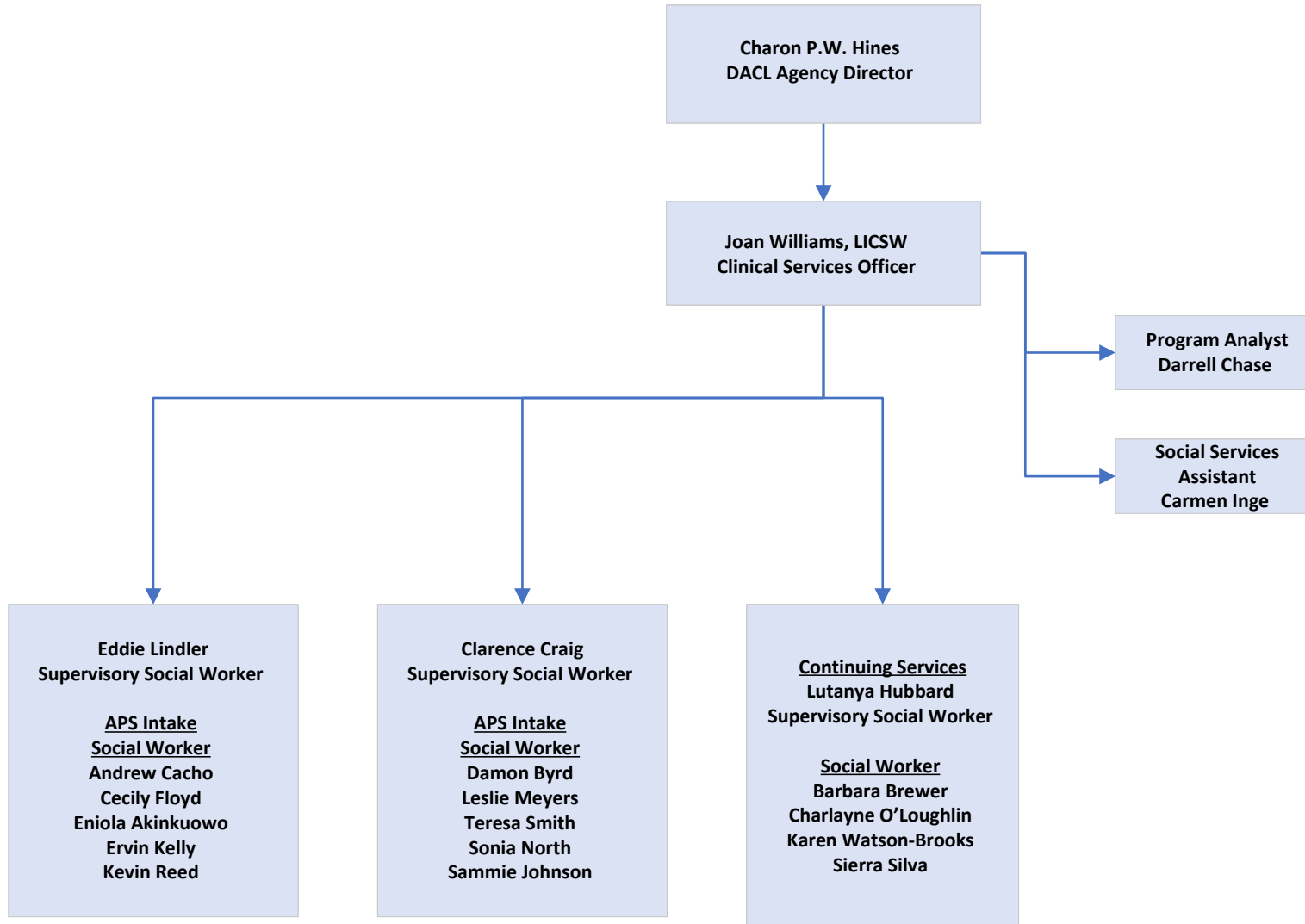
Data Transition

In FY22, DACL transitioned all APS data from the legacy database into the agency-wide database. This will allow for more streamlined data collection and reporting beginning in FY23. In addition, in FY22, DACL brought on a full-time data analyst who is working closely with APS and across the agency to develop long-term data collection and reporting capabilities.

FY23/FY24 Program Priorities	Staffing Numbers	Expenditures	Outreach	Outcomes
Connector Card	3	\$2,196,220.25	Limited outreach due to limited funds to sign up new clients.	3,809 clients part of the Connector Card program.
Safe at Home 1.0	18	\$5,396,206.59	Provided by DACL Communications team and grantees	Completed in-home adaptation projects for 1,026 clients resulting in 11,070 installations.
Safe at Home 2.0	19	\$369,543.40	Provided by DACL Communications team and grantees	46 completed mods, exercise/balance & strength training, medication review, and vision screening. 154 clients completed exercise/balance & strength training. 68 completed medication reviews and 68 completed vision screening.
ADRD	3	\$250,000	Provided by DACL Communications team and grantees	Weekly Alzheimer's Support Group,
Senior Connect Tech Pilot	15	\$978,159.79	Limited outreach to only seniors who take part in the program.	1,753 seniors take part in the program.
Food for Choice	2	\$620,125.00	Limited outreach to program participants.	450 seniors have autonomy over the nutritious food they consume

Eat Well Live Well Senior Nutrition Program	4	\$780793.29	Monthly outreach to program participants.	750 seniors receive a nutritious food box each month
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**Department of Aging and Community Living
Adult Protective Services Organizational Chart- 01/10/24**



Safe At Home

A

		FY21		FY22	
		Intake completed	Enrolled	Intake completed	Enrolled
Ward	1	75	31	105	60
	2	30	18	64	36
	3	37	24	37	18
	4	283	155	328	196
	5	326	177	376	228
	6	160	82	183	125
	7	339	208	439	274
	8	309	197	316	193
Age	Age 18-59	139	73	189	117
	Age 60 and over	1,420	819	1,662	1,016
Total		1,559	892	1,851	1,133

B

Ward	FY21	FY22	FY23	FY24 YTD
1	31	42	64	7
2	20	23	34	4
3	23	17	18	3
4	185	171	155	17
5	190	191	203	32
6	80	106	111	13
7	227	217	271	41
8	211	174	170	35
Total	967	941	1,026	152

C

FY	Enrolled to contractor first visit	Enrolled to project completion
21	106	89
22	172	71
23	164	105

24 Q1

18

39

FY23		FY24 Q1	
Intake completed	Enrolled	Intake completed	Enrolled
129	71	16	11
69	38	10	6
44	20	10	6
333	187	47	29
385	233	70	44
181	120	42	19
490	300	89	56
329	210	52	53
188	114	39	23
1,772	1,065	297	181
1,960	1,179	336	204

SAH Adaptation Types	QTY
Bath Non-Slip Mat	2
Bath Rug	4
Bath Handle	6
Bath/Shower	349
Bath/Shower Aid	85
Bed Hospital	80
Bedside Commode	6
Chair	83
Clamp Handheld Shower on Grab bar	16
Closet Rod	0
Concrete	0
Door	9
Grab Bar	637
Hand held Shower	11
Iron Railing	161
Kitchen Stool	1
Labor w/Mod	98
Lighting	186
Mobility	114
Power Lift Recliner	99
Railings	32
Ramp	22
Reacher	3
Seat Shower	3
Sink	0
Small Items	68
Stairlift	98
Superpole	22
Toilet Comfort Height	92
Toilet Handles	4
Tub Cut	1
Tub Transfer bench	3
Walker Rollator	6
Walker Rollator (bariatric)	2
Toilet Hinge riser and Seats	6
Totals	2309

Home Delivered Meal Program

Referrals are made from a variety of sources: family members, friends, neighbors, houses of worship, other social service agencies, or by the seniors themselves. A referral can be made by a phone call, email, or walk-in to the DACL Information and Referral/Assistance (I&R/A) Unit.

DACL's Home Delivered Meal Program provides meals to DC residents aged 60 and over who are frail, homebound, and otherwise isolated, as determined by the home-delivered meal assessment. Meals are provided through a contract with Mom's Meals in quantities of 7, 10, or 14 meals per delivery.

In the case of an emergency circumstance that interferes with services, if there is advance notice of weather or another emergency closure, Mom's Meals shall deliver shelf-stable meals in addition to regularly delivered meals before the inclement weather or other emergency is predicted to occur.

DACL successfully fed approximately 4,000 seniors over the FY23/Q1 FY24 time span. Currently, the agency has 2,347 Mom's Meals participants, 171 Hot/Cold Ready to Eat Meals participants, and 75 DC Central Kitchen participants.

Home Delivered Meal Program FY2023 Budget: \$5,400,000

Community Dining Sites

For enrollment in community dining sites, seniors should contact and/or visit the dining site directly to complete intake forms for enrollment registration. The community dining site meal program provides a meal once daily, Monday to Friday, to seniors in group settings across the District of Columbia.

In the event of inclement weather, natural disasters, or other incidents causing disruptions to operations, Discretionary Programs and Services (DP&S) will be governed by the D.C. Public Schools' (DCPS) guidelines concerning late arrivals, dismissals, and closures as indicated on the DCPS website.

DACL successfully implemented an electronic meal survey to be completed daily by the Lead Agency Site Managers to provide real-time feedback on meal quality, temperature, and presentation consumed by seniors. An area of improvement is having enough staff to establish an adequate presence and daily oversight to ensure compliance with rules and regulations.

Community Dining Sites Meal Program FY2023 Budget: \$8,202,251

Nutrition Supplement Program

For enrollment in the Nutrition Supplement Program, a senior is referred to a Lead Agency to complete a nutrition supplement assessment form by a nutritionist. If the senior meets eligibility requirements, the senior is then processed and enrolled in the Nutrition Supplement Program.

The Nutrition Supplement Program is designed to provide nutritional supplements to seniors 60 years of age and older residing in the District who have received a doctor's prescription

(renewed annually) due to self-reported unintentional weight loss or a medical or physiological condition.

In FY23 and Q1 2024, DACL implemented additional reports and notification systems to manage expectations more efficiently with supplement vendors to improve the delivery operations of supplements. An area of improvement is identifying additional sources of supplement procurement to combat supply chain issues that constrict flavor variety availability. Currently, the nutrition supplement program is serving 239 residents.

Nutrition Supplement Program FY2023 Budget: \$20,000

Hungry Harvest

For enrollment in the Hungry Harvest program, a DACL Program Analyst confirms the senior resides in either Wards 5, 6, 7, or 8 and completes the Hungry Harvest Program Referral with the client. There are 5 eligibility questions in which the client must answer YES to all. A 2+ must be scored on the Food Insecure Questionnaire. Once completed, with eligibility verified, the information is submitted, along with the signed or verbal consent, Hungry Harvest Agreement form, which outlines program policies. Next, the client is contacted by Seabury for any further information needed or follow-up and enrolled to receive monthly produce boxes. This program is managed by DACL grantee Seabury Resources for Aging, which provides a 12lb box of produce (individual) and 22lb box of produce (more than one eligible senior in the home). This program is only eligible for residents of Ward 5, 6, 7, 8. Delivery occurs twice per month, and residents must be enrolled in SNAP or CSFP, and score 2 or more on the Food Insecurity Questionnaire.

Currently, the program supports 180 participants. Hungry Harvest provides fresh produce to seniors in areas of the District that are statistically deemed food deserts. This program is very popular and is at capacity.

Hungry Harvest Program FY2023 Budget: \$70,000.00

Mary's Center Eat Well, Live Better Program

For enrollment in the Mary's Center Eat Well, Live Better Program, a DACL Program Analyst screens and refers a senior based on meeting eligibility requirements. Next, DACL sends over a referral via CSTARs to Mary Center for process and enrollment. The senior is either enrolled or waitlisted. This program is managed by DACL's grantee Mary's Center, which provides two boxes per month for income-limited residents (\$46,000 annually). Nutrition education is provided, and deliveries take place on Thursdays and Fridays.

Successfully, the seniors raved about the variety of produce received in their delivery. Currently, this program services 750 participants.

Mary's Center Eat Well, Live Better Program FY2023 Budget: \$711,876.00

Food 4 Choice

For enrollment in the Food 4 Choice program, seniors call the Food 4 Choice program main number to discuss and review eligibility requirements. If a senior meets eligibility requirements, the senior completes required forms and submits required documentation for enrollment.

DACL rolled out this pilot program in FY23 and it provides a \$125 grocery card to each eligible senior, that is reloaded each month. Senior residents must have a household of two people or less and be able to cook safely. Currently, this program serves 450 participants.

DACL was able to successfully organize, establish, and maintain the Food 4 Choice program to provide excellent nutrition financial assistance as well as offer excellent customer service to seniors who required assistance with troubleshooting issues such as providing card balance and lost pin numbers, issuing replacement cards, and providing answers to questions about program details. An area of improvement is providing more funding to allow more seniors to enroll in the program to combat the waiting list.

Food 4 Choice Program FY2023 Budget: \$750,000

Accounting for the Rise in Senior Food Insecurity in the District of Columbia

James P. Ziliak, Ph.D.

University of Kentucky

February 2023

Acknowledgement

This publication was prepared for the National Foundation to End Senior Hunger with the support of a grant from the D.C. Department of Aging and Community Living. The analyses, conclusions, and opinions are solely those of the author and do not represent the views and opinions of the sponsors.

Aim of this Study

- This report focuses on understanding the trends in and determinants of food insecurity among older persons in the District of Columbia in comparison to the overall older adult population in the US and among a select group of similarly sized cities
- The aim is to isolate whether any divergence in the food security of seniors in the District relative to the nation overall and to comparison cities can be accounted for by observed differences in socioeconomic conditions

Data

- The data come from the 2001-2021 Household Food Security Supplement (HFSS) of the Current Population Survey (CPS)
 - Source of official USDA statistics on food insecurity
- The principal sample for the analysis is those individuals ages 60 and older
 - Key age for more liberalized eligibility rules for SNAP
- The unweighted sample size in a typical year is 21,424, which weights up to represent about 59.5 million seniors per year

Measurement of Food Insecurity

Use the 18-item scale in the HFSS, with 12-month reference period
10 questions if child does not reside in the household

Household defined as food insecure if they fall into either the Low Food Security or Very Low Food Security categories

Use individual data with person weight

Box 1: Categories of Food Security from 18-Item Scale

	USDA Classification	Number of Affirmative Responses to HFSS
	High Food Security	0
	Marginal Food Security	1 or 2
	Low Food Security	3 to 5 (households without children) 3 to 7 (households with children)
	Very Low Food Security	6 or more (households without children) 8 or more (households with children)

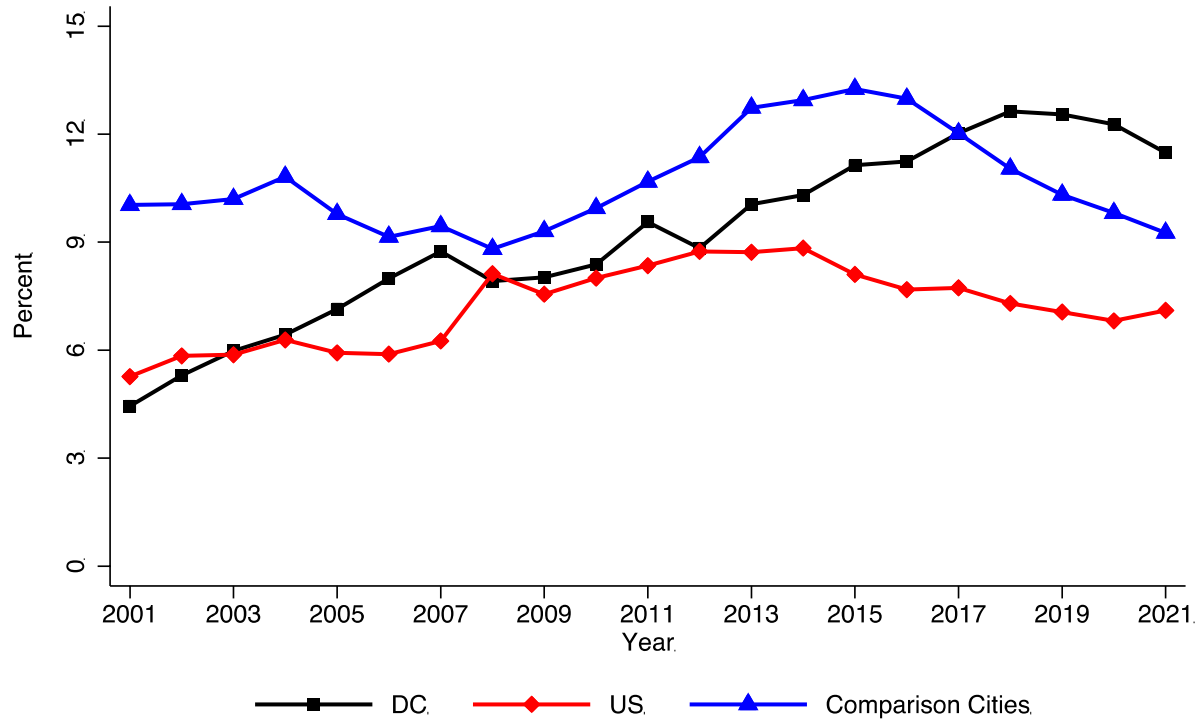
Comparison Groups

Compare the experience in DC to the overall population of seniors nationally and among a group of similarly sized cities as of the 2020 Census

- Atlanta (498,602)
- Baltimore (585,708)
- Boston (676,216)
- Charlotte (874,541)
- Columbus (905,672)
- Detroit (639,614)
- Indianapolis (887,752)
- Jacksonville (949,577)
- Louisville (632,689)
- Memphis (632,207)
- Nashville (689,504)
- DC (689,545)

Construct 5-year moving average of DC and comparison cities

Trends in Food Insecurity



Note: DC and Comparison Cities based on 5-year moving average.

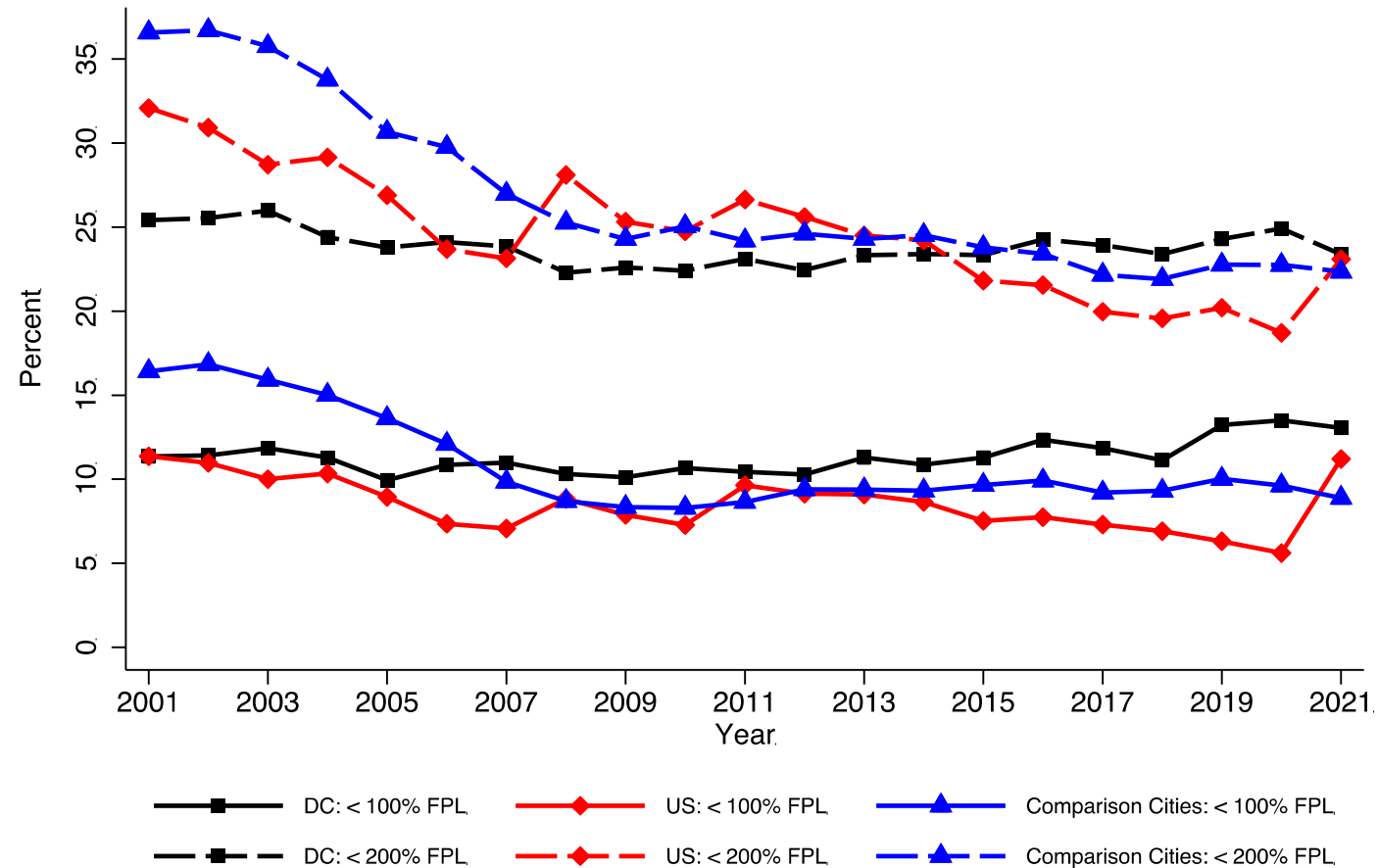
Source: Author's calculations from December Current Population Survey 2001–2021.

- At the start of the 21st Century DC seniors had lowest rates of food insecurity.
 - Since 2017 it is the highest
- Experience of DC differs sharply from nation and comparison cities in decade after the Great Recession (GR)

Risk Factors for Food Insecurity among Seniors

- Poverty (+)
- And controlling for income differences, other factors such as
 - Race and Ethnicity (Black + ; Hispanic +)
 - Age (Young +)
 - Marital Status (Single +)
 - Education (Less than College +)
 - Home Ownership (Renter +)
 - Health Status (Disabled +)
 - Family Structure (Multigenerational +)

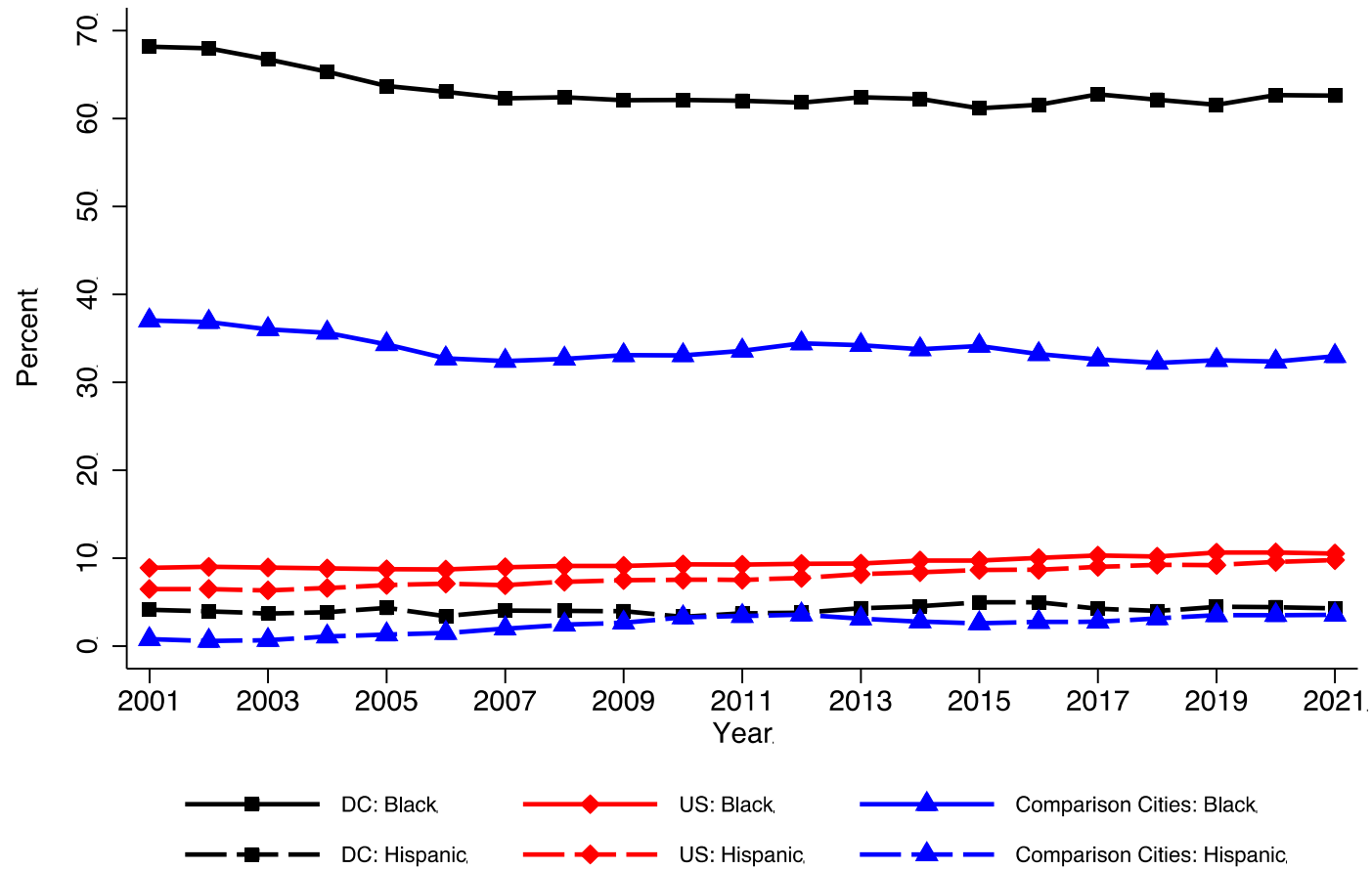
Increased Risk of Food Insecurity in DC Because Poverty Status Deteriorated Relative to Nation and Comparison Cities



Note: DC and Comparison Cities based on 5-Year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

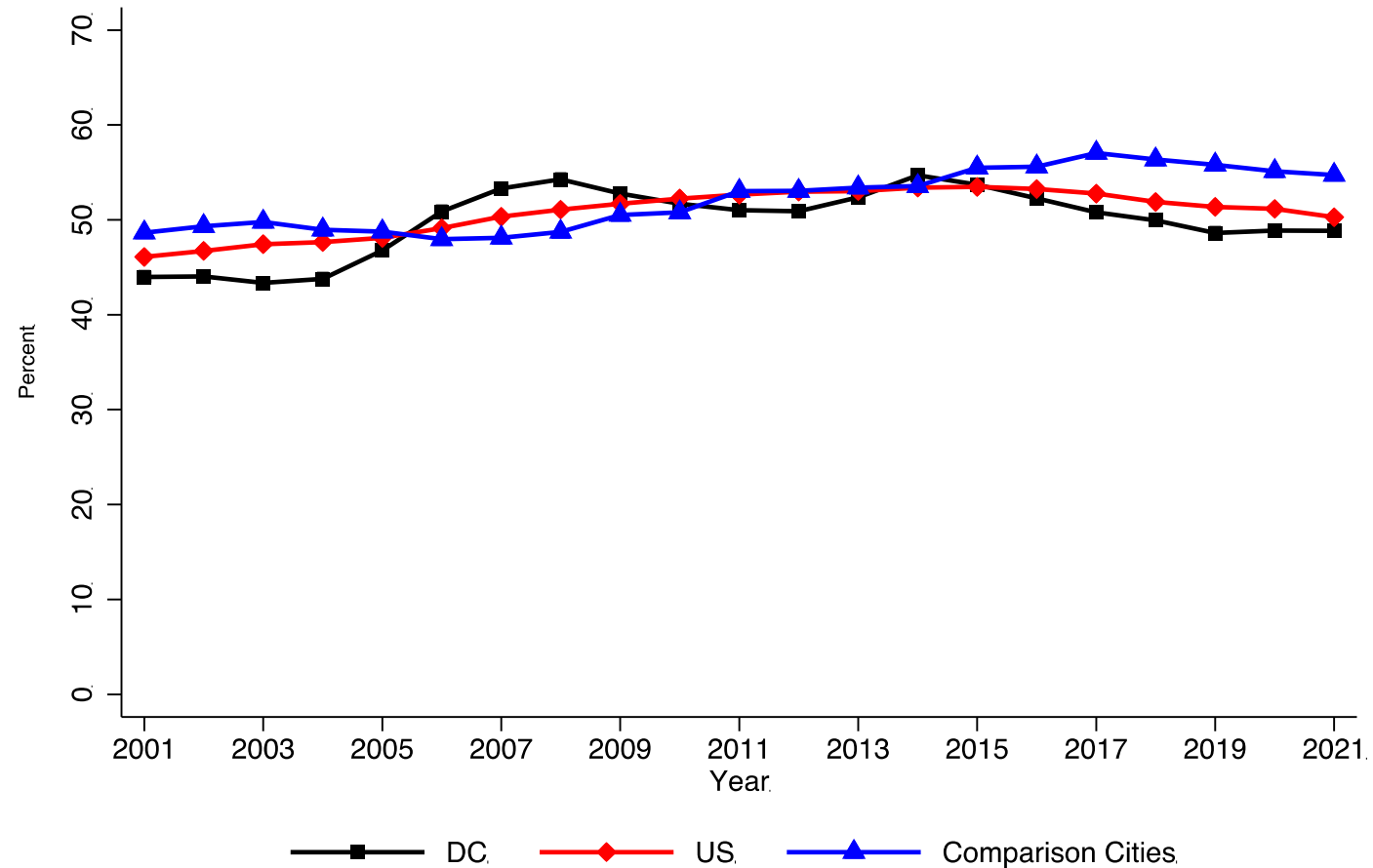
Ambiguous Risk of Food Insecurity in DC Based on Stable Racial Composition



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

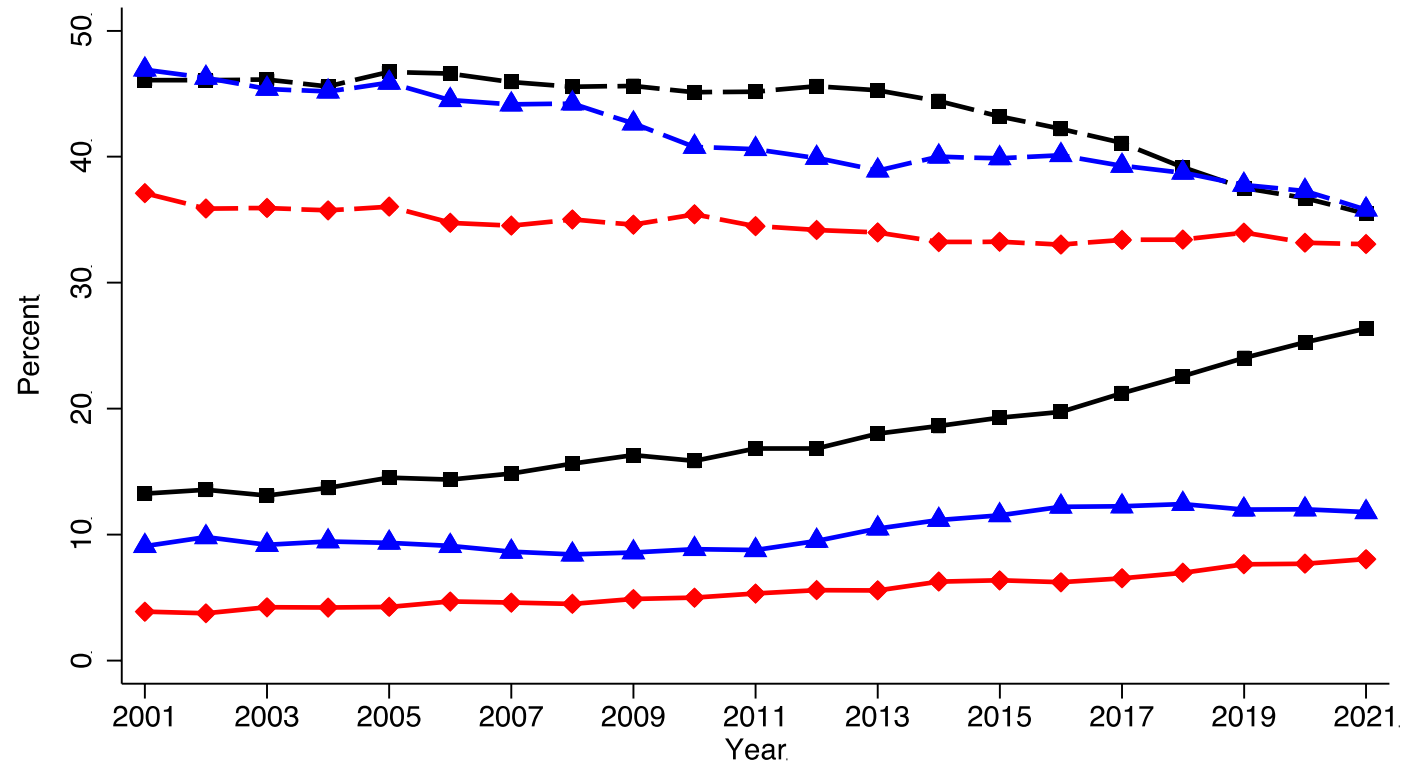
Lower Risk of Food Insecurity in DC post GR Because of Declining Share of Young Seniors



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

Higher Risk of Food Insecurity in DC from Declining Share Married

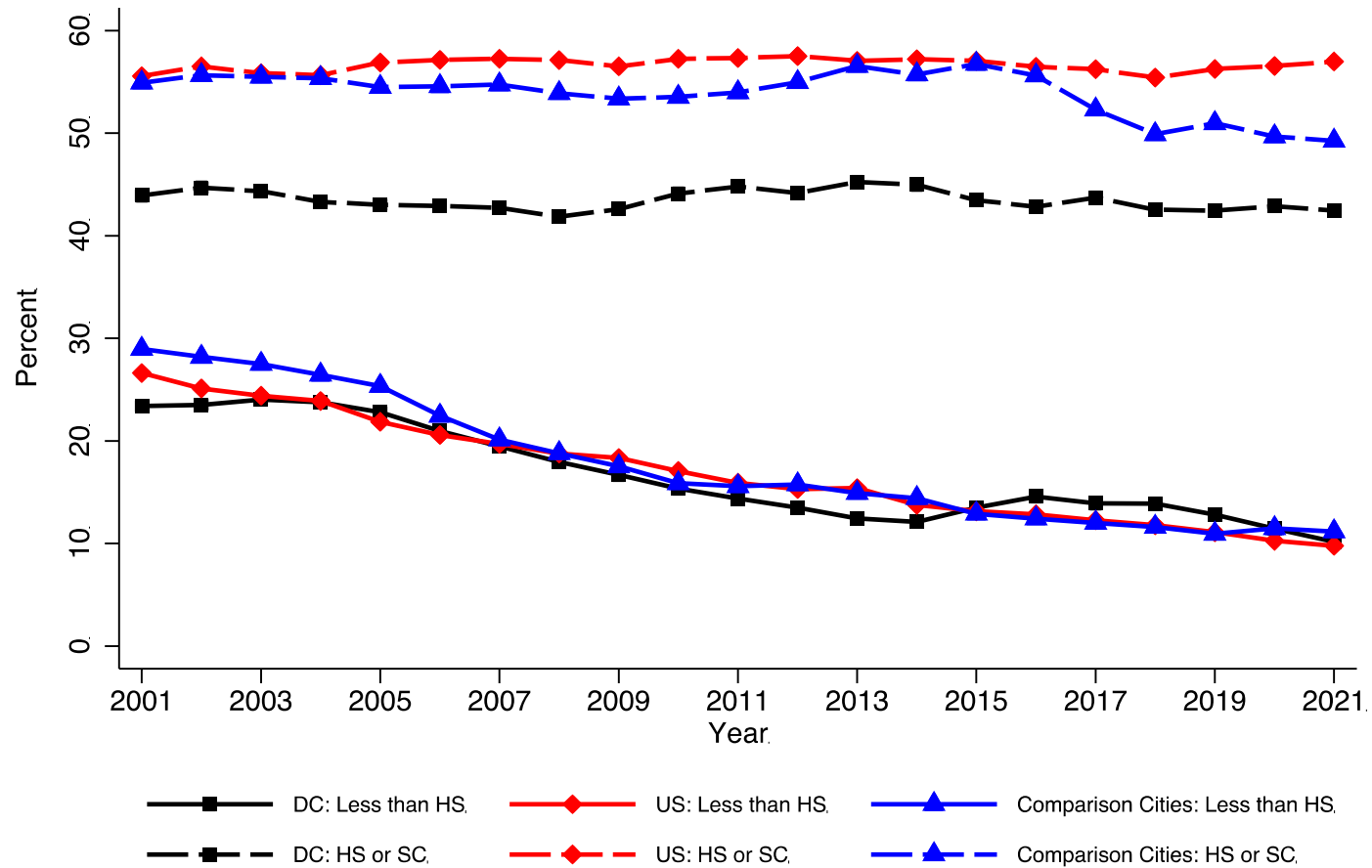


—■— DC: Never Married.
 —◆— US: Never Married.
 —▲— Comparison Cities: Never Married.
—■— DC: Wid/Div/Sep.
 —◆— US: Wid/Div/Sep.
 —▲— Comparison Cities: Wid/Div/Sep.

Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

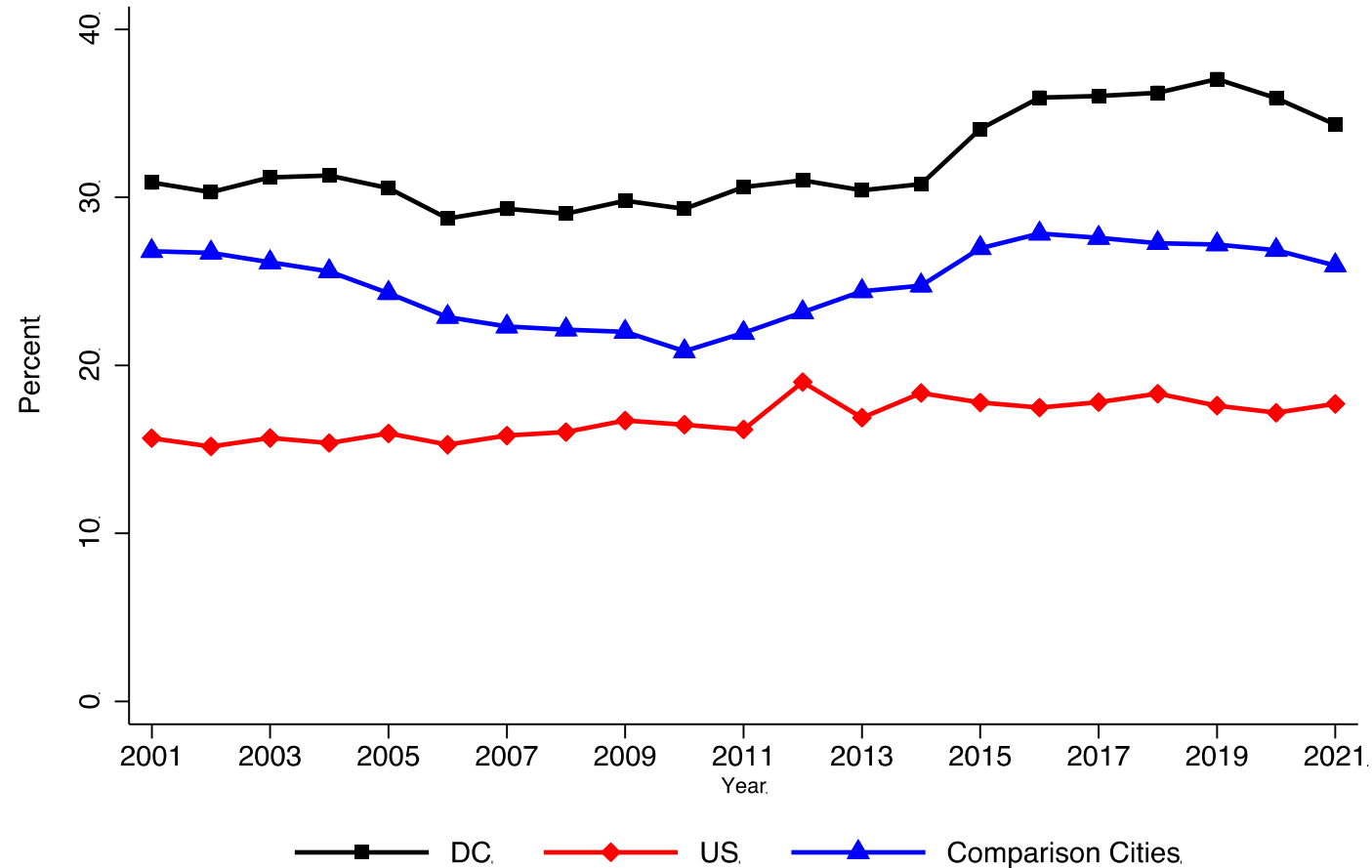
Higher Risk of Food Insecurity in DC from Slower Growth in College Educated



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

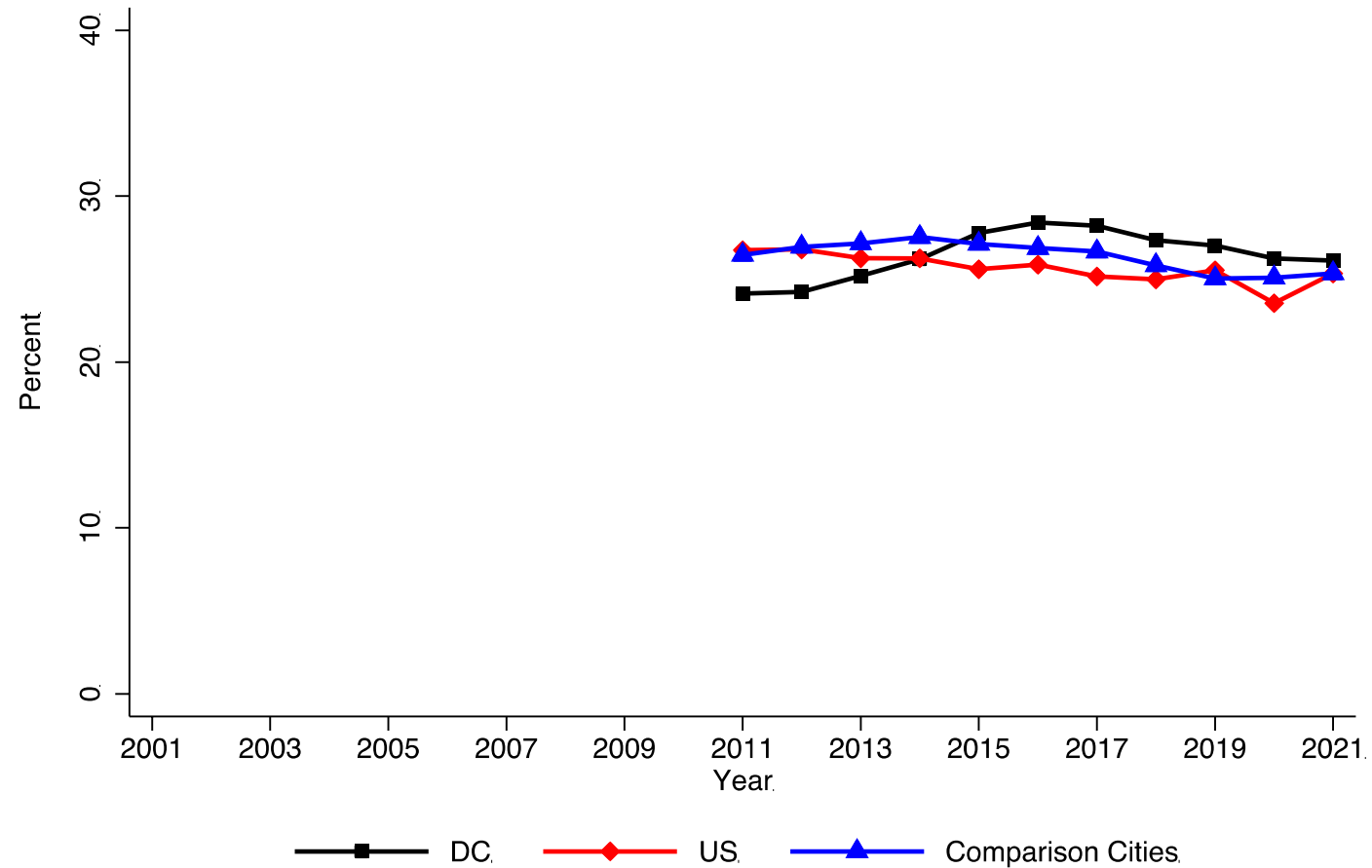
Higher Risk of Food Insecurity in DC because of Increased Share in Rental Housing



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

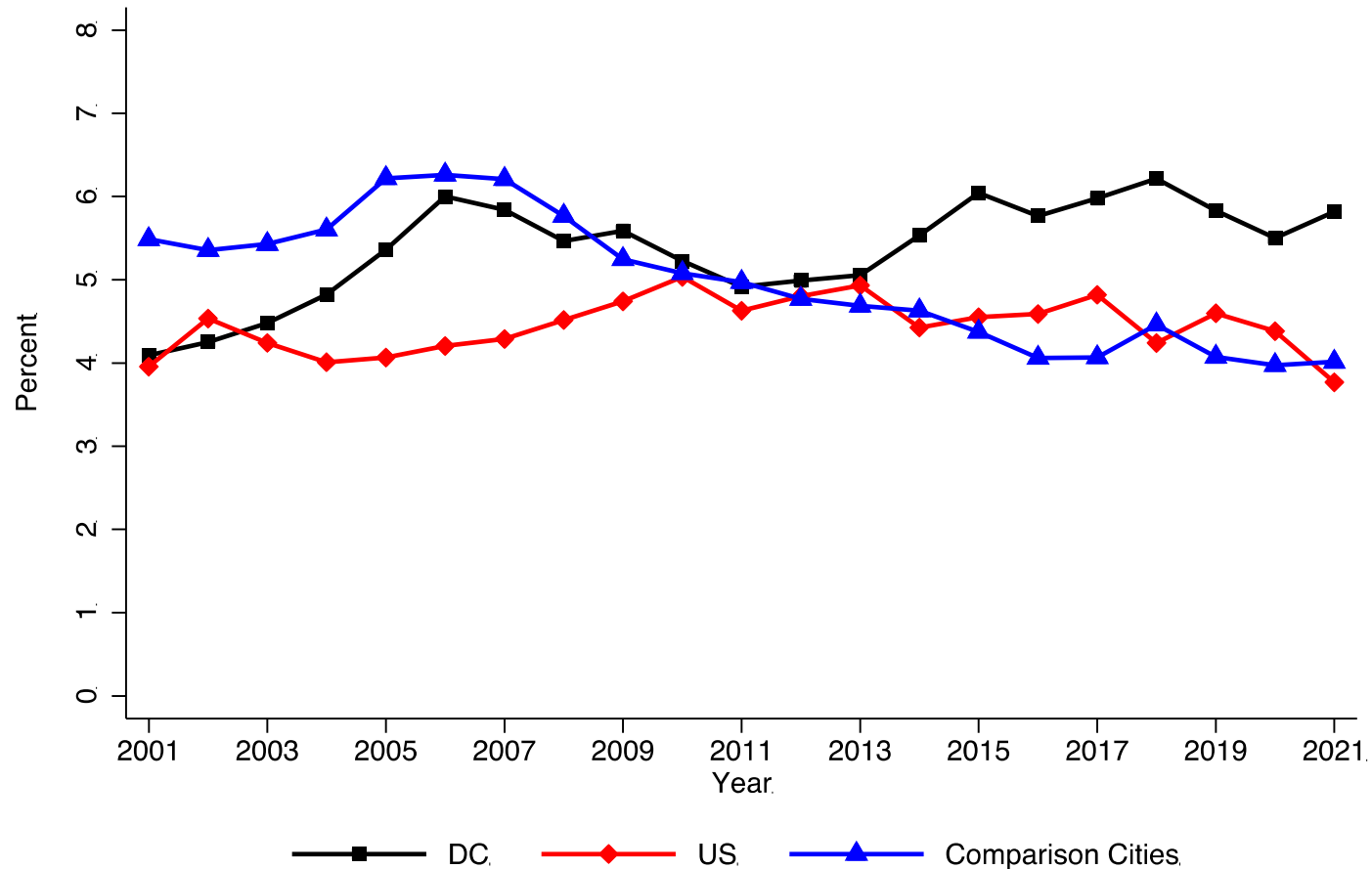
Higher Risk of Food Insecurity in DC because of Increased Disability



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

Higher Risk of Food Insecurity in DC because of Increased Share Raising Grandchildren



Note: DC and Comparison Cities based on 5-year moving average.

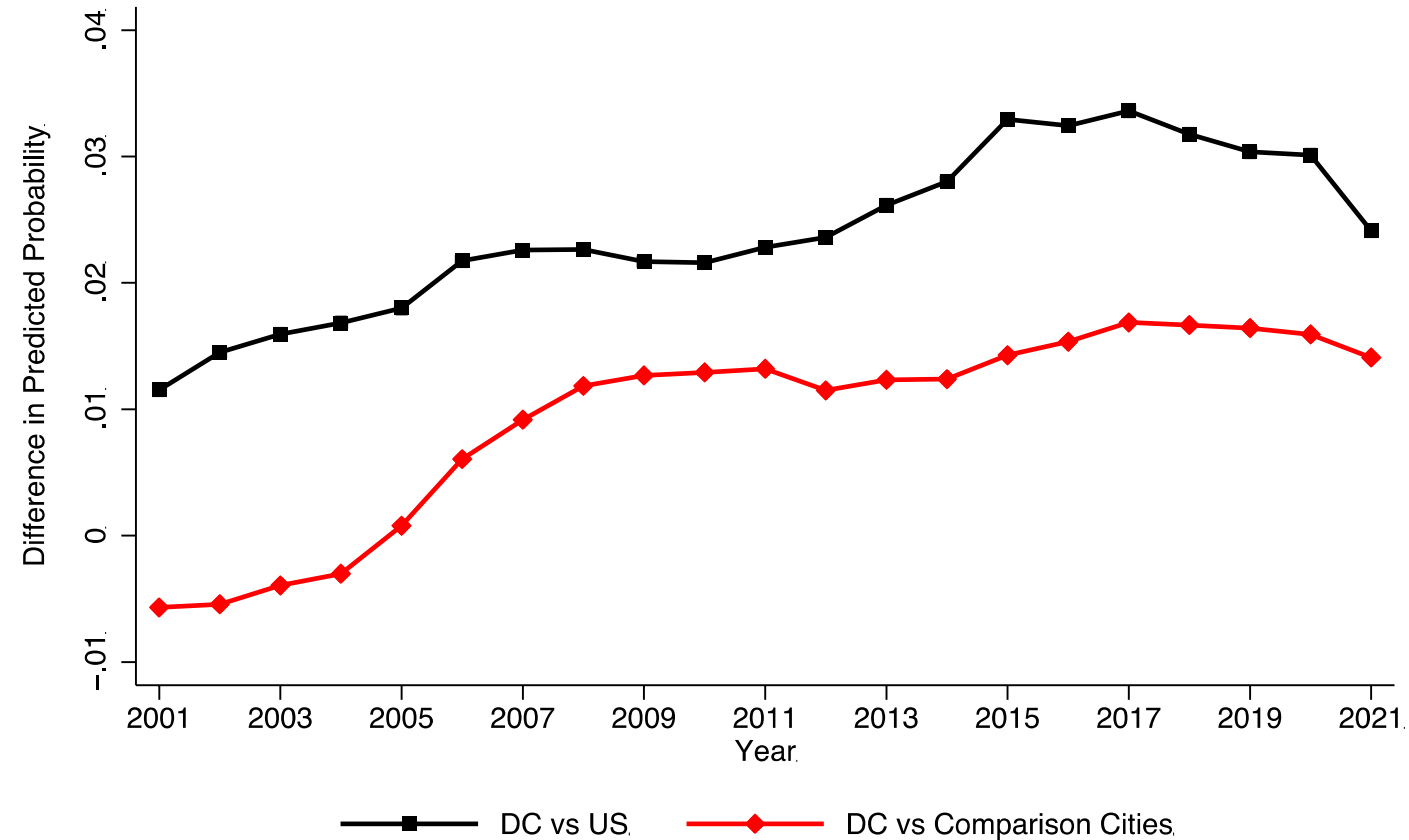
Source: Author's calculations from December Current Population Survey 2001–2021.

Putting It All Together

- Use multiple regression statistical model to determine which socioeconomic factors predict food insecurity
- Estimate the model parameters using all seniors
- Construct predictions on how senior food insecurity in the District evolved relative to the nation and the comparison cities over the past two decades, i.e. the food insecurity gap

$$\widehat{FI\ gap}_t = \widehat{FI}_t^{DC} - \widehat{FI}_t^j$$

The model estimates show that predicted gap in food insecurity between DC and the nation (comparison cities) widened over time



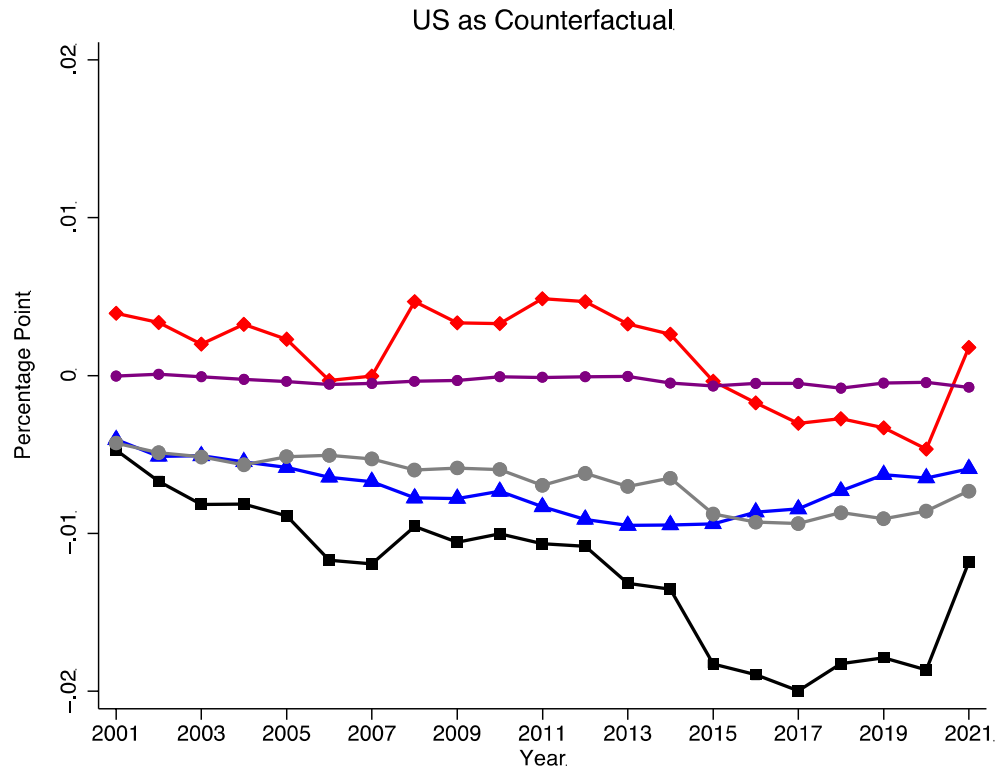
Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

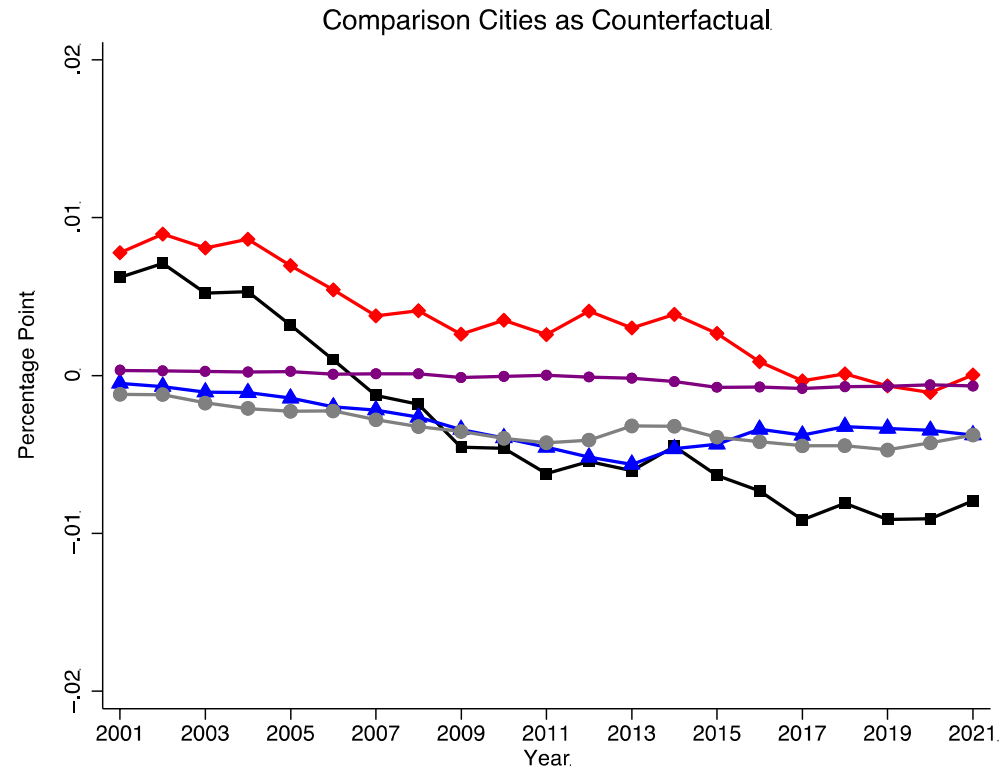
Counterfactual Predictions

- The next part of the analysis is to “replace” some of the values of the socioeconomic characteristics in DC with those from either the nation or comparison cities
- (Re)Predict food insecurity in DC to see how much of the food insecurity gap would hypothetically be closed with those different values
- Focus on poverty status, marital status, renters, and multigenerational households

The model estimates show that nearly 60% of the predicted gap in food insecurity between DC and the nation (comparison cities) is closed if DC had their values of poverty rates, marriage, and homeownership



Note: DC and Comparison Cities based on 5-year moving average.
 Source: Author's calculations from December Current Population Survey 2001–2021.



Note: DC and Comparison Cities based on 5-year moving average.
 Source: Author's calculations from December Current Population Survey 2001–2021.

—■— Poverty, Marital Status, Rent, and Multigen.
 —●— Rent

—◆— Poverty. —▲— Marital Status.
 —●— Multigen.

Excess Food Insecurity

- The remainder of the analysis examines whether local macroeconomic factors omitted from the empirical model can account for some of the unexplained portion of food insecurity
- Excess food insecurity is defined as the difference between expected food insecurity in DC or one of the comparisons and what the model predicts would be food insecurity based on the socioeconomic mix of seniors in each location
- I then relate this excess food insecurity to local measures of the labor market, earnings inequality, and population
- The key takeaway is that over the past 5 years the socioeconomic factors have explained food insecurity well, leaving little for other macroeconomic factors to pick up

Conclusion

- The District of Columbia has experienced a sustained increase in food insecurity among the older population of adults in the decade after the Great Recession
- The evidence in this report points to main three factors contributing to this growth:
 - rising rates of poverty and near poverty
 - declines in the share of seniors who are married
 - the rising share of seniors residing in rental housing

Conclusion

- There are several possible policy levers to address poverty and affordable housing crisis
 - Supplements to Social Security/SSI
 - Guaranteed Income
 - Extend EITC eligibility to over 65 without dependents
 - Expand rental housing voucher program
- To address food purchases directly
 - Outreach for SNAP to increase take up of benefits
 - Some Medicare Advantage plans offer food benefits

SENIOR NUTRITION AND WELL-BEING EQUITY AMENDMENT ACT

Bill Summary

The bill requires the Department of Aging and Community Living to:

- 1) investigate the food quality of its nutrition services.
- 2) streamline its housing resources and program referrals.
- 3) provide trainings to home health aides.
- 4) develop senior wellness check programs.
- 5) send routine mailers to seniors with program information.
- 6) streamline the referral process for assisted living and nursing home facilities.
- 7) establishes a community task group comprised of seniors.
- 8) adds reporting requirements for adult protective services.

While funding for this bill has not yet been secured, DACL is actively taking steps to address the requirements outlined in this legislation.

Food Quality of Nutrition Services

DACL evaluates the quality of home delivered meals and food in community dining sites by conducting taste tests, seeking daily feedback from participants in the meal programs, and using this feedback to continually improve the experience of the seniors. DACL also formally surveys participants of its meal programs. The DACL Nutrition and Programs & Grants units make regular site visits to dining sites and senior wellness centers to answer questions, receive in-person feedback, observe the meal service delivery and explain processes to seniors.

Streamline Housing Resources and Program Referrals

The DACL Information and Referral Assistance Unit makes available a housing resource packet that is updated quarterly by DACL's housing specialist, who is a part of the Case Management unit. The list can be sent to seniors via mail or email. Also, seniors seeking housing resources can be referred to case management for a more hands on approach and more in-depth assistance with accessing housing resources, receiving a housing voucher, or participating in programs such as Shallow Subsidy.

Train Home Health Aides

This bill has not been funded so the training and development of home health aides still lies solely within the department that administers such services to seniors, which is

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DHCF. DACL looks forward to opportunities to expand and collaborate and would have much to contribute.

Develop Senior Wellness Check

DACL, in collaboration with its lead agencies, has developed a system in which the lead agencies, covering all eight wards, regularly check on seniors to ensure their well-being.

Routine Mailers

The DACL External Affairs and Communications (EAC) unit is dedicated to reaching and communicating with difficult to reach populations within the District of Columbia. The EAC uses a layered communications approach consisting of 1) traditional media (newspaper, radio, television), 2) modern digital media (email, social media platforms including Facebook, Instagram, and X (formerly Twitter) and 3) and in-person-community events, as well as virtual events on platforms such as Zoom, that range in attendance from a single individual to thousands of people.

Also, DACL in collaboration with Iona Senior Services developed and regularly distributes a senior resource guide that assists seniors, their caregivers and professionals navigate the District-wide services available to seniors.

Streamline the Referral Process for Assisted Living and Nursing Home Facilities

Our case management team takes referrals for individuals interested in Assisted Living or Nursing home facilities. Case managers assist with assessing eligibility, completing applications, escorting on tours, and counseling seniors and their families through the transition.

If seniors in a nursing facility wish to transition out to an assisted living facility, our Community Transition Team facilitates that process.

All of our referrals' demographics, needs, and outcomes are tracked in our database CStars.

Community Task Group Comprised of Seniors

While DACL does not have a dedicated community-led task group as stipulated in the bill, we proactively collaborate with the Commission on Aging, our DACL Senior Ambassadors, and the senior villages. Our aim is to gather valuable suggestions and recommendations on how we can effectively reach individuals who are currently not receiving services. This collaboration helps us identify potential participants to address

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health needs, combat isolation, alleviate hunger, and ultimately enhance the overall well-being and quality of life for seniors across the District.

Reporting Requirements for Adult Protective Services

In line with proposed requirements Adult Protective Services currently assigns all reports of alleged abuse, neglect, or financial exploitation of a senior to our Social Workers and it is thoroughly assessed for referral, investigation, or resolution. We keep record in our electronic database, CStars and internal communication logs of all cases referred, whether they are screened out, referred externally to DC Government partners, or screened in for further investigation.

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No Senior Hungry

Bill Summary

If funded, the Bill will:

1. Create a Senior Food Interagency Taskforce.
2. Create a Senior Food Security Plan.
3. Create a Senior Communications Plan.
4. Expand the Elderly and Persons with Physical Disabilities (EPD) waiver program.
5. Update the application process for SNAP benefits.
6. Identify more adult day care centers to provide meals to seniors.

Senior Food Interagency Taskforce

As outlined in the bill, the proposed taskforce would be made up of representatives from various DC government agencies who work on programs providing nutrition and transportation to seniors; representatives from organizations serving seniors; a representative from the Food Policy Council; and senior residents receiving or participating in nutrition services (would be paid participants for their work on the taskforce).

DACL is an active, contributing participant in monthly Interagency Food Access Calls. The purpose of this call is to help better coordinate programs and communications across District agencies working to provide food resources and programs to District residents. It occurs on the 3rd Friday of every month. Some of the agencies represented along with DACL are DHS, OSSE, DPR, EOM, OP, DCPS, and DCBC. The participants are encouraged to invite other agency representatives to the call should they learn of an initiative addressing food insecurity that should be shared.

DACL is also a participant in emergency food providers calls. Most active during COVID, this call brought together governmental and non-governmental agencies and ensured that we were coordinating to meet the needs of District residents in times of crisis and emergency.

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Senior Food Security Plan

The bill outlined requirements of a food security that that would:

- detail the state of senior food security, including root causes and risks by select demographics,

DACL partnered with the National Foundation to End Senior Hunger (NFESH) who published the Feeding America report which once highlighted the District of Columbia as having the highest rate of food insecurity amongst seniors in the Nation. NFESH conducted research to determine the root causes of food insecurity here in DC and found some of the root causes to be housing costs, percentage of seniors who are unmarried, percentage of seniors who do not own homes, etc.

- identify all nutrition services for seniors (including transportation),

DACL partnered with The Lab @ DC to identify all nutrition services for seniors throughout the District and explored the possibility of developing a unified entry system that would house all these programs and assist seniors with accessing programs that would best meet their needs through less channels. DACL and the Lab @ DC found that similar entry systems already exist (i.e., LinkU) and that keeping the information relevant and up to date would prove too costly over time. DACL and The Lab @ DC shifted their focus to addressing the underutilization of SNAP here in the District. DACL, The Lab @ DC, DHS, DDS, and DC Health are now working in partnership to increase participation in the SNAP amongst seniors and people with disabilities through targeted outreach strategies.

- identify needs, overlap, and redundancies of existing nutrition services,

The partnership between The Lab @ DC and DACL involved the use systems mapping exercises that helped DACL to identify needs, overlap, and redundancies of existing nutrition services. These exercises were attended by representatives from DACL, OP, senior participants of DACL nutrition programs as well as social scientists and civic designers from The Lab @ DC.

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- recommend ways to improve access to nutrition services,

DACL has conducted focus groups through our Future of Aging project that assists in understanding how seniors become aware of services available to them and what is most effective. “Word of Mouth” is the number one way that seniors learn about all services (not solely nutrition), and it is the most effective.

- recommend ways to improve the nutritional quality of food provided to seniors (this includes increasing the amount of local fresh produce in meals under the Emergency Food Assistance Program, the Commodity Supplemental Food Program, and other nutrition programs),

The DACL Nutrition department works with our meal service providers and our lead agency nutritionists daily to ensure the food provided to seniors is nutritious. Meal service providers must submit menu recommendations for prior approval allowing time for the proposed selections to be assessed for their nutritional content.

- identify promotion and referral opportunities across all nutrition programs,

All DACL teams can identify the need for a referral to nutrition programs. Our teams make referrals to nutrition programs both internal and external to DACL.

- recommend ways to expand access to nutrition services through more delivery and transportation services, and

DACL partners with DC Central Kitchen to expand access to nutrition services through innovative outlets such as hot meals delivered to seniors via Door Dash. DACL identified seniors who were experiencing food insecurity but did not meet the qualifications of our home delivered meal program and connected them to the DCKK program to meet their needs. DACL anticipates more opportunities to expand access through these types of channels once the Bill is funded.

- identify opportunities to improve the social welfare program application process (this includes increasing enrollment and making the application process more user friendly).

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DACL partnered with DHS during the research and development phase of the Elderly Simplified Application Project (ESAP) and provided feedback about the user friendliness of the shorter version of the SNAP application.

The DACL Medicaid Enrollment Services team has become more proactive about utilizing all features of the integrated application that is available to District residents. This team can use one application to apply for EPD Waiver, SNAP and TANF. The team implemented new processes to ensure that they ask every senior they interact with to answer the six additional questions that will submit an application for SNAP along with the EPD Waiver application.

DACL and The Lab @ DC are helping to address the underutilization of SNAP here in the District. DACL, The Lab @ DC, DHS, DDS, and DC Health are now working in partnership to increase participation in the SNAP amongst seniors and people with disabilities through targeted outreach strategies.

Senior Communications Plan

The senior nutrition services communications plan requires that the Department “shall establish and implement a senior nutrition services communications plan that, at a minimum”:

- Describes the outreach needs of the District’s food insecure senior population and best practices for communicating with this population, including senior residents who are difficult to reach, such as those who are not currently participating in available programming;

The Department of Aging and Community Living External Affairs and Communications (EAC) unit is dedicated to reaching and communicating with difficult to reach populations within the District of Columbia. The EAC uses a layered communications approach consisting of 1) traditional media (newspaper, radio, television), 2) modern digital media (email, social media platforms including Facebook, Instagram, and X (formerly Twitter) and 3) and in-person-community events, as well as virtual events on platforms such as Zoom, that range in attendance from a single individual to thousands of people. These events are key to our communications strategy as they permit us to communicate directly with target DC

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residents as well as both government and non-government community partners (e.g. Churches, Civic Associations, hospitals and medical providers, public housing residents and staff, Senior Villages, ANCs, Council Staff, and District Agencies,) who interact with DC seniors. In the first three quarters of FY23 the EAC conducted approximately 168 in-person and 43 virtual events and communicated with a combined total of approximately 21,200 no-unique individuals. We emphasize this level of direct communication because often the best way to get information to hard-to-reach individuals is through direct communication and through word of mouth utilizing trusted individuals and entities.

- Requires the Department to disseminate information about all senior nutrition services provided by the District using best practices for reaching seniors, including an annual mailer to District seniors that lists nutrition services, including how to enroll in such services.

The External Affairs and Communications unit as a matter of general practice shares information about all DACL programs and services. The exception to this would be if the audience requests that we limit our communication to one or more specific topics that do not include nutrition.

- Cross-promotes senior nutrition services; and provides annual trainings for all senior-facing District employees and community-based organizations on nutrition services that are available to District seniors.

Cross promotion naturally occurs especially in situations where a senior is not eligible for the home delivered meal program. The DACL nutrition team ensures that seniors are connected to food programs, even if they are external to our agency. Ongoing training is provided to departments within DACL that are most senior facing, such as Information and Referral Assistance and Nutrition, through lunch and learns and participation in Interagency Food Access Calls.

- Provides outreach to physicians and clinicians serving seniors so that they can provide appropriate referrals for their patients using existing referral systems.

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EAC conducts outreach to medical providers through both virtual and in-person events at locations such as Medstar, the VA, Providence, Georgetown Physicians, Howard University, and various other clinics and facilities. These outreach events include information on DACL's nutrition services.

- Details how the Department, in partnership with the Office of the Chief Technology Officer, will update its websites and application portals for senior nutrition services using best practices for senior-facing technology, considering access to and familiarity with technology among the population being served. “(b) In preparing the plan required by subsection (a) of this section, the Department shall: “(1) Coordinate with all District agencies providing services relevant to senior food insecurity and the taskforce established by section 321; and “(2) Provide opportunity for input from the public, including community-based organizations serving seniors, healthcare providers, and seniors participating in nutrition programs, by: “(A) Holding at least 4 community meetings open to the public; and “(B) Drafting a plan available for written comments. “(c) The Department shall update the plan required by subsection (a) of this section every 3 years. The Department shall publish the plan required by subsection (a) of this section and all updates on its website.

DACL keeps its website updated through frequent consultation with department managers and DACL IT. DACL has also launched the DACL app that is a way for seniors who have smart phones to easily stay connected with DACL.

Expand the EPD Waiver Program (DHCF)

This portion of the bill applied to DHCF.

DACL's current role in the EPD Waiver program is as follows:

DACL's Medicaid Enrollment Unit works with DC residents, family members, caregivers, stakeholders, and other community professionals, to complete the EPD Waiver enrollment process. A Medicaid Enrollment Specialist (MES) will be the initial point of contact for enrollment in Medicaid programs such as:

- The Elderly and Persons with Disabilities (EPD) Waiver Program

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- Adult Day Health Program
- SNAP

A Medicaid Enrollment Specialist is assigned to complete all the required application documents and submit with the requested supporting documentation. The completed enrollment packets are submitted to the DC Department of Healthcare Finance for Medicaid eligibility determination. All Long Term Care services are coordinated by EPD Waiver Case Managers once the beneficiary is approved. DHCF is responsible for all training and oversight of EPD Waiver case managers. EPD Waiver Personal Care Aides (PCA) prepare all meals for their clients as required by the Person-Centered Plan.

Update the application process for SNAP benefits (DHS)

This portion of the bill applied to DHS.

DACL's role in the updating of the application process for SNAP benefits was through our participation in the research and development phase of the Elderly Simplified Application Project (ESAP) and providing feedback about the user friendliness of the shorter version of the SNAP application.

Identify more adult day care centers to provide meals to seniors

DACL currently has three adult day care centers who provide meals to senior participants daily.

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Attachment Q44 DACL Address Food Security

DACL addresses food security by being proactive with every senior that contacts our agency and every senior that we connect with through our many outreach channels. Each caller that contacts DACL through our Information and Referral Assistance line is asked about their ability to access food and connected with services and resources internal and external to DACL if they need support with accessing food. DACL offers a variety of programs that help address food security by offering meals in a congregate setting; a home delivered setting; through grocery boxes; through partnerships with organizations such as DC Central Kitchen and their collaboration with Door Dash to deliver hot meals to seniors; and through referrals to a myriad of other organizations in the District who offer food resources. Furthermore, DACL is proactive about decreasing the underutilization of SNAP amongst seniors in the District as an additional approach to addressing food security. Seniors can receive support from DACL with understanding and completing the SNAP application; seniors applying for EPD Waiver are encouraged to apply for SNAP during the EPD Waiver application process with the integrated application; and finally, seniors can also be connected to external organizations that provide SNAP application assistance by way of DACL referrals to organizations such as DC Hunger Solutions.

The data that the agency uses to substantiate food security as a service we must provide is the tracking mechanism that we use internally that provides the reasons people are contacting our agency, with Health & Wellness/Nutrition being in the top five of the call reason categories. The agency also uses the participation data and the increasing popularity of our home delivered meal program to substantiate the need. The agency uses data provided in the Feeding America report that details where D.C. ranks nationally in comparison to States. The agency uses data obtained from our partnership with the National Foundation to End Senior Hunger (NFESH) to solicit research from Dr. James Ziliak – a nationally recognized researcher on food insecurity rates. Dr. Ziliak’s research is focused on what drives rates of food insecurity amongst seniors in the District. DACL will use this information to target programs that address food insecurity as well as to inform improvement to existing collaborations with other District government agencies.

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Additionally, NFESH and DACL worked with Dr. Martha Kubrik of George Mason University to evaluate how current DACL nutrition programs are addressing food insecurity and nutrition equity in current participants. Dr. Kubrik evaluated how current programming affects the health of seniors and is creating and testing interventions to increase improved health in seniors because of being involved in DACL programming.

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AGENCY	SERVICE	FY 2022	FY 2023	FY 2024 YTD
Terrific, Inc Regional Senior Services	Congregate Meal Weekdays & Congregate Meal Weekend	1,613	1,722	
	Counseling	1,884	1,231	
	COVID 19 Home Delivered Meals	842		
	Health Promotion	113		
	Health Promotion: Non - Evidence Based	938	912	
	Individual Socialization	325	395	
	iPad	3		
	Nutrition Counseling	192	96	
	Nutrition Education	43	3	
	Recreation/ Socialization	1,674	1,236	
	Transportation to Activities	291	340	
Behrend-Adas Senior Fellowship Program	Congregate Meal Weekdays & Congregate Meal Weekend	53	50	35
	Recreation/ Socialization	53	47	34
	Transportation to Activities	15	18	12
Congress Heights Senior Wellness Center	Health Promotion Evidence Based		126	37
	Health Promotion: Non - Evidence Based		450	282
	Recreation/ Socialization		164	99
	Transportation to Activities		156	96
DACL/ East of the River Ward 1	Congregate Meal Weekdays & Congregate Meal Weekend			273
	Recreation/ Socialization			36
	Transportation to Activities			3
DC Center for the LGBT Community	Individual Socialization	14		
East of the River Regional Socialization Hub	Case Management	66		
	Comprehensive Assessment	5		
	Congregate Meal Weekdays & Congregate Meal Weekend	691	944	600
	Counseling	3,503	1,244	423
	COVID 19 Home Delivered Meals	1,488		
	Health Promotion	93		
	Health Promotion Evidence Based	224	18	5
	Health Promotion: Non - Evidence Based	821	499	240
	Heavy House Cleaning	19	20	1
	Individual Socialization	798	506	242
	Information, Assistance & Education (Non CGV)	424	329	70
	Nutrition Counseling	463	423	77
	Outreach (Title III)	2		

	Recreation/ Socialization	486	612	269
	Transportation to Activities	355	344	84
First Baptist Senior Center	Counseling	61	80	51
	Health Promotion	13		
	Health Promotion Evidence Based	41		
	Health Promotion: Non - Evidence Based	62	46	27
	Individual Socialization	104	69	53
	Recreation/ Socialization	60	48	27
	Transportation to Activities	59	42	21
	Food for Choice	Food4Choice		
Genevieve Johnson Ward 4 Lead Agency	Case Management			6
	Congregate Meal Weekdays & Congregate Meal Weekend			427
	Counseling			154
	Health Promotion: Non - Evidence Based			136
	Individual Socialization			3
	Nutrition Counseling			13
	Nutrition Education			2
	Recreation/ Socialization			137
	Transportation to Activities			18
Hattie Holmes Senior Wellness Center	Health Promotion Evidence Based	97	175	94
	Health Promotion: Non - Evidence Based	340	337	220
	Individual Socialization	236	93	
	Recreation/ Socialization		331	241
	Safe At Home 2.0		43	7
	Transportation to Activities	89	148	85
Home Care Partners	CGV - Respite (in-home)	81	157	90
	CGV Case Management	137	136	116
	CGV Information and Assistance	206	155	81
	CGV Information Service Public	9	3	
	CGV Supplemental under Title III E	73	72	41
	CGV Training	97	231	129
	Homemaker	254	234	180
Home Care Partners Home Modification	Health Promotion Evidence Based		75	
	Safe At Home 2.0			12
	Health Promotion Evidence Based	34	108	41
	Health Promotion: Non - Evidence Based	124	169	110

Howard University Hayes Senior Wellness Center	Individual Socialization	118	
	Recreation/ Socialization	165	121
	Transportation to Activities	42	85
IONA Alzheimer's Initiative	Club Memory (Check In)	432	
	Club Memory Program	428	1
	Dementia Navigators (Care Coordination)	68	42
	Dementia Navigators (Counseling/Resource Referral)	64	72
	Dementia Program	25	28
	Money Management Education	427	417
	Money Management Program (Home visits & other client support)	50	53
	Money Management Program (Rep Payee Service)	11	13
	Geriatric Day Care	46	42
IONA Congress Heights Adult Day Health	Health Promotion Evidence Based	10	
	Transportation to Activities	55	59
	Congregate Meal Weekdays & Congregate Meal Weekend		398
IONA Senior Services Ward 2	Counseling		174
	Health Promotion: Non - Evidence Based		361
	Recreation/ Socialization		400
	Transportation to Activities		64
	Congregate Meal Weekdays & Congregate Meal Weekend	167	250
IONA Senior Services Ward 3	Counseling	277	36
	COVID 19 Home Delivered Meals	245	
	Elder Abuse Prevention Initiative	8	17
	Food Box	325	203
	Geriatric Day Care	29	14
	Health Promotion: Non - Evidence Based	420	442
	Individual Socialization	124	97
	Information, Assistance & Education (Non CGV)	418	347
	Nutrition Counseling	114	128
	Nutrition Supplements	89	56
	Recreation/ Socialization	521	486
	Seniors will be volunteering	7	11
	Silver Circles	21	27
	Transportation to Activities		106
	Volunteer services to seniors		23
	Activities/Entertainment	24	22

Kingdom Care Senior Village	Gleaning/SHARE Tables Program	51		
	Groceries	9	62	12
	Sharefood	51		
	Training	7	2	5
	Workshops/Seminars	22	14	8
Mary Center Senior Nutrition Program	Food Box	835	848	773
	Health Promotion: Non - Evidence Based	259	313	51
	Nutrition Counseling	184	112	34
Mary's Center Bernice Fontenau Senior Wellness Center	Health Promotion Evidence Based	76	81	56
	Health Promotion: Non - Evidence Based	269	270	187
	Individual Socialization	19	19	
	Recreation/ Socialization		148	100
	Transportation to Activities	59	100	43
Model Cities Senior Wellness Center	Health Promotion Evidence Based		19	2
	Health Promotion: Non - Evidence Based		353	205
	Recreation/ Socialization		329	262
	Safe At Home 2.0		67	35
	Transportation to Activities		156	75
Seabury DC	Congregate Meal Weekdays & Congregate Meal Weekend	1,042	1,190	932
	Counseling	517	322	
	COVID 19 Home Delivered Meals	1,514		
	Health Promotion Evidence Based	51	47	
	Health Promotion: Non - Evidence Based	1,263	1,184	470
	Hungry Harvest Delivery		300	267
	Individual Socialization	1,570	1,479	498
	Nutrition Counseling	208	163	10
	Recreation/ Socialization	805	831	505
	Transportation to Activities	67	18	
	Wellness	179		
Sibley Memorial Hospital	Club Memory (Check In)		354	301
	Club Memory Program		321	216
SOME Senior Services	Counseling	86	82	45
	Health Promotion	34		
	Health Promotion: Non - Evidence Based	72	79	45
	Homebound Case Mgt	47	4	
	Individual Socialization	24	5	

	Recreation/ Socialization	88	90	51
	Transportation to Activities	34	18	
	Wellness Homebound Counseling	66	16	6
Vida Senior Centers	Counseling	600	574	365
	Health Promotion: Non - Evidence Based	485	400	223
	Individual Socialization	331	365	162
	Nutrition Counseling	303	237	104
	Recreation/ Socialization	510	588	382
	Transportation to Activities	190	253	136
Washington Senior Wellness Center	Health Promotion Evidence Based		100	42
	Health Promotion: Non - Evidence Based		268	156
	Recreation/ Socialization		168	158
	Safe At Home 2.0		12	
	Transportation to Activities		98	33
We Are Family	Groceries	1,025	1,191	
	Individual Socialization	52	168	
Yellow Cab Company of DC (YCDC)	Connector Card Transportation	1,551	2,512	
	Essential Medical Transportation	1,271	1,311	892
YMCA of Metropolitan DC	Health Promotion: Non - Evidence Based	645	686	352
Zion/Genevieve Johnson Senior Center	Case Management	48	52	36
	Comprehensive Assessment	15	25	2
	Counseling	36	33	18
	Geriatric Day Care	30	44	34
	Health Promotion Evidence Based	2		
	Health Promotion: Non - Evidence Based	33	40	23
	Recreation/ Socialization	29	46	34
	Therapeutic day care activity	1		
	Transportation to Activities	31	37	16



Department of Aging and Community Living Community Dining Sites by Ward

Ward	Dining Site Name	Location (Address)	Type of Site	Lead Agency
1	Bernice Fonteneau Wellness Center	3531 Georgia Ave NW, Washington, DC 20010	Wellness Center	East River Family Strengthening Collaborative
1	Columbia Heights Village Apartments	2900 14 th Street NW, Washington, DC 20009	Privately Owned	East River Family Strengthening Collaborative
1	Harvard Towers	1845 Harvard Street NW, Washington, DC 20009	DCHA	East River Family Strengthening Collaborative
1	Paul Laurence Dunbar Apartments	2001 15 th Street NW, Washington, DC 20009	Privately Owned	East River Family Strengthening Collaborative
1	Sarah's Circle	2551 17 th Street NW Washington, DC 20009	Privately Owned	East River Family Strengthening Collaborative
1	Vida Senior Center	1842 Calvert Street NW, Washington, DC 20009	Senior Center	Vida Grant
2	Asbury Dwellings	1616 Marion Street NW, Washington, DC 20001	Privately Owned	Iona Senior Services
2	Asian Pacific Islander Center	1739 9 th Street NW, Washington DC 20001.	Senior Center	Iona Senior Services
2	Claridge Towers	1221 M Street NW, Washington, DC 20005	DCHA	Iona Senior Services
Ward	Dining Site Name	Location (Address)	Type of Site	Lead Agency



2	James Apartments	1425 N Street NW, Washington, DC 20005	DCHA	Iona Senior Services
2	Oasis Senior Center	1615 14 th Street NW, Washington, DC 20009	Senior Center	Iona Senior Services
2	St. Mary's Court	725 24th Street NW, Washington, DC 20037	Privately Owned	Iona Senior Services
3	Wellness & Arts	4125 Albemarle Street NW, Washington, DC 20016	Senior Center	Iona Senior Services
3	St. Albans	3001 Wisconsin Ave. NW, Washington, DC 20016	Privately Owned (Church)	Iona Senior Services
3	Regency House	5201 Connecticut Ave. NW, Washington, DC 20015	DCHA	Iona Senior Services
3	Behrend- Adas Senior Lunch Program	2850 Quebec Street NW Washington, DC 20008	Privately Owned	Iona Senior Services
4	Colony House	930 Farragut Street NW, Washington, DC 20011	Privately Owned	Genevieve N. Johnson Senior Day Care Program



Ward	Dining Site Name	Location (Address)	Type of Site	Lead Agency
4	First Baptist Senior Center	715 Randolph Street NW, Washington, DC 20011	Senior Center	Genevieve N. Johnson Senior Day Care Program
4	Fort Stevens (DPR)	1327 Van Buren Street NW, Washington, DC 20012	DPR	Genevieve N. Johnson Senior Day Care Program
4	Genevieve Johnson Senior Center	4817 Blagden Ave. NW, Washington, DC 20011	Senior Center	Genevieve N. Johnson Senior Day Care Program
4	Hattie Holmes	324 Kennedy Street NW, Washington, DC 20011	Senior Wellness Center	Genevieve N. Johnson Senior Day Care Program



Ward	Dining Site Name	Location (Address)	Type of Site	Lead Agency
4	Vida Brightwood	1330 Missouri Ave. NW, Washington, DC 20011	Senior Center	Genevieve N. Johnson Senior Day Care Program
4	First Baptist Senior Center	715 Randolph Street NW, Washington, DC 20011	Senior Center	Genevieve N. Johnson Senior Day Care Program
5	Delta Towers	808 Bladensburg Road NE, Washington, DC 20002	Privately Owned	Seabury Resources for Aging
5	Edgewood Commons	635 Edgewood Street NE, Washington, DC 20017	DCHA	Seabury Resources for Aging
5	Fort Lincoln 1	3400 Banneker Drive NE, Washington, DC 20018	DCHA	Seabury Resources for Aging
5	Green Valley	2412 Franklin Street NE, Washington, DC 20018	Privately Owned	Seabury Resources for Aging
5	Kibar Halal Nutrition Site	Temp Address: 100 N Street NW, Washington DC 20001 Permanent Address: 1519 Islamic Way, Washington, DC 20001	DPR	Seabury Resources for Aging



Ward	Dining Site Name	Location (Address)	Type of Site	Lead Agency
5	Model Cities Senior Wellness Center	1901 Evarts Street NE, Washington, DC 20018	Senior Wellness Center	Seabury Resources for Aging
5	North Capitol @ Plymouth	5233 North Capitol Street NE, Washington, DC 20011	Privately Owned	Seabury Resources for Aging
5	Peterburg	3298 Fort Lincoln Drive NE, Washington, DC 20018	Privately Owned	Seabury Resources for Aging
6	Greenleaf Senior Building	1200 Delaware Ave SW, Washington, DC 20024	DCHA	Seabury Resources for Aging
6	Hayes Senior Wellness Center	500 K Street NE, Washington, DC 20002	Senior Wellness Center	Seabury Resources for Aging
6	Sibley Plaza	1140 North Capitol Street NW, Washington, DC 20002	DCHA	Seabury Resources for Aging
7	PT Johnson Friendship Café (First Baptist Church)	3400 Minnesota Avenue SE Washington, DC 20019	Privately Owned	East River Family Strengthening Collaborative
7	Kenilworth Friendship Café	4321 Ord Street NE Washington, DC 20019	DPR	East River Family Strengthening Collaborative
7	Mayfair Friendship Café	3744 ½ Street NE, Washington, DC 20019	Privately Owned	East River Family Strengthening Collaborative



Ward	Dining Site Name	Location (Address)	Type of Site	Lead Agency
7	Washington Senior Wellness Center	3001 Alabama Avenue SE Washington, DC 20020	Senior Wellness Center	East River Family Strengthening Collaborative
7 (Weekend)	Weekend Nutrition Program (Saturdays only)	3001 Alabama Avenue SE Washington, DC 20020	Senior Wellness Center	East River Family Strengthening Collaborative
8 (Citywide Program)	Deaf and Hard of Hearing Program	4301 9 th Street SE	Senior Center	East River Family Strengthening Collaborative
8	SOME Kuehner House Friendship Cafe	1667 Good Hope Road SE	Senior Center	East River Family Strengthening Collaborative
8	Congress Heights Senior Wellness Center	3500 Martin Luther King Jr. Avenue SE	Senior Wellness Center	East River Family Strengthening Collaborative
8	Arthur Capper Friendship Café	1000 5 th Street SE	Privately Owned	East River Family Strengthening Collaborative



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Question 49 - Meals

A

Home-Delivered Meals Served			
Ward	FY21	FY22	FY23
1	180,129	66,679	55,045
2	98,315	41,709	33,769
3	105,625	53,293	39,381
4	224,936	131,937	112,025
5	376,952	174,625	122,365
6	231,026	131,101	68,331
7	382,170	225,686	194,868
8	378,714	145,663	128,755
Total	1,977,867	970,693	754,539

B

Home-Delivered Meals Clients Served			
Ward	FY21	FY22	FY23
1	788	421	285
2	479	240	189
3	354	265	201
4	1,160	781	565
5	1,549	1,176	647
6	1,050	595	368
7	1,573	1,160	961
8	1,403	839	636
Total	8,356	5,477	3,853

E

Congregate Meals Served				
Ward	FY21	FY22	FY23	FY24 YTD
1	5,362	34,687	29,132	5,750
2	3,774	36,116	37,114	8,963
3	465	7,795	11,956	3,492
4	4,000	25,731	28,654	8,090
5	4,238	56,082	62,745	17,480
6	3,462	24,945	28,476	9,610
7	2,915	15,499	18,316	5,943
8	2,892	22,665	33,342	8,937
Total	27,108	223,520	249,735	68,265

Q55: How does DACL continue to bridge the gap between seniors connected to social media and online activities with those who are disconnected?

DACL uses a variety of communications channels to reach older District residents including in-person and virtual outreach activities, flyers, monthly printed newsletters distributed at sites throughout the city, earned media opportunities in television, radio and newspapers, quarterly radio spots, robocalls, and mass mailings.

DACL continues to promote agency updates through its paid media contracts, including a monthly newsletter in the *Senior Beacon* and the *Washington Informer*, as well as a quarterly radio spot on the SeniorZone. In addition, DACL has worked with media outlets to promote programs and services, including providing interviews for *The Washington Post*, WHUR, NBC4, ABC7, WTOP, WHUR, WOL1450, and *Washington Informer*. DACL also posts regular updates on its social media sites, which include Facebook (2,313 followers), X (formerly known as Twitter) (5,643 followers), and Instagram (1,857 followers), and sends a monthly e-newsletter to 8,646 subscribers.

In FY23, the DACL Director as well as the agency's Communications and External Affairs unit regularly joined the senior wellness centers and other senior service providers' monthly town halls to provide agency updates, budget presentations, and an opportunity for the public to provide feedback. Our team also regularly attends various ANC Commission and Civic Association meetings across the District to provide presentations on our services and programs for seniors, caregivers, and adults with disabilities.

DACL also continues to update the agency website regularly and on an as needed basis to ensure that current forms and information are available in a timely manner.

FY21	Medical Trips	
Ward	Trips	Clients
1	4,465	100
2	1,795	52
3	3,246	61
4	9,416	168
5	10,118	222
6	8,437	170
7	13,183	270
8	11,337	221

FY22	Connector Card	Medical Trips		Transportation to Activities	
Ward	# of clients	Trips	# of clients	Trips	# of clients
1	195	4,526	104	2882	217
2	199	2,089	61	2481	141
3	35	3,529	62	394	50
4	168	10,264	172	4986	275
5	283	9,535	229	1731	112
6	241	7,937	146	817	64
7	228	14,337	281	5573	172
8	194	11,806	217	6107	237

FY23	Connector	Medical Trips	Transportation to
Ward	# of clients	% of clients	Trips
1	279	100	4,897
2	360	71	2,493
3	72	66	3,305
4	277	179	10,952
5	490	226	9,446
6	342	155	7,075
7	352	303	14,749
8	339	211	10,917

FY24 YTD	Essential Medical Transportation		Transportation to Activities	
	# of clients	Trips	# of clients	Trips
1	72	845	94	469
2	48	443	82	506
3	47	484	55	117
4	126	1,442	165	1,161
5	154	1,562	95	820
6	102	1,158	26	233
7	209	2,403	111	957
8	134	1,533	117	967

Name	Current Operational Status	Activity Types	Safety and Cleaning Measures
Bernice Fonteneau Senior Wellness Center	Open for in person and hybrid programing. Center provides lunch daily.	Health and Fitness classes, Nutrition counseling, Artistic Expression, Education and Training Mental Health and Wellbeing	DGS provides cleaning and maintenance. Face masks are available for seniors that do not have them. Hand sanitizing stations are available at the site
Hattie Holmes Senior Wellness Center	Open for in person and hybrid programing. Center provides lunch daily.	Health and Fitness classes, Nutrition counseling, Artistic Expression, Education and Training Mental Health and Wellbeing	DGS provides cleaning and maintenance. Face masks are available for seniors that do not have them. Hand sanitizing stations are available at the site
Model Cities Senior Wellness Center	Open for in person and hybrid programing. Center provides lunch daily.	Health and Fitness classes, Nutrition counseling, Artistic Expression, Education and Training Mental Health and Wellbeing	DGS provides cleaning and maintenance. Face masks are available for seniors that do not have them. Hand sanitizing stations are available at the site
Hayes Senior Wellness Center	Open for in person and hybrid programing. Center provides lunch daily.	Health and Fitness classes, Nutrition counseling, Artistic Expression, Education and Training Mental Health and Wellbeing	DGS provides cleaning and maintenance. Face masks are available for seniors that do not have them. Hand sanitizing stations are available at the site
Washington Senior Wellness Center	Open for in person and hybrid programing. Center provides lunch daily.	Health and Fitness classes, Nutrition counseling, Artistic Expression, Education and Training Mental Health and Wellbeing	DGS provides cleaning and maintenance. Face masks are available for seniors that do not have them. Hand sanitizing stations are available at the site
Congress Heights Senior Wellness Center	Open for in person and hybrid programing. Center provides lunch daily.	Health and Fitness classes, Nutrition counseling, Artistic Expression, Education and Training Mental Health and Wellbeing	DGS provides cleaning and maintenance. Face masks are available for seniors that do not have them. Hand sanitizing stations are available at the site

SERVICE	1	2	3
CGV Case Management	230	54	13
Comprehensive Assessment	242	247	111
Congregate Meal Weekdays	5,287	3,772	480
Congregate Meal Weekend	4		
Counseling	17,850	13,955	3,144
COVID 19 Home Delivered Meals	177,945	106,119	103,508
Elder Abuse Prevention Initiative		3	
Essential Medical Transportation	4,564	2,462	3,347
Food Box	948	283	114
Geriatric Day Care	1,295		108
Heavy House Cleaning			
Individual Socialization	5,917	1,808	1,691
Nutrition Counseling	1,009	517	651
Nutrition Supplements	491	419	595
Recreation/ Socialization	29,385	23,056	4,607

SERVICE	1	2	3
Comprehensive Assessment			1
Congregate Meal Weekdays	34,031	37,014	7,708
Congregate Meal Weekend	22		
Connector Card Transportation	9,615	14,318	2,112
Counseling	25,779	26,797	2,300
COVID 19 Home Delivered Meals	67,513	45,546	52,178
Essential Medical Transportation	4,651	2,343	3,510
Food Box	2,100	653	1,103
Geriatric Day Care	76		142
Health Promotion Evidence Based	302	75	
Health Promotion: Non - Evidence Based	36,574	40,754	13,447
Heavy House Cleaning			51
Individual Socialization	2,905	1,124	1,174
Nutrition Counseling	1,133	371	485
Nutrition Supplements		48	565
Recreation/ Socialization	61,916	69,066	13,711
Transportation to Activities	2,826	2,393	392

SERVICE	1	2	3
Comprehensive Assessment	4		
Congregate Meal Weekdays	29,128	37,114	11,956
Congregate Meal Weekend	4		
Connector Card Transportation	1,463	2,012	390

Counseling	19,031	26,854	2,213
Essential Medical Transportation	4,897	2,493	3,305
Food Box	2,627	964	2,229
Food4Choice	302	718	211
Geriatric Day Care	311	73	258
Health Promotion Evidence Based	2,088	137	282
Health Promotion: Non - Evidence Based	37,221	41,534	13,785
Heavy House Cleaning	42		8
Home Delivered Meals – Weekdays	45,808	28,282	32,435
Home Delivered Meals – Weekend	9,237	5,487	6,946
Individual Socialization	3,362	1,608	1,257
Nutrition Counseling	736	267	757
Nutrition Supplements	199	213	920
Recreation/ Socialization	46,497	71,283	14,952
Transportation to Activities	3,574	3,700	1,119

SERVICE	1	2	3
Comprehensive Assessment			
Congregate Meal Weekdays	5,748	8,963	3,492
Congregate Meal Weekend	2		
Counseling	1,316	1,347	409
Essential Medical Transportation	845	443	484
Food Box	318	101	48
Food4Choice	56	134	46
Geriatric Day Care	89	14	57
Health Promotion Evidence Based	811	3	13
Health Promotion: Non - Evidence Based	6,345	8,249	2,218
Heavy House Cleaning			
Individual Socialization	663	106	197
Nutrition Counseling	106	41	8
Recreation/ Socialization	4,957	9,079	3,708
Transportation to Activities	469	506	117

FY 2021				
4	5	6	7	8
404	478	36	105	45
542	924	86	140	264
4,025	4,394	3,265	2,870	2,758
	1	9	142	69
23,417	9,249	6,575	9,185	11,575
227,763	376,906	210,924	393,758	379,726
		2	6	6
9,501	10,015	7,043	14,008	11,057
1,883	733	195	524	431
10,568	6,863	516	3,376	2,010
60	52	16	428	249
10,324	6,110	7,019	5,060	7,145
777	651	944	204	469
992	582	53	129	358
39,561	43,373	11,975	9,110	7,641

FY 2022				
4	5	6	7	8
24	4		1	8
25,765	56,158	23,885	14,873	22,156
14	2	41	1,072	550
8,803	13,700	14,210	10,722	8,811
20,972	3,935	3,078	3,177	9,577
132,884	174,543	116,527	234,439	149,268
10,294	9,515	7,195	14,773	11,742
3,506	1,558	890	2,361	1,808
1,814	1,298	138	1,406	2,176
1,277	1,286	530	1,673	2,399
51,688	58,062	22,385	31,216	46,789
155	126	270	294	18
7,755	5,542	4,139	1,771	2,149
662	477	146	676	630
25	1	5	1	17
55,637	29,965	20,655	16,949	22,371
4,765	1,928	800	2,965	3,353

FY 2023				
4	5	6	7	8
36	13		1	
28,636	62,740	28,369	16,977	32,514
18	5	107	1,339	828
1,497	2,456	1,917	1,820	1,782

17,340	4,422	5,006	3,020	11,449
10,952	9,446	7,075	14,749	10,917
4,475	2,064	1,799	3,081	2,564
497	712	452	896	501
1,214	1,009	285	1,132	1,145
2,864	1,607	1,516	2,524	2,434
41,787	56,928	21,558	39,547	62,827
50	16	198	246	306
94,729	101,223	56,978	165,135	111,433
17,296	21,142	11,353	29,733	17,322
3,755	10,380	5,262	2,014	1,401
614	399	158	651	563
478	865	208	680	477
74,738	45,188	36,399	25,820	39,565
5,423	4,604	2,255	5,884	6,455

FY 2024 YTD

4	5	6	7	8
5				
8,090	17,470	9,570	5,447	8,663
	10	40	496	274
4,540	496	582	715	3,634
1,442	1,562	1,158	2,403	1,533
545	248	196	410	302
97	139	88	168	96
325	157	41	219	169
530	171	137	319	463
9,749	14,006	5,221	5,671	13,668
22				
866	1,346	728	559	375
74	23	15	125	39
19,466	13,943	7,943	8,734	9,058
1,161	820	233	957	967

SERVICE	FY 2			
	1	2	3	4
CGV Case Management	39	12	4	66
Comprehensive Assessment	86	102	60	173
Congregate Meal Weekdays	321	254	55	278
Congregate Meal Weekend	1			
Counseling	1,252	935	581	1,764
COVID 19 Home Delivered Meals	774	506	352	1,163
Essential Medical Transportation	100	58	63	167
Food Box	82	24	9	152
Geriatric Day Care	7		1	32
Groceries				
Heavy House Cleaning				1
Individual Socialization	734	516	265	1,022
Nutrition Counseling	326	121	144	330
Nutrition Supplements	37	38	74	91
Recreation/ Socialization	949	670	156	1,122

SERVICE	FY 2			
	1	2	3	4
CGV - Respite (in-home)	4	2	6	27
CGV Case Management	5	5	7	43
Comprehensive Assessment			1	10
Congregate Meal Weekdays	584	466	188	492
Congregate Meal Weekend	1			1
Connector Card Transportation	197	208	35	172
Counseling	854	759	329	917
COVID 19 Home Delivered Meals	427	255	263	779
Elder Abuse Prevention Initiative	1	2	1	1
Essential Medical Transportation	106	62	64	172
Food Box	126	69	262	214
Geriatric Day Care	6		5	21
Groceries	438	123	10	135
Health Promotion Evidence Based	56	8		137
Health Promotion: Non - Evidence Based	755	564	409	879
Heavy House Cleaning			1	6
Individual Socialization	219	315	127	511
Nutrition Counseling	256	86	119	240
Nutrition Supplements		8	73	2
Recreation/ Socialization	789	644	376	751
Transportation to Activities	216	142	50	276

SERVICE	FY 2			
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SERVICE	1	2	3	4
Comprehensive Assessment	3			13
Congregate Meal Weekdays	526	490	256	578
Congregate Meal Weekend	1			2
Connector Card Transportation	279	360	72	277
Counseling	724	784	247	643
Essential Medical Transportation	100	71	66	179
Food Box	131	60	183	206
Food4Choice	33	73	25	54
Geriatric Day Care	7	1	4	27
Health Promotion Evidence Based	54	16	43	181
Health Promotion: Non - Evidence Based	648	578	449	895
Heavy House Cleaning	2		1	2
Home Delivered Meals – Weekdays	283	189	201	564
Home Delivered Meals – Weekend	171	107	126	312
Individual Socialization	269	380	117	312
Nutrition Counseling	156	64	132	148
Nutrition Supplements	17	16	59	29
Recreation/ Socialization	666	599	380	833
Transportation to Activities	242	171	115	339

SERVICE	1	2	3	FY 202 4
Comprehensive Assessment				2
Congregate Meal Weekdays	283	349	171	398
Congregate Meal Weekend	1			
Counseling	194	191	71	338
Essential Medical Transportation	72	48	47	126
Food Box	110	35	17	191
Food4Choice	28	70	23	50
Geriatric Day Care	4	1	4	21
Groceries				
Health Promotion Evidence Based	27	2	1	97
Health Promotion: Non - Evidence Based	274	378	227	526
Heavy House Cleaning				1
Individual Socialization	75	34	59	110
Nutrition Counseling	59	21	7	40
Recreation/ Socialization	284	412	230	554
Transportation to Activities	94	82	55	165

2021

5	6	7	8
73	5	22	15
126	38	89	162
316	202	171	214
1	2	34	22
1,504	1,208	1,813	1,216
1,541	965	1,616	1,419
224	154	277	219
63	28	64	63
22	3	12	7
	1	3	18
2	1	8	10
1,005	796	1,340	1,332
439	142	82	212
48	9	51	51
1,490	553	325	251

2022

5	6	7	8
16	7	16	3
31	5	30	11
3		1	5
714	323	313	418
1	3	66	44
283	230	228	194
554	522	1,137	2,368
1,173	540	1,184	851
1		1	1
229	138	283	217
105	95	157	125
19	3	19	13
130	162	11	14
57	38	93	141
1,045	483	496	623
2	4	5	2
890	574	393	529
189	62	190	307
1	3	1	1
622	282	306	344
118	63	170	233

2023

5	6	7	8
8		1	
871	366	401	581
1	6	53	41
490	342	352	339
812	482	1,025	946
226	155	303	211
102	92	156	119
81	50	100	57
19	4	22	16
102	88	100	141
1,158	539	543	812
1	3	6	5
646	367	961	635
401	211	513	325
819	553	389	302
143	56	222	226
49	14	51	32
959	407	443	542
215	120	235	363

4 YTD			
5	6	7	8
682	296	230	366
1	3	52	28
160	135	367	300
154	102	209	134
90	68	147	108
69	45	87	50
13	2	14	12
		1	11
32	24	46	48
659	274	300	465
337	118	152	120
12	10	67	23
641	287	259	318
95	26	111	117

Attachment Q78: Senior Villages

In FY24, DAACL allocated \$847,830 to fund the Senior Villages. This includes \$650,000 to be divided evenly between 13 D.C. Villages (i.e. \$50,000/village), and additional \$154,350 for other direct expenses, \$38,510 for personnel, and \$4,970 for administrative costs to cover the grantee’s additional insurance and bookkeeping to administer the grant.

Each village is operated independently and has unique organizational needs. Generally, the villages seek to diversify their membership, reach more seniors, and improve their diversity, equity, and inclusion efforts.

Please see the table below for the how villages have used their funds thus far in FY24 and how they intend to use their funds for the remainder of fiscal year.

79. Please list specific outreach activities that Senior Villages conducted in FY23 and Q1 of FY24.

Village	Village Programs in FY23 and Q1 FY24
Capitol Hill Senior Village	<ul style="list-style-type: none"> • OTC Hearing Aid Education Series • Civic Engagement Events in partnership with Working America • Ongoing 1:1 and group programming in partnership with GWU Occupational Therapy Doctoral program • Dementia 101 series
Cleveland & Woodley Park Senior Village	<ul style="list-style-type: none"> • Resumption of neighborhood monthly speaker series • In-person at the library in partnership with the two main street programs
Dupont Circle Village	<ul style="list-style-type: none"> • Dupont Circle Village continues to provide In House concerts • Partnering with Humanities DC • Working on a photography project that will capture longtime DC residents and members in their third act (time after retirement)
East Rock Creek Village	Participate in 10 meetings to establish or enhance partnerships with groups that can support the Village’s work
Foggy Bottom West End Village	<ul style="list-style-type: none"> • Saturday Music & Afternoon Tea • Tour of the White House • Walking Tour of Black Georgetown • Tours of NGA's Sculpture Gardens • Basic health support services • Soup for Members in Recovery

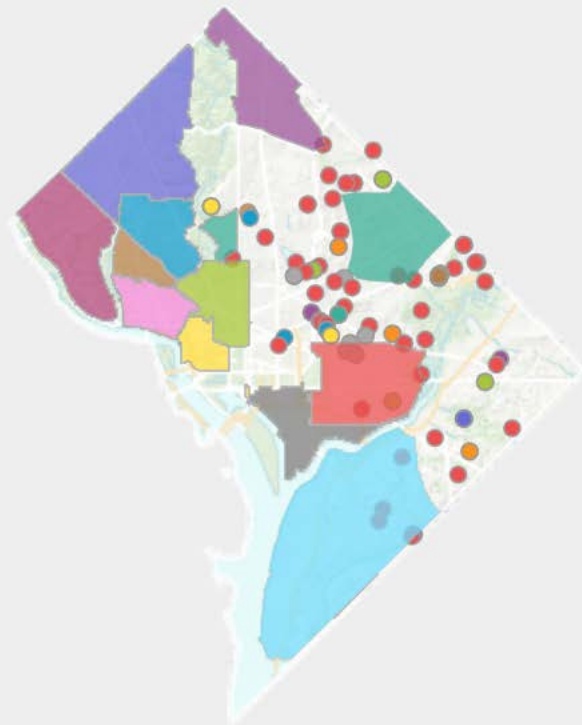
Georgetown Senior Village	<ul style="list-style-type: none"> • Moved to new location space will host more in-person programming • Arts programming- Trip to Textile Museum. • Conducting Health Care Committee Series to educate members to utilize patient portals, prescription sites, etc.
Glover Park Village	<ul style="list-style-type: none"> • Diversity & Inclusion: Age-In- Place Year 2 to include Wards 3 • Food Insecurity: Working on a process to provide more
Kingdom Care Senior Village	<ul style="list-style-type: none"> • Top to Toe – Gentle Movement and Body Awareness • Drawing Class with Paul Spreiregen • Black History: Quander Family, NAACP history • Food Insecurity: Distribution of food, groceries, assistance with food subsidies
Mt. Pleasant Senior Village	<ul style="list-style-type: none"> • Diversity Committee has begun intensified outreach to mostly Spanish-speaking residents of the large apartment buildings in Mount Pleasant. • Partnership Committee has been working with multiple partners to develop plans to enhance life for seniors and other community members who rely on a healthy business • New group has been formed to examine end of life care
Northwest Neighbors	<ul style="list-style-type: none"> • Services Development: Began Anti-racism work with consultants. • Performances: Sufi Program and Flamenco Dancing • Other Programs: Movie Club, winery trip
Palisades Senior Village	<ul style="list-style-type: none"> • Educate on emergency Preparedness • Low Vision Support Group • Dance & Movement classes
Waterfront Senior Village	<ul style="list-style-type: none"> • Expanded pickleball options by working with local recreation center. • Started an indoor board games, cards and puzzles group. • Worked with a local law firm to provide overview of wills, trusts and other end-of-life documents. • Hosted a healthy soup lunch internally and a group lunch at The Point restaurant. • Worked with a local theatre for a local matinee that would feature captions for those who cannot always hear dialogue in a movie theatre.
Greater Brookland Intergenerational Village	<ul style="list-style-type: none"> • Tips to reducing cognitive decline • Living with Hearing Loss classes • Forest Bathing at the US National Arboretum (meditation) • Wills, Trusts & Estate Planning; Care Conversations - initiative where Village Volunteers are paired with senior members for ongoing relationship building and to communicate

Map:

<https://dcgis.maps.arcgis.com/apps/webappviewer/index.html?id=cd1880a5e3d44b128116622f25676df1>



Find address or place



Q86

Please describe how the agency solicits feedback from all residents in FY23 and FY24.

- a. What has the agency learned from this feedback?
- a. How has the agency changed its practices as a result of this feedback?

DACL continuously seeks opportunities to engage with seniors, and the community, and solicits feedback through:

- **Annual Surveys:** Providers in DACL’s Senior Service Network assess customer satisfaction on an annual basis via survey evaluations, which are included in their annual reports to DACL.
- **Senior Wellness Centers:** Senior Wellness Centers are required to hold open budget meetings to solicit feedback on program offerings from participants of the wellness center and make changes based on the feedback. This is required by all senior wellness center grantees before budgets are given final approval by DACL. SWCs also hold regular town halls for updates and feedback.
- **Town Halls:** The DACL Director regularly conducts and attends town halls at senior wellness centers and other community centers on a regular basis to provide agency updates, budget presentations, and an opportunity for the public to provide feedback.
- **Community Outreach:** The agency wide community outreach initiative provides an opportunity for staff at all levels to spend more time engaging directly with older residents in the community and hear feedback from more residents in more neighborhoods. In FY23, the agency organized and participated in more than 240 outreach events, virtual, hybrid, and in-person, reaching more than 28,500 seniors.
- **Site visits:** DACL program analysts regularly conduct site visits to DACL-funded programs and in FY23, the Senior Leadership Team conducted drop-in visits to all community dining sites upon opening to observe participants and address any concerns or questions.
- **Phone/Email:** The Information & Referral/Assistance phone number, “Ask the Director” email, and “Ask ADRC” email are widely circulated in print and online media, the agency website and social media accounts, and provided at all in-person outreach events.
- **Social Media:** DACL’s social media accounts are regularly monitored for comments and tags.

Through these feedback processes, DACL has identified several recurring themes from the community this past year:

- Nutrition equity is a pressing challenge for District seniors.
- There is still a greater urgency in bridging the digital divide, particularly for seniors who are homebound.
- Transportation is seniors’ connection to food, medical care, and community and without sufficient, safe transportation, they face significant barriers to aging in place.

As a result of the feedback, DACL has done the following:

- **Nutrition Equity** - While there are many food programs throughout the District, DACL has found that nutrition equity is a pressing challenge for District seniors. Nutrition equity alludes to not only the access of enough food, but access to healthy and culturally appropriate food as well as the resources to prepare food. DACL is heavily invested in addressing this issue with the efforts mentioned in Attachment Q6 – DACL Goals.
- **Transportation:** In FY23, Mayor Bowser continued to expand the Connector Card program by providing an additional \$1 million investment, a program that provides seniors with a transportation subsidy based on a sliding scale. The card can be used for any local ground transportation, including cabs, Uber and Lyft. This allows seniors to get on-demand transportation to wherever they need to go. DACL also continues to invest in Senior MedExpress which provides free rides to medical appointments for seniors with medical conditions. DACL continues to improve the efficiency of these programs in order to serve more residents.
- **Bridging the Digital Divide:** DACL is focused on ensuring older residents can stay connected to social activities, healthcare appointments, and programs and services. In FY23, DACL continued our senior technology program, providing close to 1,514 iPads to low-income seniors to combat social isolation, promote connectedness to family and community, improve health through telehealth services and nutrition education, and enhance or develop digital literacy. Through the Mayor’s continued investment, DACL will provide an additional 350 iPads to homebound seniors through our home delivered meal program, ensuring they are provided with a direct connection to a DACL nutritionist and the opportunity to participate in a virtual dining site and wellness center that will feature virtual programming specifically designed for older adults with limited mobility.

Q89

Please see response to Q88 for planned outreach activities by Senior Villages.

Commission on Aging Outreach Activities

The Commission has not conducted outreach activities as a collective; however, each commissioner regularly attends community meetings and events throughout the District to engage with seniors. Commissioners share any information they have collected with the Commission. Commissioners share any concerns they have heard in their respective wards and communities with DACL staff and/or the Commission’s ex-officio members.

Ongoing DACL media outreach includes:

Print

Senior Beacon (Monthly printed newsletter)

The *Washington Informer* (Monthly printed newsletter)

Broadcast

The SeniorZone (Quarterly radio spot)

Digital

Social Media: Twitter, Instagram, and Facebook

DACL Website: dacl.dc.gov

DACL Events Calendar: daclevents.splashthat.com

DACL E-News (Monthly)

DACL Ambassador News (Quarterly)

In addition, DACL regularly engages in earned media opportunities with local and national news outlets.

Outreach Events Include*:

FY2024 DACL

December	Senior Holiday Celebration
January	Martin Luther King Jr., Day Parade

February	Cupid's Kids Red, White & You Ambassador Roundtable American Heart Month Black History Month Campaign – Senior Stories
March	National Nutrition Month Campaign Women's History Month Campaign Ambassador Roundtable Caregiver Appreciation Day
April	Ambassador Roundtable Emancipation Day Parade
May	Older Americans Month – Senior Fest Ambassador Roundtable
June	Mayors Annual Senior Symposium Ms. Senior DC Pageant Capital Pride Parade and Festival World Elder Abuse Awareness Day Campaign Ambassador Roundtable
July	4 th of July Parade Ambassador Roundtable
August	Ambassador Roundtable
September	Brain Games Championship National Centenarian Day National Preparedness Month National Falls Prevention Week

FY2025 DACL

October	Active Aging Week Grandparents Week
November	National Caregivers Month Safeway's Feast of Sharing
December	DACL Senior Holiday Celebration
January	Martin Luther King Jr., Day Parade
February	Cupid's Kids Ambassador Roundtable American Heart Month Black History Month Campaign
March	National Nutrition Month Campaign

	Women's History Month Campaign Ambassador Roundtable Caregiver Appreciation Day
April	Ambassador Roundtable Emancipation Day Parade
May	Older Americans Month – Senior Fest Ambassador Roundtable
June	Mayors Annual Senior Symposium Ms. Senior DC Pageant Capital Pride Parade and Festival World Elder Abuse Awareness Day Campaign Ambassador Roundtable
July	4 th of July Parade Ambassador Roundtable
August	Ambassador Roundtable
September	Brain Games Championship National Centenarian Day National Preparedness Month National Falls Prevention Week

*In addition, DACL conducts 10 – 20 outreach events monthly. See Attachment Q87 for examples of outreach events which have already occurred. All dates are tentative.