

Medical Cannabis Program **Alcoholic Beverage Control Board Alcoholic Beverage Regulation Administration Director, Fred Moosally Executive Assistant** Vacancy (1) **Agency Management Adjudication Division Licensing Division Enforcement Division External Affairs** Programs **General Counsel Chief Licensing Officer Chief of Enforcement Chief of Staff Administrative Officer** Vacancy (1) **Sean Gordy Derek Brooks Jared Powell Camille Robinson Licensing Specialist Supervisory Investigator Program Analyst HR Specialist Emoni Boone** Jason Peru Nicholas McLean Vacancy (2) **Bronya Crawford** Inspection and **IT Specialist HR Manager Compliance Specialist Nichelle Cluff** Vacancy (1) Vacancy (1) Vacancy (1) Jocelyn Rubio **Operations Mgr. Investigators** Vacancy (2) Vacancy (1)

Vacancy (2)

As of January 16, 2025

The Adjudication Division is responsible for supporting the ABC Board's adjudication function by performing administrative duties and informing licensees, Advisory Neighborhood Commissions and the public about the protest process. Adjudication staff monitors the status of protest hearing and settlement agreements and notifies the parties and the public of the ABC Board decisions. The Adjudication staff works in conjunction with the General Counsel and staff to ensure the enactment of the ABC Board decisions and orders. In addition, staff works with the Compliance/Enforcement staff to ensure that reports are submitted in timely fashion and that ABRA investigators are prepared to testify at Board hearings.



The Licensing Division issues new and renewal licenses to liquor stores, grocery stores, restaurants, hotels, nightclubs, and other establishments that manufacture, distribute, sell or serve alcoholic beverages in the District of Columbia. This program provides customer services directly to the general public, the business community, Advisory Neighborhood Commissions, and community groups and associations, among others.



The Enforcement Division conducts regulatory and voluntary agreement compliance inspections, conducts underage compliance checks, conducts joint investigations as needed with the Metropolitan Police Department (MPD), Fire and Emergency Medical Services Department, (FEMS), the Office of Tax and Revenue (OTR), the Department of Consumer and Regulatory Affairs (DCRA), and others; and conducts various inspections associated with the licensing and adjudicatory processes such as final, compliance, placard, special event, and financial audit investigations. The program also participates in Neighborhood Core Meetings, meetings and briefings with MPD Districts, police roll calls, and other activities in order to facility interagency cooperation and knowledge sharing on matters of common concern.

### **Enforcement Division** Chief of Enforcement Derek Brooks **Supervisory Investigators** Mark Brashears Earl Jones Vacancy (1) **Investigators** LaKeta Coates Felicia Dantzler (Lead) Bernell Davis George Garcia Leon Harris JoVan Miller Jerrita Millington MiKea Nelson Vanessa Pleitez (Lead) **Tavril Prout** Kindell Williams Jeremy Zollarcoffer Vacancy (2) **Compliance Analysts** Vacancy (2) **Compliance Monitor** Brianna Graham **Staff Assistant** Constance Johnson

The Agency Management Program provides for administrative support and the required tools to achieve operational and programmatic results. This program is standard for all agencies using performance-based budgeting. In addition, the Records Management component provides file, document and database information to ABRA staff, the Alcohol Beverage and Control (ABC) Board and the general public so that they can receive accurate information and files.



The External Affairs program provides customer service to the general public, licensees, Advisory Neighborhood Commissions, community groups and associations, and others, who rely upon the receipt of timely and accurate information regarding ABRA and ABC Board activities. The Chief of Staff is responsible for planning, developing, and communicating the agency's programs, policies, and activities, as well as externally to the general public through news media, various constituencies, and municipal entities for the agency. The Chief of Staff, also, is responsible for providing leadership and direction for program operations including, but not limited to records management, community resources, and communications.



### Alcoholic Beverage Regulation Administration Medical Cannabis Program

The Medical Cannabis Program is responsible for implementing the Legalization of Marijuana for Medical Treatment Act of 2010, which allows District residents, including minors, to be prescribed, purchase, possess and use cannabis to treat a diagnosed qualifying medical condition or related side effect. The Program is responsible for registering qualifying patients, caregivers and medical cannabis businesses.



Cost Center	Program	Position Number	Title	Name	Hire Date	Length of Time	Vacant Status	Grade	Step	FTE	Salary	Fringe Benefits	Reg/Temp/ erm
		00003368	Investigator	Coates,Laketa Ann	1/2/2024	1 Years,0 Months	F	09	4	1	68,116	15,530	Reg
		00031505	Compliance Analyst				V	12	0	1	92,656	21,126	
		00031511	Supervisory Investigator	Jones,Earl	9/28/2009	15 Years,3 Months	F	13	0	1	137,000	31,236	Reg
		00033545	Supervisory Investigator	Brooks, Derek V	4/8/2013	11 Years,9 Months	F	14	0	1	160,000	36,480	Reg
		00085658	Supervisory Investigator				V	13	0	1	119,416	27,227	
		00090690	Supervisory Investigator	Brashears, Mark W	8/12/2013	11 Years,5 Months	F	13	0	1	137,000	31,236	Reg
		00091213	Compliance Analyst				V	12	0	1	92,656	21,126	
		00091467	Staff Assistant	Johnson, Constance S	8/22/2016	8 Years, 5 Months	F	11	8	1	91,735	20,916	Reg
		00095080	Investigator	Millington, Jerrita Cornelia	4/10/2023	1 Years,9 Months	F	09	5	1	70,102	15,983	Reg
		00095081	Investigator				V	09	0	1	62,158	14,172	
		00095082	Investigator	Davis,Bernell	8/28/2023	1 Years,4 Months	F	09	6	1	72,088	16,436	Reg
	300132 -	00095084	Investigator	Hall,Kevin J	1/16/2024	1 Years,0 Months	F	09	10	1	80,032	18,247	Reg
30155 - Investigation		00096913	Lead Investigation	Dantzler,Felicia	2/20/2007	17 Years,11 Months	F	13	10	1	137,561	31,364	Reg
And Compliance Office	Inspection And	00096914	Lead Investigator	Pleitez, Vanessa	8/26/2013	11 Years,4 Months	F	13	4	1	117,029	26,683	Reg
	Compliance	00097105	Investigator				V	12	6	1	103,928	23,696	
	Services	00097228	Compliance Monitor	Graham, Briana M.	2/27/2023	1 Years, 10 Months	F	12	10	1	118,557	27,031	Reg
		00100307	Investigator	Nelson,Mikea	2/4/2019	5 Years,11 Months	F	12	2	1	95,534	21,782	Reg
		00100308	Investigator	Prout,Tavril K	6/11/2018	6 Years,7 Months	F	12	2	1	95,534	21,782	Reg
		00100309	Investigator	Williams, Kindell K	10/7/2024	0 Years,3 Months	F	09	4	1	68,116	15,530	Reg
		00100310	Investigator	Garcia, George	2/19/2019	5 Years,11 Months	F	12	2	1	95,534	21,782	Reg
		00100311	Investigator			·	V	12	0	1	92,656	21,126	
		00101941	Investigator	Harris,Leon	10/7/2024	0 Years,3 Months	F	09	4	1	68,116	15,530	Reg
		00101942	Investigator	Miller, Jovan D	4/29/2019	5 Years,8 Months	F	12	2	1	95,534	21,782	Reg
		00101943	Investigator	Zollarcoffer, Jeremy Newall	4/29/2019	5 Years,8 Months	F	12	2	1	95,534	21,782	Reg
		00113245	Supervisory Investigator (Cann	Peru, Jason R	4/8/2013	11 Years,9 Months	F	14	0	1	147,000	33,516	Reg
		00115008	Investigator (Cannabis)			·	V	11	0	1	74,893	17,076	
		00115009	Investigator (Cannabis)				V	11	0	1	74,893	17,076	
			,		-	30155 - Investig	ation And C		,	27	2,663,378	607,250	
		00012097	Licensing Officer	Jackson,Karen D	2/6/2006	18 Years,11 Months	F	13	0	1	124,289	28,338	Reg
		00016930	Licensing Specialist	Sullivan, Charnel	3/7/2016	8 Years, 10 Months	F	11	3	1	79,705	18,173	Reg
		00019864	Licensing Specialist	Carter, Franklin M	10/29/2018	6 Years,2 Months	F	11	5	1	84,517	19,270	Reg
		00025384	Licensing Specialist	Houser, Erika	1/24/2005	20 Years,0 Months	F	09	10	1	80,032	18,247	Reg
		00031499	Contact Representative	Roberts, DeJa M	3/28/2022	2 Years,9 Months	F	08	3	1	60,107	13,704	Reg
30157 - Office Of		00031512	Lead Contact Representative	Guevara,Reina	11/18/2013	11 Years, 2 Months	F	10	10	1	87,872	20,035	Reg
Alcoholic Beverage	300129 - Alcoholic	00077044	Licensing Manager			, <u> </u>	V	14	1	1	137,329	31,311	
Licensing	Beverage Licensing	00077044	Licensing Specialist	Moxley, Karrington M	8/16/2021	3 Years,5 Months	F	11	2	1	77,299	17,624	Reg
		00095083	Contact Representative	Lizama, Yoselin I	6/6/2022	2 Years,7 Months	F	08	5	1	63,711	14,526	Reg
		00097243	Licensing Program Specialist	Campbell, Kelly Marie	8/11/2014	10 Years,5 Months	F	12	7	1	109,924	25,063	Reg
		00100043	Licensing Specialist	Boyd, Jewell Shannon	7/29/2013	11 Years,5 Months	F	12	5	1	104,168	23,750	Reg
		00100043	Licensing Specialist	Edwards, Mechellelee R	10/1/2012	12 Years,3 Months	F	12	5	1	104,168	23,750	Reg
		00100047	Licensing Program Specialist	Ray,Anna	8/6/2018	6 Years,5 Months	F	12	10	1	118,558	27,031	Reg
		00111220	2.35/10/16 1 106/arii opecialist	- 10y,7 11110	5,5,2010	30157 - Office Of A				,			1105
		00102601	Program Analyst	McLean, Nicholas	7/6/2021	3 Years,6 Months	F	11	10	13 1	1,231,678 96,547	280,823 22,013	Reg
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Cost Center	Program	Position Number	Title	Name	Hire Date	Length of Time	Vacant Status	Grade	Step	FTE	Salary	Fringe Benefits	Reg/Temp/T erm
		00102606	Inspection and Compliance Spec				V	12	0	1	92,656	21,126	
		00102609	Licensing Specialist (Medical				V	09	0	1	62,158	14,172	
30158 - Office Of	300130 - Medical	00102610	Licensing Specialist (Medical				V	09	0	1	62,158	14,172	
Medical Marijuana	Cannabis	00102801	Licensing Specialist (Medical	Boone,Emoni	5/29/2018	6 Years,7 Months	F	11	1	1	74,893	17,076	Reg
Licensing	Licensing	00102802	Licensing Specialist (Medical	Rubio, Jocelyn	5/31/2016	8 Years,7 Months	F	11	1	1	74,893	17,076	Reg
Licensing	Licensing	00112154	Chief Licensing Officer	Gordy,Sean C	5/20/2013	11 Years,8 Months	F	15	0	1	177,839	40,547	Reg
		00113052	Licensing Specialist (Medical	Cluff,Nichelle	11/30/2015	9 Years,1 Months	F	11	3	1	79,705	18,173	Reg
		00113869	Licensing Specialist (Medical	Crawford,Bronya N	1/18/2000	25 Years,0 Months	F	11	7	1	89,329	20,367	Reg
		00113870	Licensing Specialist (Medical				V	09	0	1	62,158	14,172	İ
						30158 - Office Of	Medical Ma	rijuana Lice	nsing Total	10	872,336	198,893	
	100003 -	00031508	Public Affairs Specialist	Malone,Leslie R.	5/9/2022	2 Years,8 Months	F	12	9	1	115,680	26,375	Reg
	Communications -	00095574	Community Resource Officer	Weniger,Sarah R	10/11/2011	13 Years, 3 Months	F	13	7	1	127,295	29,023	Reg
	General	00112713	Public Information Officer	mcnamara,mary	6/3/2024	0 Years,7 Months	F	13	0	1	130,480	29,749	Reg
	100028 - Customer	00010731	Freedom of Information Act Spe	de Castro, Jocelyn Pearl	12/18/2023	1 Years,1 Months	F	12	7	1	95,816	21,846	Reg
	Service - General	00112397	Freedom of Information Act Spe	Juan, Domingo W.	7/19/2021	3 Years,6 Months	F	12	5	1	90,805	20,704	Reg
	100071 -	00088521	IT Specialist (Network Svcs.)	Jain,Anil K.	10/13/2020	4 Years,3 Months	F	13	10	1	137,561	31,364	Reg
	Information	00099328	IT Specialist (Network Service	Charles, Jameson	1/3/2023	2 Years,0 Months	F	13	7	1	127,295	29,023	Reg
	Technology	00103038	Information Technology Spec.	Orellana, Jose	8/1/2022	2 Years,5 Months	F	12	5	1	104,168	23,750	Reg
	100125 - Records Management -	00091915	Records Officer	Mahone Sr.,Lamont E.	8/8/2016	8 Years,5 Months	F	12	0	1	98,372	22,429	Reg
30161 - Agency		00096875	Records Management Specialist	Brown, Joseph	3/20/2017	7 Years,10 Months	F	11	6	1	86,923	19,818	Reg
Management	General -	00096915	Records Management Specialist	Jones,Ariana	4/18/2016	8 Years,9 Months	F	11	6	1	86,923	19,818	Reg
Administration - LQ0	Concrat	00098250	Records Management Specialist	Curry, Juanita	11/14/2016	8 Years,2 Months	F	11	5	1	84,517	19,270	Reg
Administration Equ		00000382	Director of Alcoholic Beverage	Moosally,Frederick P	1/4/1999	26 Years, 0 Months	F	11	0	1	222,848	50,809	Term
		00013529	Administrative Officer	Robinson, Camille	4/12/1999	25 Years,9 Months	F	14	0	1	160,216	36,529	Reg
		00021204	OPERATIONS MGR	Richardson, Jacqueline R	10/11/1987	37 Years,3 Months	F	13	10	1	137,561	31,364	Reg
	100154 -	00096816	Human Resources Specialist	Gordon,Kim L.	6/13/2016	8 Years,7 Months	F	13	9	1	116,933	26,661	Reg
	Performance And	00109996	Chief of Staff	Powell, Jared Justin	4/15/2019	5 Years,9 Months	F	15	0	1	177,839	40,547	Reg
	Strategic	00113872	Human Resources Specialist				V	13	0	1	93,069	21,220	<u> </u>
	Management	00114242	Human Resources Specialist				V	14	0	1	109,999	25,080	-
			HR Advisor				V	12	1	1	80,784	18,419	<u> </u>
	_		Executive Assistant				V	13	1	1	93,069		
			Operations Manager				V	13	1	1	103,651	23,632	i
						30161 - Agency Mana	gement Adr	ninistration	- LQ0 Total	22	2,581,803	588,651	
		00013752	Mediation Specialist	Fletcher,La Verne	5/21/1990	34 Years,8 Months	F	13	10	1	137,561	31,364	Reg
		00022846	Legal Administrative Specialis	Walker, Danette	3/6/2006	18 Years,10 Months	F	11	10	1	96,547	22,013	Reg
30162 - Office Of		00031504	Legal Administrative Specialis	Goodwin,Kendra	7/31/2023	1 Years,5 Months	F	09	8	1	76,060	17,342	Reg
General Counsel -	100092 - Legal	00041738	SUPERVISORY ATTORNEY ADVISOR				V	01	0	1	157,529	35,917	
LQ0	Services - General	00041739	ATTORNEY ADVISOR	Berman, Jonathan A.	2/16/2010	14 Years,11 Months	F	14	8	1	158,903	36,230	Reg
•		00043314	Attorney Advisor	Chike, Ogochukwu I	9/5/2017	7 Years,4 Months	F	13	4	1	119,924	27,343	Reg
		00095795	Paralegal Specialist	Delgado Sanchez, Yazmin	3/31/2008	16 Years,9 Months	F	13	10	1	137,561	31,364	Reg
		00115112	Deputy General Counsel				V	01	0	1	157,529	35,917	i
						30162 - Off	fice Of Gene	ral Counsel	- LQ0 Total	8	1,041,614	237,488	

Cost Center	Program	Position Number	Title	Name	Hire Date	re Date Length of Time		Grade	Step	FTE	Salary	Fringe Benefits	Reg/Temp/T erm
10001 - Budget	150003 - Agency												
Division	Budg	00091987	Financial Manager	McKoy, Jasmine M	10/13/2020	4 Years, 3 Months	F	14	2	0.3	126,428	28,826	Reg
							10001	_	vision Total	0.0	126,428	28,826	
									Grand Total	80.3	8,517,238	1,941,930	

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6/30/2024 -				
11/3/2024 -	Promotion o	r employee	to nire grade	9
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FY'24	EVENT TITLE
Donovan Anderson, Chairman, ABC Board	MJBizcon Conference
Jonathan Berman, Assistant General Counsel	MJBizcon Conference
Fred Moosally, Director	Wine, Beer & Spirits Law Conference
Fred Moosally, Director	CANNRA Annual Meeting
Donovan Anderson, Chairman, ABC Board	NCSLA 2024 Central/Western Regional Conference
Derek Brooks, Chief, Enforcement	NLLEA Annual Conference
Ogochukwu Chike, Assistant General Counsel	RHI Summit
Kim Gordon	SHRM 2024 Annual Conference
Donovan Anderson, Chairman, ABC Board	NCSLA 2024 Conference
James Short, Member, ABC Board	NCSLA 2024 Conference
Silas Grant, Member, ABC Board	NCSLA 2024 Conference
Fred Moosally, Director	NCSLA 2024 Conference
Martha Jenkins, General Counsel	NCSLA 2024 Conference

FY'24	EVENT TITLE
Karen Jackson	NCSLA 2024 Conference
Ogochukwu Chike, Assistant General Counsel	NCSLA 2024 Conference
Earl Jones, Supervisory Investigator	NCSLA 2024 Conference
Jason Peru, Supervisor, Cannabis Enforcement	NCSLA 2024 Conference
Mark Brashears, Supervisory Investigator	NCSLA 2024 Conference
Mary McNammara, Public Information Officer	NCSLA 2024 Conference

FY'25	EVENT TITLE
Donovan Anderson, Chairman, ABC Board	MJBizcon Conference

Jonathan Berman, Assistant General Counsel	Wine, Beer & Spirits Law Conference
Martha Jenkins, General Counsel	NCSLA Northern/Southern Regional Conference
Jason Peru	2024 Annual CANNRA Meeting
Fred Moosally	2024 Annual CANNRA Meeting

#### JUSTIFICATION FOR TRAVEL

To attend open forums on cannabis.

To attend open forums on cannabis.

Alcohol policy education.

Obtain information on legal issues in cannabis regulation, cannabis delivery, violations & sanctions.

To obtain information on technology, innovation, regulations and policy.

Alcohol law enforcement.

Sociable Cities" plan for people's need for socializing by enhancing vibrancy in public and private spaces, assuring safety, and managing impacts from an

Annual conference and expo of HR personnel.
Insignt on now beverage acconot, including spirits from Mount vernon, wine from Monticello, and beer brewed inside the White House impacted former United States Presidents.

Insight on how beverage alcohol, including spirits from Mount Vernon, wine from Monticello, and beer brewed inside the White House impacted former United States Presidents.

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#### JUSTIFICATION FOR TRAVEL

To attend open forums on cannabis

Alcohol policy education.

Alcohol regulation and the importance of maintaining responsible oversight.

Obtain information on legal issues in cannabis regulation, cannabis delivery, violations & sanctions.

Obtain information on legal issues in cannabis regulation, cannabis delivery, violations & sanctions.

VENDOR	INVOICE DATE	ACCOUNTNO	AGENCY CODE	occ	SERVICE CHARGE NRC	USAGE CHARGE	NTL USAGE	DIR ASSIST	AIRTIME CHARGE	POOL CREDIT USAGE	TEXT MESSAGES	TEXT MESSAGE ROAMING	PICTURE MESSAGE	PICTURE MESSAGE ROAMING	DATA USAGE	DATA ROAMING	PURCHASE	TAX TOTAL BEFORE AD	ADJUSTMENTS	TOLL V	OICE ROAMING L	ONG DISTANCE TOTAL	AMOUNT CERTIFIED
VERIZON WIRELESS	2024-09	\$31,878,884,100,001.00	LQ	\$53.95	\$1,824.45 \$0.00	\$10.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$53.95 \$1,888.4	0 \$0.00	\$0.00	\$0.00	\$0.00 \$1,888.40	\$1,888.40
VERIZON WIRELESS	2024-08	\$31.878.884.100.001.00	LO	\$56.02	\$2.044.39 \$0.00	\$10.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$56.02 \$2.100.4	1 (\$239.72)	\$0.00	\$0.00	\$0.00 \$2.100.4	\$2,100.41
VERIZON WIRELESS	2024-07	\$31,878,884,100,001.00	LQ	\$43.58	\$1,593.07 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$43.58 \$1,636.6	5 \$0.00	\$0.00	\$0.00	\$0.00 \$1,636.65	\$1,636.65
VERIZON WIRELESS	2024-06	\$31.878.884.100.001.00	LO	\$43.82	\$1.648.61 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$43.82 \$1.692.4	3 \$0.00	\$0.00	\$0.00	\$0.00 \$1.692.4	\$1.692.43
VERIZON WIRELESS	2024-05	\$31,878,884,100,001.00	LQ	\$43.76	\$1,710.62 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$43.76 \$1,754.3	8 \$0.00	\$0.00	\$0.00	\$0.00 \$1,754.31	\$1,754.38
VERIZON WIRELESS	2024-04	\$31.878.884.100.001.00	LO	\$27.96	\$1.202.52 \$0.00	\$10.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27.96 \$1.240.4	8 \$0.00	\$0.00	\$0.00	\$0.00 \$1.240.41	\$1.240.48
VERIZON WIRELESS	2024-03	\$31,878,884,100,001.00	LQ	\$56.89	\$1,810.37 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$56.89 \$1,867.2	6 \$0.00	\$0.00	\$0.00	\$0.00 \$1,867.20	\$1,867.26
VERIZON WIRELESS	2024-02	\$31,878,884,100,001.00	LQ	\$57.93	\$1,878.71 \$0.00	\$0.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57.93 \$1,936.6	9 \$0.00	\$0.00	\$0.00	\$0.00 \$1,936.69	\$1,936.69
VERIZON WIRELESS	2024-01	\$31,878,884,100,001.00	LQ	\$63.37	\$2,049.93 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$63.37 \$2,113.3	0 \$0.00	\$0.00	\$0.00	\$0.00 \$2,113.30	\$2,113.30
VERIZON WIRELESS	2023-12	\$31,878,884,100,001.00	LQ	\$63.31	\$2,049.93 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$63.31 \$2,113.2	4 \$0.00	\$0.00	\$0.00	\$0.00 \$2,113.24	\$2,113.24
VERIZON WIRELESS	2023-11	\$31,878,884,100,001.00	LQ	\$60.25	\$1,846.17 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$60.25 \$1,906.4	2 \$0.00	\$0.00	\$0.00	\$0.00 \$1,906.43	\$1,906.42
VERIZON WIRELESS	2023-10	\$31,878,884,100,001.00	LQ	\$74.29	\$2,393.07 \$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74.29 \$2,467.3	6 \$0.00	\$0.00	\$0.00	\$0.00 \$2,467.31	\$2,467.36

#### FY 25

FY 25																									
VENDOR	INVOICE DATE	ACCOUNTNO	AGENCY CODE	occ	SERVICE CHARGE	NRC	USAGE CHARGE	INTL USAGE	DIR ASSIST	AIRTIME CHARGE	POOL CREDIT USAGE	TEXT MESSAGES	TEXT MESSAGE ROAMING	PICTURE MESSAGE	PICTURE MESSAGE ROAMING	DATA USAGE	DATA ROAMING	PURCHASE	TAX	TOTAL BEFORE ADJ	ADJUSTMENTS TO	LL VOICE ROAMING	LONG DISTANCE	TOTAL	AMOUNT CERTIFIED
VERIZON WIRELESS	2024-12	\$31,878,884,100,001.00	LQ	\$54.9	0 \$1,863.34	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54.90	\$1,918.24	\$0.00 \$6	0.00 \$0.0	0 \$0.00	0 \$1,918.24	\$1,918.24
VERIZON WIRELESS	2024-11	\$31,878,884,100,001.00	LQ	\$54.3	7 \$1,824.45	\$0.00	\$10.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54.37	\$1,889.37	\$0.00 \$1	0.00 \$0.0	0 \$0.00	0 \$1,889.37	\$1,889.37
VEDIZON WIDELESS	2024-10	\$31.878.884.100.001.00	10	\$54.2	0 \$1.924.45	so on	\$0.00	so oo	\$0.00	so oo	\$n.nn	so oo	\$0.00	\$0.00	sn nn	\$0.00	\$0.00	50.00	\$54.30	\$1 979 75	so on so	0.00	n sn.nr	\$1 979 75	\$1.878.75

### FY 2024

F1 2024				
DATE	VENDOR	AGENCY CREDIT CARD HOLDER	AMOUNT	GENERAL PURPOSE
10/4/2023	American Airlines	Jackie Richardson	\$457.20	Air fare for Martha Jenkins
10/6/2023	Hilton Virginia Beach	Jackie Richardson	\$567.85	Lodging for Derek Brooks
10/10/2023	Aspiria	Jackie Richardson	\$3,825.00	Printing of placards
10/10/2023	FBI LEEDA Inc.	Jackie Richardson	\$795.00	Registration fees for Jason Peru
10/12/2023	B MJBIZCON	Jackie Richardson	\$999.00	Registration fees for Jonathan Berman
10/12/2023	3 American Airlines	Jackie Richardson	\$834.90	Air fare for Fred Moosally
10/16/2023	American Airelines	Jackie Richardson	\$582.80	Air fare for Donovan Anderson
10/16/2023	Thompson Construction	Jackie Richardson	\$2,000.00	Removal of interior doors for access to newly acquired space.
10/17/2023	Chateau on Lake Resor	Jackie Richardson	\$215.72	Lodging for Martha Jenkins
10/17/2023	Neal R. Gross & Company	Jackie Richardson	\$459.90	Transcription services
10/17/2023	Neal R. Gross & Company	Jackie Richardson	\$2,471.80	Transcription services
10/18/2023	Red Rock	Jackie Richardson	\$213.56	Room guarantee for Fred Moosally
10/18/2023	3 Ares Hotel	Jackie Richardson	\$216.44	Lodging for Fred Moosally
10/18/2023	3 American Airlines	Jackie Richardson	\$530.61	Air fare for Jonathan Berman
10/18/2023	3 American Airlines	Jackie Richardson	\$693.10	Air fare for Fred Moosally
10/26/2023	Standard Office Supply	Jackie Richardson	\$325.69	Supplies for Legal Division
10/27/2023	B Hyatt Regency Savannah	Jackie Richardson	\$356.75	Lodging for Fred Moosally
10/30/2023	Metropolitan Office Supplies	Jackie Richardson	\$4,245.63	Toners and general office supplies
11/14/2023	USPS	Jackie Richardson	\$6.18	Certified mail
11/30/2023	3 Aspiria	Jackie Richardson	\$3,850.00	Printing of Blue placards
12/1/2023	B Paypro	Jackie Richardson	\$315.88	Purchase of print conductors.
12/4/2023	3 Aspiria	Jackie Richardson	\$3,850.00	Printing of Salmon placards
12/5/2023	Red Rock Hotel	Jackie Richardson	\$281.37	Lodging for Fred Moosally
12/14/2023	B USPS	Jackie Richardson	\$594.00	Postage stamps
12/15/2023	Standard Office Supply	Jackie Richardson	\$78.17	Calendars for ABCA employees
12/20/2023	USPS	Jackie Richardson	\$8.56	Certified mail
1/11/2024	l .	Jackie Richardson	\$1,327.22	Lodging for O. Chike to attend the RHI Sociable City Summitt in Dallas.
1/11/2024	Responsible Hospitality	Jackie Richardson	\$695.00	Registration for Ogochukwu Chike for the Socialble City Summitt
1/13/2024	l Amazon	Jackie Richardson	\$39.99	Tire inflator for Enforcement fleet
1/19/2024	Toucan Printing	Jackie Richardson	\$1,555.00	Printing of business envelopes
1/22/2024	l Aspiria	Jackie Richardson	\$190.00	Printing of Enforcemen business cards
1/28/2024	l Amazon	Jackie Richardson	\$213.39	Cell phone cases and charges for upgraded cell devices
1/31/2024	USPS	Jackie Richardson	\$28.34	Certified mail
1/31/2024	Standard Office Supply	Jackie Richardson	\$737.60	Toner cartridges for desktop printers
2/1/2024	USPS	Jackie Richardson	\$9.21	Certified mail
2/1/2024	Auto and Tires Masrers	Jackie Richardson	\$2,250.00	Car wash tickets for agency fleet
2/6/2024	USPS	Jackie Richardson	\$1,020.00	Postage stamps
2/7/2024	USPS	Jackie Richardson	\$18.80	Certified mail
2/8/2024	I Identisys Incorp.	Jackie Richardson	\$3,174.00	Medical Cannabis license cards
2/12/2024	l Amazon	Jackie Richardson	\$50.97	Cell phone cases for upgraded devices
2/13/2024	Soutwest Airlines	Jackie Richardson	\$384.96	Air fare of Ogochukwu Chike
2/14/2024	USPS	Jackie Richardson	\$710.45	Postage stamps and certified mail

2/20/2024 USPS	Jackie Richardson	\$30.45	Certified mail
2/20/2024 Standard Office Supply	Jackie Richardson	\$1,391.71	Supplies for Millington and toner cartridges
3/5/2024 USPS	Jackie Richardson	\$438.45	Postage stamps and overnight mail to Wells Fargo for check deposit.
3/11/2024 Standard Office Supply	Jackie Richardson	\$1,569.07	Office supplies for Licensing Division
3/19/2024 Standard Office Supply	Jackie Richardson	\$3,155.85	Three scanners for Licensing Division
4/2/2024 USPS	Jackie Richardson	\$30.45	Certified mail
4/2/2024 Aspiria	Jackie Richardson	\$4,698.00	Printing of yellow placards
4/17/2024 Aspiria	Jackie Richardson	\$95.00	Printing of business cards for Karen Jackson
4/25/2024 USPS	Jackie Richardson	\$680.00	Postage stamps
5/1/2024 USPS	Jackie Richardson	\$1,360.00	Postage stamps
5/2/2024 USPS	Jackie Richardson	\$10.88	Certified mail
5/6/2024 National Liquor Law	Jackie Richardson	\$375.00	NLLEA membership dues
5/7/2024 NCSLA	Jackie Richardson	\$1,650.00	Registration for D. Anderson, F. Moosally and M. Jenkins to attend the NCSLA conference.
5/8/2024 NCSLA	Jackie Richardson	\$1,650.00	NCSLA conference registration for O. Chike, S. Grant and J. Short
5/9/2024 NCSLA	Jackie Richardson	\$1,650.00	Conference fees for NCSLA conference.
5/24/2024 Rol N Lock	Jackie Richardson	\$1,430.00	Change locks in ABRA suite.
6/4/2024 Aspiria	Jackie Richardson	\$4,550.00	Printing of MC purple placards
6/4/2024 NCSLA	Jackie Richardson	\$600.00	NCSLA conference fees for M. McNamara
6/5/2024 Standard Office Supply	Jackie Richardson	\$2,759.70	Desktop toner cartridges
7/2/2024 USPS	Jackie Richardson	\$30.45	Certified mail
7/8/2024 Aspiria	Jackie Richardson	\$89.00	Business cards for Kevin Hall
7/9/2024 The Business Journals	Jackie Richardson	\$160.00	Business journal yearly subscription for J. Powell
7/17/2024 USPS	Jackie Richardson	\$138.39	Certified mail for Medical Cannabis and Enforcement
7/29/2024 American Airlines	Jackie Richardson	\$437.96	Donovan Anderson flight to Missoula to attend the NCSLA in Missoula
7/29/2024 Standard Office Supply	Jackie Richardson	\$953.34	Toner cartridges for Contact Representatives
7/30/2024 NCSLA	Jackie Richardson	\$300.00	Membership dues for NCSLA
8/1/2024 USPS	Jackie Richardson	\$10.72	Certified mail
8/1/2024 USPS	Jackie Richardson	\$58.08	Certified mail
8/8/2024 USPS	Jackie Richardson	\$838.60	Postage stamps
8/8/2024 USPS	Jackie Richardson	\$167.59	Certified mail
8/13/2024 NCSLA	Jackie Richardson	\$550.00	Donovan Anderson registration to the NCSLA Central/Western Regional Conference in Mssoula, M
8/14/2024 Alcorpo	Jackie Richardson	\$56.09	Alcohol test strips for Cannabis Enforcement
8/15/2024 USPS	Jackie Richardson	\$106.66	Certified mail for Records Division
8/16/2024 Avid Systems	Jackie Richardson	\$330.91	Adobe stock
8/19/2024 Aspiria	Jackie Richardson	\$4,280.00	Printing of MC placards due to language change
8/21/2024 CDW Government	Jackie Richardson	\$3,115.65	Microsoft software
8/22/2024 USPS	Jackie Richardson	\$9.96	Certified mail
8/23/2024 TCE Global	Jackie Richardson	\$636.00	Date & stamp clock + ribbon for Licensing Divison
9/4/2024 USPS	Jackie Richardson	\$79.12	Certified mail
9/10/2024 Rol N Lock	Jackie Richardson	\$650.00	Change locks on unlicensed MC establishments closure
9/11/2024 Uline	Jackie Richardson	\$377.99	Supplies for Legal Division
9/11/2024 Office 9/11/2023 Arrowhead Scientific	Jackie Richardson	\$750.54	MC supplies for Jason Peru
9/12/2024 USPS	Jackie Richardson	\$146.89	Certified mail
9/12/2024 03F3 9/12/2024 Amazon	Jackie Richardson	\$140.89	MC supplies for Jason Peru
9/13/2024 Amazon 9/13/2024 CSG Online	Jackie Richardson	\$569.25	Registration for Fred Moosally to attend the CANNRA Annual meeting.
9/13/2024 United Airlines	Jackie Richardson	\$365.98	Jonathan Berman fligt to Denver to attend Wine, Beer & Spirits Law Conference

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### FY 2025

10/1/2024 American Airlines	Jackie Richardson	\$198.95	Martha Jenkins flight to Vermont to speak on panel.
10/1/2024 Sheraton Denver	Jackie Richardson	\$674.54	Jonathan Berman hotel receipt for travel to Denver, Colorado
10/2/2024 Identisys Incorp.	Jackie Richardson	\$3,869.04	Maintenance for for Identisys printers
10/2/2024 American Airlines	Jackie Richardson	\$1,015.95	Donovan Anderson AA flight to Las Vegs to attend the MJBizcon Conference.
10/7/2024 Holiday Inn	Jackie Richardson	\$936.26	Donovan Anderson lodging in Missoula.
10/9/2024 Rol N Lock	Jackie Richardson	\$642.00	Change locks on unlicensed MC establishments closure
10/9/2024 Standard Office Supply	Jackie Richardson	\$1,172.12	Toner cartridges for front desk desk top printers.
10/10/2024 Rol N Lock	Jackie Richardson	\$405.00	Change locks on unlicensed MC establishments closure
10/10/2024 Rol N Lock	Jackie Richardson	\$691.00	Change locks on unlicensed MC establishments closure
10/10/2024 Identisys Incorp.	Jackie Richardson	\$3,305.00	MC patient cards
10/11/2024 Toucan Printing	Jackie Richardson	\$562.50	Printing of waterproof MC cards for unlicensed establishments
10/18/2024 Rol N Lock	Jackie Richardson	\$1,206.50	Change locks on unlicensed MC establishments closure
10/18/2024 Rol N Lock	Jackie Richardson	\$257.00	Change locks on unlicensed MC establishments closure
10/18/2024 Rol N Lock	Jackie Richardson	\$694.00	Change locks on unlicensed MC establishments closure
10/18/2024 Standard Office Supply	Jackie Richardson	\$321.68	Back order for toner cartridges for front desk
10/23/2024 HITT Marking Devices	Jackie Richardson	\$71.42	NIK test for MC
10/24/2024 USPS	Jackie Richardson	\$21.44	Certified mail
10/25/2024 Rol N Lock	Jackie Richardson	\$776.00	Change locks on unlicensed MC establishments closure
10/25/2024 Standard Office Supply	Jackie Richardson	\$19.95	2025 Calendar book for Legal Division
10/28/2024 Formost Advanced Ceative	Jackie Richardson	\$165.00	Mail insert cards for upcoming renewal
10/29/2024 USPS	Jackie Richardson	\$87.96	Certified mail
10/30/2024 Essex Resort & Spa	Jackie Richardson	\$884.63	Martha Jenkins lodging in Vermont
10/31/2024 Rol N Lock	Jackie Richardson	\$900.00	Change locks on unlicensed MC establishments closure
11/5/2024 USPS	Jackie Richardson	\$48.40	Certified mail
11/5/2024 American Airlines	Jackie Richardson	\$715.96	Fred Moosally airline flight to attend CANNRA Annual meeting in San Diego
11/6/2024 Soutwest Airlines	Jackie Richardson	\$943.96	Jason Peru airline flight to attend CANNRA annual meeting in San Diego.
11/7/2024 USPS	Jackie Richardson	\$39.84	Certified mail
11/7/2024 USPS	Jackie Richardson	\$9.96	Certified mail
11/7/2024 Rol N Lock	Jackie Richardson	\$380.00	Change locks on unlicensed MC establishments closure
11/14/2024 USPS	Jackie Richardson	\$68.32	Certified mail
11/14/2024 Rol N Lock	Jackie Richardson	\$737.00	Change locks on unlicensed MC establishments closure
11/26/2024 Lowes Hotel	Jackie Richardson	\$933.15	Lodging @ the Coronado Bay for Fred Moosally to attend CANNRA Annual meeting in San Diego.

11/27/2024 Rol N Lock	Jackie Richardson	\$670.00	Change locks on unlicensed MC establishments closure
11/27/2024 USPS	Jackie Richardson	\$87.68	Certified mail
12/4/2024 Aspiria	Jackie Richardson	\$3,360.00	Printing of Manager's license
12/12/2024 USPS	Jackie Richardson	\$19.36	Certified mail
12/12/2024 Rol N Lock	Jackie Richardson	\$304.50	Change locks on unlicensed MC establishments closure
12/13/2024 Standard Office Supply	Jackie Richardson	\$1,323.44	Office supplies for Legal
12/17/2024 USPS	Jackie Richardson	\$355.72	Certified mail and postage stamps
12/19/2024 USPS	Jackie Richardson	\$39.84	Certified mail
12/19/2024 Amazon	Jackie Richardson	\$749.97	Printer stand for Jared Powell
12/19/2024 Amazon	Jackie Richardson	\$449.97	Printer stand for Jared Powell
12/19/2024 Rol N Lock	Jackie Richardson	\$893.00	Change locks on unlicensed MC establishments closure
12/19/2024 Rol N Lock	Jackie Richardson	\$861.00	Change locks on unlicensed MC establishments closure
12/19/2024 Rol N Lock	Jackie Richardson	\$479.00	Change locks on unlicensed MC establishments closure
12/23/2024 Rol N Lock	Jackie Richardson	\$623.00	Change locks on unlicensed MC establishments closure
12/19/2024 Auto and Tires Masrers	Jackie Richardson	\$2,250.00	Car wash tickets for agency fleet

#### Alcoholic Beverage and Cannabis Administration FY 2024 Budget

Appr Fund	Appr Fund Description	Fund	Fund Description	Cost Center	Cost Center Description	Program	Program Description	Category Description	Initial Budget	Adjustments	Revised Budget	Expenditure	Available Budget
			·		OFFICE OF MEDICAL MARIJUANA	200120		NON-PERSONNEL SERVICES	275,983.61	386,082.00	662,065.61	649,958.38	12,107.23
		4040004	LOCAL FUNDS	30158	LICENSING	300130	MEDICAL CANNABIS LICENSING	PERSONNEL SERVICES	111,938.61	0.00	111,938.61	109,150.39	2,788.22
1010	LOCAL FUND	1010001	LOCAL FUNDS	30161	AGENCY MANAGEMENT ADMINISTRATION - LQ0	100113	PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERAL	NON-PERSONNEL SERVICES	0.00	50,000.00	50,000.00	50,000.00	0.00
			•					1010001 - Local Funds Total	387,922.22	436,082.00	824,004.22	809,108.77	14,895.45
								1010 - Local Fund Total	387,922.22	436,082.00	824,004.22	809,108.77	14,895.45
1011	DEDICATED TAXES	1011002	DEDICATED TAXES	30155	INVESTIGATION AND COMPLIANCE OFFICE	300132	INSPECTION AND COMPLIANCE SERVICES	PERSONNEL SERVICES	1,251,389.57	(870,592.20)	380,797.37	380,797.37	0.00
							<u> </u>	011002 - Dedicated Taxes Total	1,251,389.57	(870,592.20)	380,797.37	380,797.37	0.00
								1011 - Dedicated Taxes Total	1,251,389.57	(870,592.20)	380,797.37	380,797.37	0.00
				10001	BUDGET DIVISION	150003	AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	PERSONNEL SERVICES	55,000.00	(40,348.74)	14,651.26	7,452.76	7,198.50
				10086	P-CARD CLEARING	150012	P-CARD CLEARING	NON-PERSONNEL SERVICES	0.00	0.00	0.00	1,797.00	(1,797.00)
				30155	INVESTIGATION AND COMPLIANCE	300132	INSPECTION AND COMPLIANCE SERVICES	NON-PERSONNEL SERVICES	75,100.00	(27.12)	75,072.88	20,691.13	54,381.73
				30133	OFFICE	300132	INSI ECTION AND COMI EIANCE SERVICES	PERSONNEL SERVICES	3,081,522.25	(806,620.79)	2,274,901.46	2,558,971.41	(284,069.95)
				30157	OFFICE OF ALCOHOLIC BEVERAGE	300129	ALCOHOLIC BEVERAGE LICENSING	NON-PERSONNEL SERVICES	9,500.00	0.00	9,500.00	11,260.85	(1,760.85)
			ABC - IMPORT AND CLASS LICENSE FEES	00107	LICENSING	300129	ALCOHOLIC BLVEIWIGE EIGENOMIC	PERSONNEL SERVICES	1,276,765.38	0.00	1,276,765.38	1,291,029.46	(14,264.08)
						100003	COMMUNICATIONS - GENERAL	PERSONNEL SERVICES	279,592.01	0.00	279,592.01	286,199.50	(6,607.49)
						100007	LANGUAGE ACCESS	NON-PERSONNEL SERVICES	15,000.00	0.00	15,000.00	2,866.69	12,133.31
		1060374				100028	CUSTOMER SERVICE - GENERAL	PERSONNEL SERVICES	111,690.15	0.00	111,690.15	3,376.82	108,313.33
				30161	AGENCY MANAGEMENT ADMINISTRATION - LQ0  OFFICE OF GENERAL COUNSEL - LQ0		100042	FLEET MANAGEMENT - GENERAL	NON-PERSONNEL SERVICES	31,188.70	0.00	31,188.70	29,805.02
						100071	INFORMATION TECHNOLOGY SERVICES - GENERAL	NON-PERSONNEL SERVICES	86,854.92	(168.98)	86,685.94	77,455.23	9,230.75
								PERSONNEL SERVICES	283,270.23	0.00	283,270.23	318,428.98	(35,158.75)
						100113	PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERAL	NON-PERSONNEL SERVICES	366,372.94	0.00	366,372.94	194,537.24	171,835.71
						100125	RECORDS MANAGEMENT - GENERAL	PERSONNEL SERVICES	425,540.22	0.00	425,540.22	449,598.06	(24,057.84)
	SPECIAL PURPOSE REVENUE			30162		100154	PERFORMANCE AND STRATEGIC MANAGEMENT	PERSONNEL SERVICES	971,558.01	0.00	971,558.01	953,020.23	18,537.78
1060	FUNDS					100092	LEGAL SERVICES - GENERAL	NON-PERSONNEL SERVICES	225,000.00	(118,050.88)	106,949.12	108,499.44	(1,550.32)
						100092	LEGAL SERVICES - GENERAL	PERSONNEL SERVICES	1,081,584.99	0.00	1,081,584.99	1,095,333.44	(13,748.45)
			_	ı				ort and Class License Fees Total	8,375,539.80	(965,216.51)	7,410,323.29	7,410,323.26	0.06
				10001	BUDGET DIVISION	150003	AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	NON-PERSONNEL SERVICES	120,000.00	0.00	120,000.00	117,512.06	2,487.94
				30157	OFFICE OF ALCOHOLIC BEVERAGE	300129	ALCOHOLIC BEVERAGE LICENSING	NON-PERSONNEL SERVICES	0.00	0.00	0.00	222.59	(222.59)
					LICENSING			PERSONNEL SERVICES	111,938.61	0.00	111,938.61	155,864.37	(43,925.76)
			MEDICAL CANNABIS	30158	OFFICE OF MEDICAL MARIJUANA	100113	PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERAL	NON-PERSONNEL SERVICES	0.00	0.00	0.00	600.00	(600.00)
		1060389	ADMINISTRATION		LICENSING	300130	MEDICAL CANNABIS LICENSING	NON-PERSONNEL SERVICES	894,895.00	(543,032.34)	351,862.66	303,316.51	48,546.15
			FUND					PERSONNEL SERVICES	1,794,086.14	(1,139,481.30)	654,604.84	760,123.02	(105,518.18)
					AGENCY MANAGEMENT	100003	COMMUNICATIONS - GENERAL	NON-PERSONNEL SERVICES	11,700.00	0.00	11,700.00	11,700.00	0.00
				30161	ADMINISTRATION - LQ0	100071	INFORMATION TECHNOLOGY SERVICES - GENERAL	PERSONNEL SERVICES	120,771.24	0.00	120,771.24	124,653.02	(3,881.78)
						100148	TRAINING AND DEVELOPMENT - GENERAL	NON-PERSONNEL SERVICES	50,000.00	0.00	50,000.00	522.78	49,477.22
				30162	OFFICE OF GENERAL COUNSEL - LQ0	100092	LEGAL SERVICES - GENERAL	NON-PERSONNEL SERVICES	100,000.00	0.00	100,000.00	46,363.00	53,637.00
								nabis Administration Fund Total	.,,	(1,682,513.64)	1,520,877.35	1,520,877.35	0.00
1060 - Special Purpose Revenue Funds Total 11,578,930.79 (2,647,730.15) 8,931,2												8,931,200.61	0.06
Grand Total								Grand Total	13,218,242.58	(3,082,240.35)	10,136,002.23	10,121,106.75	14,895.51

Appr Fund	Appropriated Fund Desc.	Fund	Fund Description	Cost Center	Cost Center Description	Program	Program Description	Category Description	Initial Budget	Adjustments	Revised Budget	Expenditures	Obligations	Commitments	Available Budget
				30155	INVESTIGATION AND COMPLIANCE OFFICE	300132	INSPECTION AND COMPLIANCE SERVICES	PERSONNEL SERVICES	1,000,000.00	0.00	1,000,000.00	0.00	0.00	0.00	1,000,000.00
1010	LOCAL FUND	1010001	LOCAL FUNDS	30158	OFFICE OF MEDICAL MARIJUANA LICENSING	300130	MEDICAL CANNABIS LICENSING	PERSONNEL SERVICES	115,106.58	0.00	115,106.58	27,664.56	0.00	0.00	87,442.02
								NON-PERSONNEL SERVICES	255,526.42	0.00	255,526.42	1,463.71	78,275.77	0.00	175,786.94
								1010001 - Local Funds Total		0.00	1,370,633.00	29,128.27	78,275.77	0.00	1,263,228.96
				I				1010 - Local Fund Total	1,370,633.00	0.00	1,370,633.00	29,128.27	78,275.77	0.00	1,263,228.96
				10001	BUDGET DIVISION	150003	AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	PERSONNEL SERVICES	55,000.00	0.00	55,000.00	13,241.48	0.00	0.00	41,758.52
				10086	P-CARD CLEARING	150012	P-CARD CLEARING	NON-PERSONNEL SERVICES	0.00	0.00	0.00	8,369.09	0.00	0.00	(8,369.09)
				30155	INVESTIGATION AND COMPLIANCE OFFICE	300132	INSPECTION AND COMPLIANCE SERVICES	PERSONNEL SERVICES	2,986,309.77	0.00	2,986,309.77	669,658.91	0.00	0.00	2,316,650.86
								NON-PERSONNEL SERVICES	337,620.00	0.00	337,620.00	(6,300.01)	3,500.01	0.00	340,420.00
			ARC IMPORTANCE	30157	OFFICE OF ALCOHOLIC BEVERAGE LICENSING	300129	ALCOHOLIC BEVERAGE LICENSING	PERSONNEL SERVICES	1,523,964.00	0.00	1,523,964.00	354,914.74	0.00	0.00	1,169,049.26
								NON-PERSONNEL SERVICES	10,000.00	0.00	10,000.00	7,000.00	0.00	0.00	3,000.00
						100003	COMMUNICATIONS - GENERAL	PERSONNEL SERVICES	290,578.45	0.00	290,578.45	74,144.24	0.00	0.00	216,434.21
						100007	LANGUAGE ACCESS	NON-PERSONNEL SERVICES	18,000.00	0.00	18,000.00	363.50	14,636.50	0.00	3,000.00
					-	100028	CUSTOMER SERVICE - GENERAL	PERSONNEL SERVICES	99,202.75	0.00	99,202.75	0.00	0.00	0.00	99,202.75
		1060374	ABC - IMPORT AND		_	100042	FLEET MANAGEMENT - GENERAL	NON-PERSONNEL SERVICES	23,832.52	0.00	23,832.52	0.00	0.00	0.00	23,832.52
			CLASS LICENSE FEES		AGENCY MANAGEMENT ADMINISTRATION - LQ0		INFORMATION TECHNOLOGY SERVICES - GENERAL	PERSONNEL SERVICES	314,624.96	0.00	314,624.96	83,319.37	0.00	0.00	231,305.59
				30161			52.11.1015 GE1121.11.12	NON-PERSONNEL SERVICES	545,337.30	0.00	545,337.30	365,161.89	11,455.00	0.00	168,720.41
						100092	LEGAL SERVICES - GENERAL	NON-PERSONNEL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						100113	PROPERTY, ASSET, AND LOGISTICS MANAGEMENT - GENERAL	NON-PERSONNEL SERVICES	407,661.65	0.00	407,661.65	(6,438.61)	231,973.06	0.00	182,127.20
						100125	RECORDS MANAGEMENT - GENERAL	PERSONNEL SERVICES	449,394.17	0.00	449,394.17	115,210.24	0.00	0.00	334,183.93
						100154	PERFORMANCE AND STRATEGIC MANAGEMENT	PERSONNEL SERVICES	996,772.98	0.00	996,772.98	237,594.28	0.00	0.00	759,178.70
	SPECIAL PURPOSE			30162	OFFICE OF GENERAL COUNSEL -	100092	LEGAL SERVICES - GENERAL	PERSONNEL SERVICES	1,103,060.04	0.00	1,103,060.04	285,271.81	0.00	0.00	817,788.23
1060	REVENUE FUNDS				LQ0			NON-PERSONNEL SERVICES	244,419.00	0.00	244,419.00	31,242.77	81,670.89	0.00	131,505.34
			1	ı			1060374 - ABC - Impo	ort and Class License Fees Total	9,405,777.59	0.00	9,405,777.59	2,232,753.70	343,235.46	0.00	6,829,788.43
				10001	BUDGET DIVISION	150003	AGENCY BUDGETING AND FINANCIAL MANAGEMENT SERVICES	NON-PERSONNEL SERVICES	450.000.45		450.000.45	(400 505 00)	4 =00.00	2.00	254 752 22
					INVESTIGATION AND		INCRECTION AND COMPUMANCE		153,866.45	0.00	153,866.45	(102,586.93)	4,700.00	0.00	251,753.38
				30155	INVESTIGATION AND COMPLIANCE OFFICE	300132	INSPECTION AND COMPLIANCE SERVICES	PERSONNEL SERVICES	331,218.61	0.00	331,218.61	44,759.95	0.00	0.00	286,458.66
				30157	OFFICE OF ALCOHOLIC BEVERAGE LICENSING	300129	ALCOHOLIC BEVERAGE LICENSING	PERSONNEL SERVICES	20,000.00	0.00	20,000.00	2,179.27	0.00	0.00	17,820.73
				30158	OFFICE OF MEDICAL MARIJUANA LICENSING	300130	MEDICAL CANNABIS LICENSING	PERSONNEL SERVICES	997,614.30	0.00	997,614.30	170,612.77	0.00	0.00	827,001.53
					2.52.15.115			NON-PERSONNEL SERVICES	1,111,127.00	0.00	1,111,127.00	11,443.28	839,633.69	0.00	260,050.03
		1060389	MEDICAL CANNABIS ADMINISTRATION FUND	30161	10	100003	COMMUNICATIONS - GENERAL	PERSONNEL SERVICES	110,468.42	0.00	110,468.42	35,551.34	0.00	0.00	74,917.08
			, LEIMINGTIATION TOND					NON-PERSONNEL SERVICES	15,826.00	0.00	15,826.00	14,800.00	0.00	0.00	1,026.00
						100028	CUSTOMER SERVICE - GENERAL	PERSONNEL SERVICES	99,202.75	0.00	99,202.75	27,063.07	0.00	0.00	72,139.68
					AGENCY MANAGEMENT ADMINISTRATION - LQ0	100071	INFORMATION TECHNOLOGY SERVICES - GENERAL	PERSONNEL SERVICES	251,964.91	0.00	251,964.91	32,670.14	0.00	0.00	219,294.77

# Alcoholic Beverage and Cannabis Administration FY 2025 Budget

Appr Fund	Appropriated Fund Desc.	Fund	Fund Description	Cost Center	Cost Center Description	Program	Program Description	Category Description	Initial Budget	Adjustments	Revised Budget	Expenditures	Obligations	Commitments	Available Budget
						100148	TRAINING AND DEVELOPMENT - GENERAL	NON-PERSONNEL SERVICES	60,000.00	0.00	60,000.00	0.00	0.00	0.00	60,000.00
						100154	PERFORMANCE AND STRATEGIC MANAGEMENT	PERSONNEL SERVICES	608,617.06	0.00	608,617.06	0.00	0.00	0.00	608,617.06
				30162	OFFICE OF GENERAL COUNSEL - LQ0	100092	LEGAL SERVICES - GENERAL	PERSONNEL SERVICES	186,045.68	0.00	186,045.68	0.00	0.00	0.00	186,045.68
					LQU			NON-PERSONNEL SERVICES	100,000.00	0.00	100,000.00	10,000.00	0.00	0.00	90,000.00
							1060389 - Medical Canr	nabis Administration Fund Total	4,045,951.18	0.00	4,045,951.18	246,492.89	844,333.69	0.00	2,955,124.60
					13,451,728.77	0.00	13,451,728.77	2,479,246.59	1,187,569.15	0.00	9,784,913.03				
								Grand Total	14,822,361.77	0.00	14,822,361.77	2,508,374.86	1,265,844.92	0.00	11,048,141.99

	% Available
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	75.9%
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	76.2%
	74.1%
ı	53.8%
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	86.5% 89.1% 82.9% 23.4% 67.8%

87.0%

# Alcoholic Beverage and Cannabis Administration FY 2025 Budget

% Available
100.0%
100.0%
100.0%
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73.0%
72.7%
74.5%
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### Alcoholic Beverage and Cannabis Administration Special Purpose Revenue Funds

Fund Cod	e Fund Title	Source of Funding	Program	Program Description	Description of Expenditures	FY 2024 Revenue	FY 2024 Expenditure	FY 2025 Revenue	FY 2025 Expenditure	Fund Balance (As of 09/30/2024)
1060374	ABC - Import and Class License Fees	Business owners of establishments that manufacture, distribute sell and/or serve alcoholic beverages (liquor stores, grocery stores, restaurants, hotels)	Alcoholic Beverage Licensing (300129)	Revenue is generated from the collection of fees associated with the issuance and	57.3 FTE's - salaries, benefits, overtime supplies, scanning, shredding, equipment maintenance, Accela subscription, OCTO IT support, telephone, DPW fleet maintenance, employee training, computers, vehicle and office equipment	6,528,479	8,000,270	759,810	2,232,754	56,625
1060389	Medical Cannabis Administration Fund	Medical Cannabis suppliers and customers	Medical Marijuana Licensing (300130)		22 FTE's - salaries, benefits, overtime supplies, professional services and office equipment	1,534,295	1,521,127	418,960	246,493	13,535
						8,062,774	9,521,398	1,178,770	2,479,247	70,160

	FY 2024										
FY 2024 InterAgency Transfers -	FY 2024 InterAgency Transfers - ABCA is Seller										
Description	Seller Agency	Buyer Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount	
Reduce Underage Drinking	ABCA (LQ0)	DC Department of Transportation, Highway Safety Office (KA0)	No	60010		600004		Federal	11/2/2023	192,588.40	
										ć 103 F00 40	

FY 2024 InterAgency Transfers - ABCA is Buyer

Description	Buyer Agency	Seller Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount
Fleet Maintenance	ABCA (LQ0)	Department of Public Works (KTO)	Assessment	30161	Agency Management Administration - LQ0	100042	Fleet Management	Special Purpose Revenue Fund	Citywide MOU	31,188.70
IT ServUs and Network Support	ABCA (LQ0)	Office of the Chief Technology Officer (TO0)	Assessment	30161	Agency Management Administration - LQ0	100071	Information Technology	Special Purpose Revenue Fund	Citywide MOU	137,771.93
Radio Communications Services	ABCA (LQ0)	Office of Unified Communications (UCO)	Assessment	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services	Special Purpose Revenue Fund	Citywide MOU	1,993.67
Telecommunications	ABCA (LQ0)	Office of the Chief Technology Officer (TO0)	Assessment	30161	Agency Management Administration - LQ0	100071	Information Technology	Special Purpose Revenue Fund	Citywide MOU	19,455.93
Financial Services	ABCA (LQ0)	Office of Finance and Treasury (AT0)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	10/23/2023	50,000.00
Reimbursable Detail Program	ABCA (LQ0)	Metropolitan Police Department (FA0)	Yes	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services	Dedicated Taxes		1,251,389.57
Tenant Improvements	ABCA (LQ0)	The Department of General Services (AM0)	YEs	30158	Office of Medical Marijuana Licensing	300130	Medical Cannabis Licensing	Local Funds	7/3/2024	2,877.61
Merchant Service Fees	ABCA (LQ0)	Office of Finance and Treasury (ATO)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	7/18/2024	97,912.06
										\$ 1,592,589.47

FY 2025 InterAgency Transfers - ABCA is Seller										
FY 2025 InterAgency Transfers - I	FY 2025 InterAgency Transfers - ABCA is Seller									
Description	Seller Agency	Buyer Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount
										\$ -

FY 2025 InterAgency Transfers - ABCA is Buyer

Description	Buyer Agency	Seller Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount
Fleet Maintenance	ABCA (LQ0)	Department of Public Works (KT0)	Assessment	30161	Agency Management Administration - LQ0	100042	Fleet Management	Special Purpose Revenue Fund	Citywide MOU	23,832.52
IT ServUs and Network Support	ABCA (LQ0)	Office of the Chief Technology Officer (TO0)	Assessment	30161	Agency Management Administration - LQ0	100071	Information Technology	Special Purpose Revenue Fund	Citywide MOU	125,496.30
Merchant Service Fees	ABCA (LQ0)	Office of Finance and Treasury (AT0)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	7/18/2024	97,912.06
Financial Services	ABCA (LQ0)	Office of Finance and Treasury (ATO)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	10/7/2024	55,000.00
Radio Communications Services	ABCA (LQ0)	Office of Unified Communications (UCO)	Assessment	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services	Special Purpose Revenue Fund	Citywide MOU	1,993.67
Telecommunications	ABCA (LQ0)	Office of the Chief Technology Officer (TO0)	Assessment	30161	Agency Management Administration - LQ0	100071	Information Technology	Special Purpose Revenue Fund	Citywide MOU	31,316.65
										\$ 335,551.20

VENDOR	NATURE OF CONTRACT	PURCHASE ORDER #
Accela	Accela subscription for existing Accela database	698614
ACSI Enterprises, LLC	Provide interpretation & translation services for he	698688
Canon Solutions America, Inc.	Annual maintenance on Canon copier C910	697985V2
Canon Solutions America, Inc.	Annual maintenance on Canon copier C910	696889
Canon Solutions America, Inc.	Annual maintenance on Canon copier C910	699304
Canon Solutions America, Inc.	Annual maintenance on Canon copier C910	699269
Canon Solutions America, Inc.	Annual maintenance on Canon copier C910	699157
Digi Docs, Inc.	Shredding services	700497V2
Meltwater News US, Inc.	To track media content	699652
Neal R. Gross and Company, Inc.	Transcription services for ABC hearings	698619
Carahsoft Technology Corporation	To build a new license and customer relation mana	701693
Tracers Information Specialist	Background checks on new hires	699521
West Publishing Corporation	Access to Westlaw on-line data base for agency at	696888
CDW Government, Inc.	Microsoft M365	703673
METRC, LLC	Marijuana electronic monitoring system	703846
GPS Insight, Inc.	Track ABCA fleet	705564
Innocorp, Ltd	Roadster 2 seater ultimate package	705576
Carahsoft Technology Corporation	ABCA system modernizaton	705685
Fatal Vision Kit	Fatal vision kit	706426
D.R. Meyers Distributing Company, Inc.	2024 ID Checking guides	706452
Christopher Bartolotta	Training on how to detect fake identifications	706739
MDM Office Systems, Inc.	Install new furniture & relocate MC office	704589V2
Digi Docs, Inc.	Underage compliance checks	707404
Avid Systems, LLC	Adobe Acrobat Pro & Adobe Creative Cloud	708001
QUEEN PIN	Create agency brand	708807
Avocette Technologies, Inc.	Applications or ABCA licensing system	709057
Orange Photonics, Inc.	Mobile lab testing	713459

AMOUNT	AMOUNT	OPTION	CONTRACT	CONTRACT#	COMPETITIVELY
ALLOCATED	SPENT	YEAR	TERM		BIDDED
\$149,950.42	\$149,950.42	N/A	10/30/23-9/30/24	N/A	OCP solicits bids
\$15,000.00	\$2,864.19	N/A	10/30/23-9/30/24	N/A	OCP solicits bids
\$9,260.81	\$8,548.44	N/A	9/11/24-9/30/24	N/A	OCP solicits bids
\$30,000.00	\$7,835.96	N/A	10/10/23-9/30/24	N/A	OCP solicits bids
\$8,548.44	\$8,548.44	N/A	11/7/2023-9/30/24	N/A	OCP solicits bids
\$4,755.72	\$1,788.80	N/A	11/6/23-9/30/24	N/A	OCP solicits bids
\$8,548.44	\$969.29	N/A	11/3/23-9/30/24	N/A	OCP solicits bids
\$4,800.00	\$3,700.00	N/A	11/30/23-9/30/24	N/A	OCP solicits bids
\$13,188.00	\$13,188.00	N/A	11/14/23-9/30/24	N/A	OCP solicits bids
\$90,000.00	\$64,894.87	N/A	10/30/23-9/30/24	N/A	OCP solicits bids
\$303,904.34	\$303,904.34	1	12/20/23-9/30/24	CW105546	OCP solicits bids
\$5,000.00	\$2,840.25	N/A	11/9/23-9/30/24	N/A	OCP solicits bids
\$9,516.15	\$9,516.15	N/A	10/10/23-9/30/24	N/A	OCP solicits bids
\$5,337.60	\$5,337.60	N/A	2/1/2024-9/30/24	N/A	OCP solicits bids
\$40,000.00	\$40,000.00	1	2/5/2024-9/30/24	CW104686	OCP solicits bids
\$2,709.00	\$2,509.78	N/A	3/18/24-9/30/24	N/A	OCP solicits bids
\$5,869.30	\$5,869.30	N/A	3/18/24-9/30/24	N/A	OCP solicits bids
\$498,793.52	\$498,793.52	Base	3/20/24-9/30/24	CW115541	OCP solicits bids
\$9,999.00	\$9,999.00	N/A	4/9/24-9/30/24	N/A	OCP solicits bids
\$67,495.00	\$2,617.00	N/A	4/9/24-9/30/24	N/A	OCP solicits bids
\$2,000.00	\$2,000.00	N/A	4/18/24-9/30/24	N/A	OCP solicits bids
\$43,608.00	\$43,608.00	N/A	4/18/24-9/30/24	N/A	OCP solicits bids
\$120,000.00	\$45,925.00	N/A	5/6/24-9/30/24	C12803	OCP solicits bids
\$9,560.35	\$9,560.35	N/A	5/21/24-9/30/24	N/A	OCP solicits bids
\$23,200.00	\$17,400.00	N/A	6/7/24-9/30/24	N/A	OCP solicits bids
\$49,750.00	\$49,740.00	N/A	6/12/24-9/30/24	N/A	OCP solicits bids
\$23,155.00	\$23,155.00	N/A	9/16/24-9/30/24	N/A	OCP solicits bids

CONTRACT	FUNDING	CBE	DIVISION UTILIZING	SUBCONTRACTING
MONITOR	SOURCE		GOODS	
Jackie Richardson	O Type	No	Licensing Division	No
Jackie Richardson	O Type	Yes	Adjudication Division	No
j	O Type	No	All Divisions	No
Jackie Richardson	O Type	No	All Divisions	No
Jackie Richardson	O Type	No	All Divisions	No
Jackie Richardson	O Type	No	All Divisions	No
Jackie Richardson	O Type	No	All Divisions	No
Lamont Mahone	O Type	Yes	Records Division	No
Jared Powell	O Type	No	Adminstrative Division	No
Jackie Richardson	O Type	Yes	Adjudication Division	No
Anil Jain	O Type	No	Licensing Divison	No
Mark Brashears	O Type	No	<b>Enforcement Division</b>	No
Jackie Richardson	O Type	No	Adjudication Division	No
Jackie Richardson	O Type	No	Adminstrative Division	No
Anil Jain	O Type	No	Medical Cannabis Division	ı No
Derek Brooks	<b>HSO</b> Grant	No	<b>Enforcement Division</b>	No
Derek Brooks	<b>HSO</b> Grant	No	<b>Enforcement Division</b>	No
Anil Jain	O Type	No	Licensing Division	No
Derek Brooks	<b>HSO</b> Grant	No	<b>Enforcement Division</b>	No
Derek Brooks	<b>HSO</b> Grant	No	<b>Enforcement Division</b>	No
Derek Brooks	<b>HSO</b> Grant	No	<b>Enforcement Division</b>	No
Jackie Richardson	O Type	Yes	<b>Enforcement Division</b>	No
Derek Brooks	<b>HSO</b> Grant	Yes	<b>Enforcement Division</b>	No
Jose Orellano	O Type	Yes	Adminstrative Division	No
Jared Powell	O Type	Yes	Adminstrative Division	No
Anil Jain	O Type	No	Adminstrative Division	No
Jason Peru	O Type	No	MC Division	No

### **VENDOR**

Eighty2degrees

METRC, LLC

Canon Solutions America, Inc.

CDW Government, Inc.

Canon Solutions America, Inc.

Canon Solutions America, Inc.

Canon Solutions America, Inc.

Carahsoft Technology Group

Digi Docs, Inc.

Carahsoft Technology Group

Washington Opportunity Institue, LLC

ACSI Enterprises, LLC

Neal R. Gross and Company, Inc.

Accela, Inc.

West Publishing Corporation

**Christopher Bartolotta** 

**Tracers Information Specialist** 

Meltwater News US, Inc.

NATURE OF CONTRACT	PURCHASE ORDER #
Create agency brand	720755
Marijuana electronic monitoring system	703846
Relocate 3 copiers to ABCA's new location	719929
Microsoft M365	719551
Annual maintenance on Canon copier C910	719541
Annual maintenance on Canon copier C910	718883
Annual maintenance on Canon copier C910	718865
To build a new license and customer relation management system.	718805
Shredding services	717319
To build a new license and customer relation management system.	717181
Printing of security licenses	717162
Provide interpretation & translation services for hearings, meetings and trainings.	716697
Transcription services for ABC hearings	716189
Civic platform subscription for ABCA employees	715270
Access to Westlaw on-line data base for agency attorneys	715178
Training on how to detect fake identifications	715148
Background checks on new hires	715106
To track media content	

<b>AMOUNT</b>	AMOUNT	OPTION	CONTRACT	CONTRACT #
ALLOCATED	SPENT	YEAR	TERM	
\$24,90	00.00 \$0.00	N/A	1/8/25-9/30/25	N/A
\$40,00	0.00 \$40,000.00	2	12/26/24-9/30/25	CW104686
\$1,7	15.00 \$0.00	N/A	12/19/24-9/30/24	N/A
\$19,10	2.83 \$0.00	N/A	12/12/24-9/30/25	N/A
\$6,55	3.84 \$3,276.92	N/A	12/12/24-9/30/25	N/A
\$9,70	60.56 \$3,253.52	N/A	12/2/24-9/30/25	N/A
\$7,5	33.40 \$0.00	N/A	12/2/24-9/30/25	N/A
\$839,63	3.69 \$0.00	1	11/26/24-9/30/25	CW115541
\$5,60	0.00 \$600.00	N/A	10/30/24-9/30/25	N/A
\$360,69	2.19 \$360,692.19	2	10/28/24-9/30/25	CW105546
\$9,3	75.00 \$9,375.00	N/A	10/28/24-9/30/25	N/A
\$15,00	0.00 \$1,494.80	N/A	10/21/24-9/30/25	N/A
\$90,00	0.00 \$22,078.98	N/A	10/11/24-9/30/25	N/A
\$154,4	48.94 \$154,448.94	N/A	10/3/24-9/30/25	N/A
\$9,99	2.16 \$0.00	N/A	10/3/24-9/30/25	N/A
\$2,00	0.00 \$0.00	N/A	10/2/24-9/30/24	N/A
\$5,00	0.00 \$151.00	N/A	10/2/24-9/30/25	N/A
\$14,80	0.00 \$14,800.00	N/A	10/2/24-9/30/25	N/A

COMPETITIVELY	CONTRACT	FUNDING	CBE	DIVISION UTILIZING
BIDDED	MONITOR	SOURCE		GOODS
OCP solicits bids	Jared Powell	О Туре	No	Administrative Division
OCP solicits bids	Anil Jain	O Type	No	Medical Cannabis Division
OCP solicits bids	Jackie Richardson	O Type	No	Administrative Division
OCP solicits bids	Jose Orellano	O Type	No	Adminstrative Division
OCP solicits bids	Jackie Richardson	O Type	No	All Divisions
OCP solicits bids	Jackie Richardson	O Type	No	All Divisions
OCP solicits bids	Jackie Richardson	O Type	No	All Divisions
OCP solicits bids	Anil Jain	O Type	No	Licensing Divison
OCP solicits bids	Lamont Mahone	O Type	Yes	Records Division
OCP solicits bids	Anil Jain	O Type	No	Licensing Divison
OCP solicits bids	Sean Gordy	O Type	Yes	Licensing Divison
OCP solicits bids	Jackie Richardson	O Type	Yes	Adjudication Division
OCP solicits bids	Jackie Richardson	O Type	Yes	Adjudication Division
OCP solicits bids	Anil Jain	O Type	No	Administrative Division
OCP solicits bids	Jackie Richardson	O Type	No	Adjudication Division
OCP solicits bids	Derek Brooks	<b>HSO Grant</b>	No	<b>Enforcement Division</b>
OCP solicits bids	Mark Brashears	O Type	No	<b>Enforcement Division</b>
OCP solicits bids	Jared Powell	O Type	No	Administrative Division

## SUBCONTRACTING

No

. . .

No No

No

No

No

No

No

	FY 2024 - MOUs										
FY 2024 MOUs - ABCA is Seller	Y 2024 MOUs - ABCA is Seller										
Description	Seller Agency	Buyer Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount	
Reduce Underage Drinking	ABCA (LQ0)	DC Department of Transportation, Highway Safety Office (KA0)	No	60010		600004		Federal	11/2/2023	192,588.40	
										\$ 192,588.40	

#### FY 2024 MOUs - ABCA is Buyer

Description	Buyer Agency	Seller Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount
Financial Services	ABCA (LQ0)	Office of Finance and Treasury (ATO)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	10/23/2023	50,000.00
Tenant Improvements	ABCA (LQ0)	The Department of General Services (AM0)	YEs	30158	Office of Medical Marijuana Licensing	300130	Medical Cannabis Licensing	Local Funds	7/3/2024	2,877.61
Merchant Service Fees	ABCA (LQ0)	Office of Finance and Treasury (ATO)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	7/18/2024	97,912.06
										\$ 150,789.67

	FY 2025 MOUs											
FY 2025 MOUs - ABCA is Seller	Y 2025 MOUs - ABCA is Seller											
Description	Seller Agency	Buyer Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount		
None Applicable												
·		·						·		\$ -		

#### FY 2025 MOUs - ABCA is Buyer

Description	Buyer Agency	Seller Agency	LOI	Cost Center	Cost Center Title	Program	Program Title	Funding Source	MOU Signature Date	Amount
Merchant Service Fees	ABCA (LQ0)	Office of Finance and Treasury (ATO)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	7/18/2024	97,912.06
Financial Services	ABCA (LQ0)	Office of Finance and Treasury (ATO)	Yes	10001	Budget Division	150003	Agency Budgeting and Financial Mgmt. Services	Special Purpose Revenue Fund	10/7/2024	55,000.00
										\$ 152,912.06

#### Alcoholic Beverage and Cannabis Administration Reprogramming

Fiscal Year	Document No.	Description	Reprogramming Type	Date			,	Account
2024		Reprogramming to address deficit in SPR funds due to lower than proejcted revenue	Local	09/30/24	450,000.00	30161 - Agency Management Administration, 30158 - Office of Medical Marijuana Licensing		7132001 - Contractual Services, 7171009 - IT Software Acquisitions
2025		N/A						



# ALCOHOLIC BEVERAGE AND CANNABIS ADMINISTRATION FY 2024 PERFORMANCE PLAN

**DECEMBER 4, 2023** 



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### 1 ALCOHOLIC BEVERAGE AND CANNABIS ADMINISTRATION

*Mission*: The mission of the Alcoholic Beverage and Cannabis Administration (ABCA) is to support the public's health, safety, and welfare through the control and regulation of the sale and distribution of alcoholic beverages and medical cannabis.

Services: ABCA conducts licensing, training, adjudication, community outreach, and enforcement efforts to serve licensees, law enforcement agencies, Advisory Neighborhood Commissions (ANCs), civic associations, and the general community so that they understand and adhere to all District laws, regulations, and ABCA policies and procedures. ABCA also registers qualifying patients who have the right to obtain and use cannabis for medical purposes.

### 2 2024 OBJECTIVES

Strategic Objective

Educate licensees on the District's alcoholic beverage laws and regulations.

Ensure that licensed establishments are in compliance with the ABC laws and regulations. Ensure that medical cannabis facilities (dispensaries and cultivation centers) are in compliance with DC law and regulations.

Engage in community outreach regarding the licensing process.

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

## **3 2024 OPERATIONS**

Operation Title	Operation Description	Type of Operation
Educate licensees on the Distri	ct's alcoholic beverage laws and regulations.	
Daily Issuance of Licenses and Permits	This is a key driver in all of ABCA's operations. The number of licenses and permits issued daily is in direct correlation to the amount of revenue the agency generates on a monthly basis.	Daily Service
Renewal of Licenses and Permits Ensure that licensed establishn	This is a key driver in all of ABCA's operations. The number of licenses and permits renewed directly affects the amount of revenue the agency generates on a monthly basis.  nents are in compliance with the ABC laws and regulations.	Daily Service  ons. Ensure that medic
	s and cultivation centers) are in compliance with DC lav	
Conduct a minimum of two	Conducting thorough regulatory inspections for all	Daily Service
regulatory inspections or investigations at each licensed establishment.	licensed establishments.	
investigations at each licensed establishment.		
investigations at each licensed establishment.	regarding the licensing process.  Ensuring the general public are well informed of the	Key Project

## **4 2024 STRATEGIC INITIATIVES**

Title	Description	Proposed Completion Date
Conduct New Licensee Orientation Classes	ABCA will conduct a minimum of four new licensee orientation classes held at ABCA that shall be available to licensees and the public at no charge. The class curriculum shall include the following: (1) a review of relevant provisions contained in both Title 25 of the D.C. Code and Title 23 of the DCMR; (2) noise abatement and sound management; and (3) how to work proactively with Advisory Neighborhood Commissions, neighborhood and business groups and residents.	9/30/2024
Conduct a minimum of two regulatory inspections at each alcohol licensed establishment	ABCA Investigators will conduct a minimum of two regulatory inspections at each operating licensed alcohol establishment to verify compliance with the District's laws and regulations. ABCA will be conducting a minimum of 11,000 regulatory inspections, monitoring or investigations at licensed alcohol establishments located in the District.	9/30/2024
Conduct quarterly regulatory inspections at each medical cannabis licensed establishment	ABCA Investigators will conduct quarterly regulatory inspections at each operating licensed medical cannabis establishment to verify compliance with the District's laws and regulations. ABCA will be conducting a minimum of 60 regulatory inspections, monitoring or investigations at licensed medical cannabis establishments located in the District.	9/30/2024
Engage in proactive community outreach regarding the Calendar Year 2024 Holiday Extension of Hours Licensing Process.	ABCA will engage in community outreach and provide timely information to active on-premises licensees and the public regarding changes made to the Holiday Extension of Hours Program for Calendar Year 2024. Specifically, the agency shall provide written notice to on-premises licensees regarding the Holiday Extension of Hours licensing process for Calendar Year 2024. Notice of the Holiday Extension of Hours licensing process for Calendar Year 2024 shall be provided to the public by posting information regarding the process on the ABCA website.	12/31/2023
Conduct a minimum of two medical cannabis trainings and enhancing racial equity	ABCA will conduct a minimum of two new medical cannabis training sessions that shall be available to the public at no charge. ABCA will hold a training session educating applicants and the public on requirements to qualify for the racial equity preference for license applications and a training session on new medical cannabis laws and regulations.	9/30/2024

## 5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023	FY 2024 Target
Educate licensees on the District's alcoho	olic beverage la	ws and regulat	ions.		
Number of licensees and members of the public that received training from the Agency	Up is Better	584	245	490	100
Ensure that licensed establishments are cannabis facilities (dispensaries and culti	vation centers)		_		
Amount of revenue generated by	Up is Better	\$6,199,863.00	\$7,548,748.00	\$4,952,221.00	\$3,700,000.0
licenses and permits  Amount of revenue generated by fines	Up is Better	\$326,500.00	\$247,850.00	\$204,800.00	\$25,000.00
Number of inspections, investigations,	Up is Better	11,874			11,000
and monitoring activities	op is better	11,074	15,335	12,417	11,000
Number of establishments inspected	Up is Better	440	422	441	400
to ensure compliance with underage drinking laws	5 p 12 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	44-	7		7
Total number of citations issued	Up is Better	878	376	634	250
Percent of one-day and substantial change permits issued within 15 days or less	Up is Better	96.4%	100%	97.2%	90%
Percent of medical cannabis facilities (dispensaries and cultivation centers) receiving at least one quarterly inspection	Up is Better	100%	100%	98%	92.9%
Engage in community outreach regarding		rocess.			
Number of community meetings attended to educate the community	Up is Better	90	113	101	20

regarding the licensing process

### Workload Measures

Measure	FY 2021	FY 2022	FY 2023
Daily Issuance of Licenses and Pern	nits		
Number of one-day and substantial change permits issued within 15 days or less	33	121	314
Renewal of Licenses and Permits			
Number of ABC licenses and permits renewed	1,457	1,786	1,081

Position Number	Title	Name	Grade	Step	FTE	Salary	Fringe	Overtime	Bonus Pay Cost	t Center	Cost Center Title	Program	Program Title
00041739	ATTORNEY ADVISOR	Berman, Jonathan A.	14	8	1	158,903	36,548		3	30162	Office of General Counsel	100092	Legal Services
00100043	Licensing Specialist	Boyd, Jewell Shannon	12	5	1	101,134	23,261	5,028	3	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00090690	Supervisory Investigator	Brashears, Mark W	13	0	1	126,158	29,016		3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00033545	Supervisory Investigator	Brooks, Derek V	14	0	1	145,550	33,477		3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00097243	Licensing Program Specialist	Campbell, Kelly Marie	12	7	1	106,722	24,546	924	3	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00099328	IT Specialist (Network Service	Charles, Jameson	13	6	1	120,266	27,661		3	30161	Agency Management Administration - LQ0	100071	Information Technology Services
00043314	Attorney Advisor	Chike,Ogochukwu I	13	4	1	119,924	27,583		3	30162	Office of General Counsel	100092	Legal Services
00096913	Lead Investigation	Dantzler,Felicia	13	10	1	133,558	30,718	15,154	3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00095795	Paralegal Specialist	Delgado Sanchez, Yazmin	13	10	1	133,558	30,718		3	30162	Office of General Counsel	100092	Legal Services
00100047	Licensing Specialist	Edwards, Mechellelee R	12	5	1	101,134	23,261	5,336	3	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00013752	Mediation Specialist	Fletcher,La Verne	13	10	1	133,558	30,718		3	30162	Office of General Counsel	100092	Legal Services
00096816	Human Resources Specialist	Gordon,Kim L.	13	9	1	116,933	26,895		3	30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00097228	Compliance Monitor	Graham,Briana M.	12	10	1	115,104	26,474		3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00012097	Licensing Officer	Jackson,Karen D	13	0	1	124,289	28,586		3	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00088521	IT Specialist (Network Svcs.)	Jain,Anil K.	13	10	1	133,558	30,718		3	30161	Agency Management Administration - LQ0	100071	Information Technology Services
00041738	SUPERVISORY ATTORNEY ADVISOR	Jenkins, Martha L	01	0	1	184,361	42,403		3	30162	Office of General Counsel	100092	Legal Services
00031511	Supervisory Investigator	Jones,Earl	13	0	1	137,000	31,510		3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00031508	Public Affairs Specialist	Malone,Leslie R.	12	9	1	112,310	25,831	1,270	3	30161	Agency Management Administration - LQ0	100003	Communications
00000382	Director of Alcoholic Beverage	Moosally,Frederick P	11	0	1	222,848	51,255		3	30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00085658	Supervisory Investigator	Peru, Jason R	13	0	1	129,083	29,689		3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096914	Lead Investigator	Pleitez,Vanessa	13	3	1	110,297	25,368	17,973	3	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00109996	Chief of Staff	Powell, Jared Justin	15	0	1	177,839	40,903		3	30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00021204	OPERATIONS MGR	Richardson, Jacqueline R	13	10	1	133,558	30,718	708	3	30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00013529	Administrative Officer	Robinson, Camille	14	0	1	160,216	36,850		3	30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00095574	Community Resource Officer	Weniger,Sarah R	13	7	1	123,589	28,425		3	30161	Agency Management Administration - LQ0	100003	Communications

## Alcoholic Beverage and Cannabis Administration FY 2025 - Salary \$100K+

<b>Position Number</b>	Title	Name	Grade	Step	FTE	Salary	Fringe	Overtime	Bonus Pay	Cost Center	Cost Center Title	Program	Program Title
00041739	ATTORNEY ADVISOR	Berman, Jonathan A.	14	8	1	158,903	36,230			30162	Office of General Counsel	100092	Legal Services
00100043	Licensing Specialist	Boyd, Jewell Shannon	12	5	1	104,168	23,750			30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00090690	Supervisory Investigator	Brashears, Mark W	13	0	1	137,000	31,236			30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00033545	Supervisory Investigator	Brooks,Derek V	14	0	1	160,000	36,480			30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00097243	Licensing Program Specialist	Campbell, Kelly Marie	12	7	1	109,924	25,063			30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00099328	IT Specialist (Network Service	Charles, Jameson	13	6	1	123,873	28,243			30161	Agency Management Administration - LQ0	100071	Information Technology Services
00043314	Attorney Advisor	Chike,Ogochukwu I	13	4	1	119,924	27,343			30162	Office of General Counsel	100092	Legal Services
00096913	Lead Investigation	Dantzler,Felicia	13	10	1	137,561	31,364	9,053		30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00095795	Paralegal Specialist	Delgado Sanchez, Yazmin	13	10	1	137,561	31,364			30162	Office of General Counsel	100092	Legal Services
00100047	Licensing Specialist	Edwards, Mechellelee R	12	5	1	104,168	23,750	676		30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00013752	Mediation Specialist	Fletcher,La Verne	13	10	1	137,561	31,364			30162	Office of General Counsel	100092	Legal Services
00096816	Human Resources Specialist	Gordon,Kim L.	13	9	1	116,933	26,661			30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00112154	Chief Licensing Officer	Gordy,Sean C	15	0	1	177,839	40,547			30158	Office of Medical Marijuna Licensing	300130	Medical Cannabis Licensing
00097228	Compliance Monitor	Graham,Briana M.	12	10	1	118,557	27,031			30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00012097	Licensing Officer	Jackson,Karen D	13	0	1	124,289	28,338			30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00088521	IT Specialist (Network Svcs.)	Jain,Anil K.	13	10	1	137,561	31,364			30161	Agency Management Administration - LQ0	100071	Information Technology Services
00031511	Supervisory Investigator	Jones,Earl	13	0	1	137,000	31,236			30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00031508	Public Affairs Specialist	Malone,Leslie R.	12	9	1	115,680	26,375			30161	Agency Management Administration - LQ0	100003	Communications
00112713	Public Information Officer	mcnamara,mary	13	0	1	130,480	29,749			30161	Agency Management Administration - LQ0	100003	Communications
00000382	Director of Alcoholic Beverage	Moosally,Frederick P	11	0	1	222,848	50,809			30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00103038	Information Technology Spec.	Orellana, Jose	12	5	1	104,168	23,750	674		30161	Agency Management Administration - LQ0	100071	Information Technology Services
00113245	Supervisory Investigator (Cann	Peru, Jason R	14	0	1	147,000	33,516			30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096914	Lead Investigator	Pleitez, Vanessa	13	4	1	117,029	26,683	2,382		30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00109996	Chief of Staff	Powell, Jared Justin	15	0	1	177,839	40,547			30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00111226	Licensing Program Specialist	Ray,Anna	12	10	1	118,558	27,031	568		30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00021204	OPERATIONS MGR	Richardson, Jacqueline R	13	10	1	137,561	31,364	64		30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00013529	Administrative Officer	Robinson, Camille	14	0	1	160,216	36,529			30161	Agency Management Administration - LQ0	100154	Performance and Strategic Management
00095574	Community Resource Officer	Weniger,Sarah R	13	7	1	127,295	29,023			30161	Agency Management Administration - LQ0	100003	Communications

#### Alcoholic Beverage and Cannabis Administration FY 2024 - Top 25 Overtime Earners

Position Number	Title	Name	Grade	Step	FTE	Salary	Fringe	Overtime	Cost Center	Cost Center Title	Program	Program Title
00111226	Licensing Program Specialist	Ray,Anna	12	10	1	115,104	26,474	45,783	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00100310	Investigator	Garcia, George	12	2	1	92,752	21,333	33,091	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00101943	Investigator	Zollarcoffer, Jeremy Newall	12	2	1	92,752	21,333	31,896	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00031512	Lead Contact Representative	Guevara, Reina	10	10	1	85,311	19,622	28,748	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00100307	Investigator	Nelson,Mikea	12	2	1	92,752	21,333	26,732	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096914	Lead Investigator	Pleitez, Vanessa	13	3	1	110,297	25,368	17,973	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00101942	Investigator	Miller, Jovan D	12	1	1	89,958	20,690	17,440	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00100308	Investigator	Prout,Tavril K	12	2	1	92,752	21,333	17,098	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00100311	Investigator	Ruiz,Mark	12	2	1	92,752	21,333	15,852	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096913	Lead Investigation	Dantzler, Felicia	13	10	1	133,558	30,718	15,154	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00003368	Investigator	Coates, Laketa Ann	09	4	1	66,132	15,210	14,655	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00102610	Licensing Specialist (Medical	Crawford, Bronya N	09	10	1	77,700	17,871	12,538	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00095082	Investigator	Davis,Bernell	09	6	1	69,988	16,097	10,045	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00102802	Licensing Specialist (Medical	Rubio, Jocelyn	11	1	1	72,711	16,724	8,916	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00113052	Licensing Specialist (Medical	Cluff, Nichelle	11	3	1	77,383	17,798	7,139	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00100047	Licensing Specialist	Edwards, Mechellelee R	12	5	1	101,134	23,261	5,336	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00100043	Licensing Specialist	Boyd, Jewell Shannon	12	5	1	101,134	23,261	5,028	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00102801	Licensing Specialist (Medical	Boone,Emoni	11	1	1	72,711	16,724	4,381	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00095080	Investigator	Millington, Jerrita Cornelia	09	5	1	68,060	15,654	4,044	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00031499	Contact Representative	Roberts, De Ja M	80	3	1	58,357	13,422	3,592	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00091418	Licensing Specialist	Moxley, Karrington M	11	1	1	72,711	16,724	3,199	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00016930	Licensing Specialist	Sullivan, Charnel	11	2	1	75,047	17,261	2,576	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00095084	Investigator	Hall, Kevin J	09	10	1	77,700	17,871	2,563	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096875	Records Management Specialist	Brown, Joseph	11	6	1	84,391	19,410	2,008	30161	Agency Management Administration - LQ0	100125	Records Management - General
00095083	Contact Representative	Lizama, Yoselin I	08	5	1	61,855	14,227	1,695	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing

#### Alcoholic Beverage and Cannabis Administration FY 2025 Top Overtime Earners

Position Number	Title	Name	Grade	Step	FTE	Salary	Fringe	Overtime	Cost Center	Cost Center Title	Program	Program Title
00100308	Investigator	Prout,Tavril K	12	2	1	95,534	21,782	12,327	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096913	Lead Investigation	Dantzler,Felicia	13	10	1	137,561	31,364	9,053	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00100307	Investigator	Nelson,Mikea	12	2	1	95,534	21,782	6,304	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00100310	Investigator	Garcia,George	12	2	1	95,534	21,782	6,065	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00101943	Investigator	Zollarcoffer,Jeremy Newall	12	2	1	95,534	21,782	5,435	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00113052	Licensing Specialist (Medica	Cluff,Nichelle	11	3	1	79,705	18,173	5,266	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00031512	Lead Contact Representative	Guevara,Reina	10	10	1	87,872	20,035	4,654	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00113869	Licensing Specialist (Medica	Crawford,Bronya N	11	7	1	89,329	20,367	4,558	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00101942	Investigator	Miller,Jovan D	12	2	1	95,534	21,782	4,168	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00102801	Licensing Specialist (Medica	Boone,Emoni	11	1	1	74,893	17,076	3,260	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00095082	Investigator	Davis,Bernell	09	6	1	72,088	16,436	3,198	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096914	Lead Investigator	Pleitez,Vanessa	13	4	1	117,029	26,683	2,382	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00031499	Contact Representative	Roberts,DeJa M	08	3	1	60,107	13,704	1,419	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00102802	Licensing Specialist (Medica	Rubio,Jocelyn	11	1	1	74,893	17,076	1,089	30158	Office of Medical Marijuana Licensing	300130	Medical Marijuana Licensing
00003368	Investigator	Coates,Laketa Ann	09	4	1	68,116	15,530	797	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00095084	Investigator	Hall,Kevin J	09	10	1	80,032	18,247	781	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00101941	Investigator	Harris,Leon	09	4	1	68,116	15,530	748	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00100047	Licensing Specialist	Edwards,Mechellelee R	12	5	1	104,168	23,750	676	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00103038	Information Technology Spe	Orellana, Jose	12	5	1	104,168	23,750	674	30161	Agency Management Administration - LQ0	100071	Information Technology Services - General
00111226	Licensing Program Specialis	Ray,Anna	12	10	1	118,558	27,031	568	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00095083	Contact Representative	Lizama,Yoselin I	08	5	1	63,711	14,526	411	30157	Office of Alcoholic Beverage Licensing	300129	Alcoholic Beverage Licensing
00100309	Investigator	Williams,Kindell K	09	4	1	68,116	15,530	351	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00096875	Records Management Speci	Brown,Joseph	11	6	1	86,923	19,818	334	30161	Agency Management Administration - LQ0	100125	Records Management - General
00095080	Investigator	Millington,Jerrita Cornelia	09	5	1	70,102	15,983	209	30155	Investigation and Compliance Office	300132	Inspection and Compliance Services
00112397	Freedom of Information Act	Juan,Domingo W.	12	5	1	90,805	20,704	194	30161	Agency Management Administration - LQ0	100028	Customer Service - General

## **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

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#### **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.

#### <u>Section 5 – Unit Clarification(s):</u>

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

# <u>Section 1 – Management Rights in Accordance with the Comprehensive Merit Personnel Act (CMPA):</u>

- (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).

### <u>Section 2 – Meeting Space</u>:

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.

### <u>Section 6 – Cost of Processing:</u>

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

#### <u>Section 1 – Labor-Management Partnerships:</u>

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, martial 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.

#### <u>Section 3 – Discrimination Charges:</u>

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.

#### <u>Section 5 – Union Insignia</u>:

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.

#### <u>Section 6 – Official Time:</u>

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.

OFFICIAL TIME REPORT

REPORTING PERIOD (each pay period)

Page 1 of 2

OFFICIAL TIME SPENT ON LABOR-MANAGEMENT ACTIVITIES

FROM:

T0:

Name of Union Representative (Last Name, First, Middle Initial)

Name of Supervisor Submitting Report

Organization (Agency, Division, Branch)

Representational Functions of Official Time (Activity) as identified in the Agreement. [See Reverse Side]

r	 _		_	 	_	 	 	 	 	
Supv. Approving Initials		:								
Union Rep. Initial										
Total Time Used										
Time TO: am/pm										
Actual Time FROM: am/pm TO: am/pm										
Supv. Approving Initials										
Activity (1-8) Identify all that apply										
ed Time TO: am/pm										
Requested Time FROM: am/pm TO: am/pm										
DATE										

Page 2 of 2

REPRESENTATIONAL FUNCTIONS OF OFFICIAL TIME (Activity)

1	Labor negotiations.
7	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.
ĸ	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.
9	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.
∞	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 cochairpersons 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.

#### <u>Section 6 – Confidential Information:</u>

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

#### <u>Section 1 – Inclement Weather Work:</u>

- **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.

#### <u>Section 5 - Flexible/Alternative Work Schedules:</u>

- 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.
- 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 wail 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.

#### <u>Section 6 - Decision of the Arbitrator:</u>

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 FOR THE AMERICAN FEDERATION **GOVERNMENT** OF STATE, COUNTY AND MUNICIPAL **EMPLOYEES** Edward Reiskin Geo T. Johnson, Executive Director Interim City Administrator/ AFSCME District Council 20 Deputy Mayor for Public Safety And Justice Natasha Campbell, Esq. James E. Ivey, President Supervisory Attorney Advisor AFSCME District Council 20 and Office of Labor Relations **AFSCME Local 2091** and Collective Bargaining Carol Mitten, Director Al Bilik, Executive Assistant Office of Property Management **AFSCME District Council 20** Benita Anderson, Labor Liaison Brenda Featherstone, President Office of Property Management **AFSCME Local 1200** 

Deborah Courtney, President

**AFSCME Local 2401** 

ames Brown, Executive Director

Office of the Cable Television and

**Telecommunications** 

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Robin Yeldell, Labor Ciaison 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 Adams, Acting Attorney General Office of the Attorney General	Patricia Higgins, Labor Liaison Department of Health
Gail Elkins Davis, Labor Liaison Office of the Attorney General	
Dr. Gregg Pane, Director Department of Health	
Januardine Booker-Brown, Labor Liaison Department of Health	
Thomas Hampton, Director Consissions Department of Insurance, Securities and Banking	
Patricia Haylock, Labor Liaison Department of Insurance, Securities	<u>.                                    </u>

and Banking

Dr. Patrick Canavan, Director Department of Consumer and Regulatory Affairs	
Deborah Bonsack, Labor Liaison Department of Consumer and Regulatory Affairs	
Dr. Natwar Gendhi, Chief Financial Officer Office of the Chief Financial Officer	————————————————————————————————————
Ben Van Hoose, Labor Lianson Office of the Chief Financial Officer	
Uma Ahluwalia, Interim Director Child and Family Services Agency	
Mehorah L.Julon  Debra Wilson, Labor Liaison	

Child and Family Services Agency



#### MURIEL BOWSER MAYOR

March 21, 2022

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

#### Dear Chairman Mendelson:

I am pleased to submit, for your introduction and Council approval, a proposed resolution cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022-2025, Approval Resolution of 2022". The resolution will approve the negotiated compensation collective bargaining agreement between the District of Columbia government and Compensation Units 1 and 2.

The agreement provides for employees in Compensation Units 1 and 2, who were actively on the payroll as of October 1, 2021, to receive a one-time three and one-half percent (3.5%) bonus payment in lieu of a wage-increase for FY 2022. Thereafter, for FY 2023, effective for the first day of the first full pay period beginning on or after October 1, 2022, the salary schedules of employees employed in bargaining units as certified and assigned by the Public Employees Relations Board to Compensation Units 1 and 2, shall be adjusted by two and one-half percent (2.5%). This adjustment will be followed by a three percent (3.0%) wage increase effective for the first day of the first full pay period beginning on or after October 1, 2023 for FY 2024, and a three percent (3.0%) wage increase effective for the first full pay period beginning on or after October 1, 2024 for FY 2025.

The agreement continues and increases funding for the affordable housing purchase initiative known as the Negotiated Employee Assistance Home Purchase Program (NEAHP) via a \$650,000 set aside for the duration of the agreement. The Agreement continues the initiative to subsidize the cost of monthly transit passes in the amount to fifty dollars (\$50) per month for employees who use such passes to commute to and from work.

The agreement also provides a variety of other historical benefits including, health and life insurance, pension plan, differential and premium pay, annual and sick leave accrual, optical and dental benefits and pre-tax benefits as well as others.

I appreciate your attention to this important legislation that directly benefits thousands of District of Columbia employees. Please contact me or E. Lindsey Maxwell II, Director, Office of Labor Relations and Collective Bargaining, at (202) 724-4953, should you have questions concerning this transmittal.

Sincerely,

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Mayor

Chairman Phil Mendelson at the request of the Mayor A PROPOSED RESOLUTION IN THE COUNCIL OF THE DISTRICT OF COLUMBIA To approve the compensation collective bargaining agreement between the District of Columbia Government and Compensation Units 1 and 2. RESOLVED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022". Sec. 2. Pursuant to section 1717(j) of the District of Columbia Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code 1-617.17(j)), the Council of the District of Columbia approves the compensation collective bargaining agreement between the Government of the District of Columbia and Compensation Units 1 and 2, which was transmitted to the Council by the Mayor on Sec. 3. This resolution applies to employees at the following agencies and offices: the Office of Administrative Hearings; the Office of Contracting and 

35	Procurement; the Office of Human Rights; the Alcoholic Beverage Regulation
36	Administration; the Office of the State Superintendent of Education; the Office of Cable
37	Television, Film, Music and Entertainment; the Child and Family Services Agency; the
38	Homeland Security and Emergency Management Agency; the Office of Unified
39	Communications; the Department of Behavioral Health; the Department on Disability
40	Services; the Office of Risk Management; the Department of Youth Rehabilitation
41	Services; the Department of Consumer and Regulatory Affairs; the Office of the Attorney
42	General; the Department of Corrections; the Department of Employment Services; the
43	Department of Energy and Environment; the Fire and Emergency Medical Services
44	Department; the Office of the Chief Financial Officer; the Department of Forensic
45	Sciences; the Department of General Services; the Department of Housing and
46	Community Development; the Department of Health; the Department of Health Care
47	Finance; the Department of Human Services; the Department of Insurance, Securities,
48	and Banking; the Office of the Chief Medical Examiner; the Metropolitan Police
49	Department; the Department of Motor Vehicles; the Office of Planning; the District of
50	Columbia Public Library; the District of Columbia Public Schools; the Public Service
51	Commission; the Department of Public Works; the Department of Parks and Recreation;
52	the Department of For-Hire Vehicles; the Office of the Chief Technology Officer; the
53	University of the District of Columbia; and the Office of Zoning.
54	Sec. 4. Fiscal impact statement.
55	The Council adopts the attached fiscal impact statement as the fiscal impact
56	statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
57	approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

- 58 Sec. 5. Transmittal.
- The Secretary of the Council shall transmit a copy of this resolution, upon its
- adoption, to the Compensation Units 1 and 2 Chief Negotiators (AFSCME District
- 61 Council 20, AFGE Council 14 and NAGE) and to the Mayor.
- Sec. 6. Effective date.
- This resolution shall take effect immediately.

### GOVERNMENT OF THE DISTRICT OF COLUMBIA OFFICE OF THE ATTORNEY GENERAL



ATTORNEY GENERAL KARL A. RACINE

**Legal Counsel Division** 

#### **MEMORANDUM**

**TO:** Ronan Gulstone

**Executive Director** 

Office of Policy and Legislative Affairs

FROM: Brian K. Flowers

**Deputy Attorney General Legal Counsel Division** 

**DATE:** March 1, 2022

**SUBJECT:** Legal Sufficiency Review of the "Compensation Collective Bargaining

Agreement between the District of Columbia Government and Compensation

Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022"

(AD-22-096)

This is to Certify that this Office has reviewed the above-

referenced resolution and that we have found it to be legally sufficient. If you have any questions in this regard, please do not hesitate to call me at 724-5524.

Brian K. Flowers

Brian K. Flowers

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



#### **Fitzroy Lee**

**Acting Chief Financial Officer** 

#### **MEMORANDUM**

TO: The Honorable Phil Mendelson

Chairman, Council of the District of Columbia

FROM: Fitzroy Lee

**Acting Chief Financial Officer** 

DATE: March 18, 2022

SUBJECT: Fiscal Impact Statement - Compensation Collective Bargaining

Agreement between the District of Columbia Government and

Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of

they bee

2022

REFERENCE: Draft Resolution as provided to the Office of Revenue Analysis on

March 10, 2022

#### **Conclusion**

Funds are sufficient in fiscal year 2022 and in the proposed fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the resolution.

The resolution will approve salary payments that will cost District agencies approximately \$31.1 million in fiscal year 2022, \$22.2 million in fiscal year 2023, and a total of \$275 million from fiscal year 2022 through fiscal year 2026. The total cost of the negotiated collective bargaining provisions that must be paid with local funds is approximately \$23.9 million in fiscal year 2022, \$17.4 million in fiscal year 2023, and a total of \$196.8 million from fiscal year 2022 through fiscal year 2026. Funding is available in the Workforce Investments account to cover these costs. The non-local portion of the cost will be covered by federal funds, private funds, special purpose revenue funds, or absorbed by the agencies.

#### **Background**

The resolution approves a compensation agreement between the Government of the District of Columbia and Compensation Units 1 and 2. The agreement covers approximately 12,360 employees

The Honorable Phil Mendelson

FIS: "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022," Draft Resolution as provided to the Office of Revenue Analysis on March 10, 2022

at multiple agencies with an average base salary of \$63,813. It is in effect from October 1, 2021, through September 30, 2025. The agreement provides the following pay increases:

- In FY 2022, a one-time payment equivalent to 3.5% of an employee's annual base salary, in lieu of a wage increase;
- In FY 2023, an increase in the salary schedule of 2.5%;
- In FY 2024, an increase in the salary schedule of 3.0%; and
- In FY 2025, an increase in the salary schedule of 3.0%.

Employees will progress through the salary scale and receive step increases as described in the District Personnel Manual.

The employer will make monthly contributions of \$17.50 a month per employee for a pre-paid legal plan. The prior agreement also included monthly contributions toward a pre-paid legal plan, but required the contributions only through fiscal year 2020. Contributions were not required under the prior agreement in fiscal year 2021.

The District will set aside \$650,000 for the Negotiated Employee Assistance Home Purchase Program. The prior agreement required \$500,000 to be set aside for this purpose.

The agreement also stipulates that local environmental pay will only be paid to employees when the employee is in an active duty status. It will not be paid when an employee is on leave or teleworking.

All other compensation terms are unchanged from the prior agreement.

#### **Financial Plan Impact**

Funds are sufficient in fiscal year 2022 and in the proposed fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the resolution approving the collection bargaining agreement.

Increased pay and associated fringe benefits costs make up the majority of the cost of the agreement. The pay increases will cost \$31.1 million in fiscal year 2022, \$22.2 million in fiscal year 2023, and a total of \$275.1 million through fiscal year 2026. These costs are for all employee positions, regardless of funding source. Approximately 67% of affected employee positions are funded with local funds. Remaining local funds costs include the cost of housing assistance (a one-time cost of \$650,000 in fiscal year 2022) and the cost of employer contributions to a pre-paid legal plan (approximately \$2.5 million a year). In total, the local cost of the agreement will be approximately \$23.9 million in fiscal year 2022, \$17.4 million in fiscal year 2023, and a total of \$196.8 million from fiscal year 2022 through fiscal year 2026.

There is already a 1.75 percent increase incorporated into personnel costs in the financial plan. This amount is used toward the costs of the agreement. Funds are available in the Workforce Investments account to pay for the remainder. The non-local portion of the cost will be covered by federal funds, private funds, and special purpose revenue, or absorbed by the agencies.

#### The Honorable Phil Mendelson

FIS: "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022," Draft Resolution as provided to the Office of Revenue Analysis on March 10, 2022

Cost of the FY 2022 - FY 2025 Compensation Agreement between the District of Columbia Government and Compensation Units 1 and 2 (Dollars in thousands)						
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	Five-Year Total
Total Cost of Pay Increase <sup>(a)</sup>	\$31,098	\$22,213	\$49,534	\$77,675	\$94,583 <sup>(e)</sup>	\$275,103
Local Funds Portion(b)	\$20,733	\$14,809	\$33,024	\$51,785	\$63,058	\$183,409
Cost of Housing Assistance	\$650	\$0	\$0	\$0	\$0	\$650
Cost of Legal Plan <sup>(c)</sup>	\$2,553	\$2,553	\$2,553	\$2,553	\$2,553	\$12,764
Total Local Cost	\$23,935	\$17,362	\$35,577	\$54,338	\$65,611	\$196,822
Funding Available in Financial Plan <sup>(d)</sup>	\$0	(\$10,366)	(\$20,914)	(\$31,646)	(\$42,566)	(\$105,493)
Cost to be Covered by Workforce Investments	\$23,935	\$6,995	\$14,663	\$22,692	\$23,044	\$91,330

#### **Table Notes:**

- a) Includes a fringe rate of 12.65%, to account for fringe benefits that increase with higher pay.
- b) Approximately 67% of affected FTEs are funded with local funding.
- c) The employer will contribute \$17.50 per month, per employee, to a pre-paid legal plan.
- d) Increases of 1.75 percent are built into the financial plan for personnel costs and can be used toward the cost of the agreement.
- e) Assumes salaries increase by 1.75%

## COMPENSATION COLLECTIVE BARGAINING AGREEMENT

#### **BETWEEN**

# THE DISTRICT OF COLUMBIA GOVERNMENT AND

#### **COMPENSATION UNITS 1 AND 2**

EFFECTIVE October 1, 2021, through September 30, 2025

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On-Call Notification Template (July 26, 2010)

Appendix 1

#### **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 2022**:

In lieu of a wage-increase for FY 2022, employees will receive a three and one-half percent (3.5%) bonus payment. Bargaining unit employees actively on the payroll as of October 1, 2021, shall receive a one-time payment that is equivalent of 3.5% of an employee's annual base salary as of October 1, 2021.

The payment will be made no later than ninety (90) days after the Council's approval of this Agreement.

#### **SECTION B: FISCAL YEAR 2023:**

Effective the first day of the first full pay period beginning on or after October 1, 2022, the FY 2023 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 two and a one-half percent (2.5%).

#### **SECTION C:** FISCAL YEAR 2024:

Effective the first day of the first full pay period beginning on or after October 1, 2023, the FY 2024 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 three percent (3.0%).

#### **SECTION D: FISCAL YEAR 2025:**

Effective the first day of the first full pay period beginning on or after October 1, 2024, the FY 2025 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 three percent (3.0%).

### **SECTION E:** WITHIN GRADE INCREASES

All employees covered by this agreement shall progress through the salary scale and receive within grade step increases as described in Section 1127 of the District Personnel Manual. 6B DCMR §1127 (Transmittal No. 233, September 21, 2018).

### 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 seventeen dollars and fifty cents (\$17.50) 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 \$650,000.00 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 2022, 2023, 2024 and 2025 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 2022 – FY 2025.

# 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(1) (2001 Edition).

### **3.** Funeral Leave:

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

- **b.** For the purpose of this section "immediate relative" means the following relatives of the employee: an individual who is related to the employee by blood, marriage, adoption, or domestic partnership as father, mother, child, husband, wife, sister, brother, aunt uncle, grandparent, grandchild, or similar familial relationship; an individual for whom the employee is the legal guardian; or fiancé, fiancée, or domestic partner of the employee.
- c. An employee is entitled to not more than three (3) days of leave, without loss of pay, leave, or service credit to make arrangements for or to attend the funeral or memorial service for a family member who died as a result of a wound, disease or injury incurred while serving as a member of the armed forces in a combat zone to the extent provided in D.C. Official Code §1-612.03(n) (2001 Edition).

### **SECTION H: PRE-TAX BENEFITS:**

- 1. Employee contributions to benefits programs established pursuant to D.C. Official Code §1-611.19 (2001 ed.), including the District of Columbia Employees Health Benefits Program, may be made on a pre-tax basis in accordance with the requirements of the Internal Revenue Code and, to the extent permitted by the Internal Revenue Code, such pre-tax contributions shall not effect a reduction of the amount of any other retirement, pension, or other benefits provided by law.
- 2. To the extent permitted by the Internal Revenue Code, any amount of contributions made on a pre-tax basis shall be included in the employee's contributions to existing life insurance, retirement system, and for any other District government program keyed to the employee's scheduled rate of pay, but shall not be included for the purpose of computing Federal or District income tax withholdings, including F.I.C.A., on behalf of any such employee.

### **SECTION I: RETIREMENT:**

- 1. CIVIL SERVICE RETIREMENT SYSTEM (CSRS): As prescribed by 5 U.S.C. §8401 and related chapters, employees first hired by the District of Columbia Government before October 1, 1987, are subject to the provisions of the CSRS, which is administered by the U.S. Office of Personnel Management. Under Optional Retirement the aforementioned employee may choose to retire when he/she reaches:
  - (a) Age 55 and 30 years of service;
  - **(b)** Age 60 and 20 years of service;
  - (c) Age 62 and 5 years of service.

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

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

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

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

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

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

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

### 3. DEFINED CONTRIBUTION PENSION PLAN:

### Section A:

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

- (1) All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan.
- (2) As prescribed by §1-626.09(c) of the D.C. Official Code (2001 Edition) after the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan; there is no employee contribution to the Defined Contribution Pension Plan.
- (3) As prescribed by §1-626.09(d) of the D.C. Official Code (2001 Edition) the District shall contribute an amount not less than an additional .5% of a detention officer's base salary to the same plan.
  - (4) Compensation Units 1 and 2 Joint Labor Management Technical Advisory Pension Reform Committee
    - (a) Establishment of the Joint Labor-Management Technical Advisory Pension Reform Committee (JLMTAPRC or Committee)
      - (1) The Parties agree that employees should have the security of a predictable level of income for their retirement after a career in public service. In order to support the objective of providing retirement income for employees

hired on or after October 1, 1987, the District shall plan and implement an enhanced retirement program effective October 1, 2008. The enhanced program will consist of a deferred compensation component and a defined benefit component.

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

### (b) Composition of the JLMTAPRC

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

### (c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

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

#### (d) Duration of the Committee

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

#### 4. TIAA-CREF PLAN:

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

### **SECTION J:** HOLIDAYS:

- 1. As prescribed by D.C. Official Code §1-612.02 (2001 Edition) the following legal public holidays are provided to all employees covered by this agreement:
  - (a) New Year's Day, January 1st of each year;
  - (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
  - (c) Washington's Birthday, the 3rd Monday in February of each year;
  - (d) Emancipation Day, April 16<sup>th</sup>;
  - (e) Memorial Day, the last Monday in May of each year;
  - (f) Juneteenth, June 19th
  - (g) Independence Day, July 4th of each year;
  - (h) Labor Day, the 1st Monday in September of each year;
  - (i) Indigenous Peoples' Day, the 2nd Monday in October of each year;
  - (j) Veterans Day, November 11th of each year;
  - (k) Thanksgiving Day, the 4th Thursday in November of each year; and
  - (1) Christmas Day, December 25th of each year.
  - (m) Inauguration Day, January 20<sup>th</sup> of each 4<sup>th</sup> year
- 2. When an employee, having a regularly scheduled tour of duty is relieved or prevented from working on a day District agencies are closed by order of the Mayor, he or she is entitled to the same pay for that day as for a day on which an ordinary day's work is performed.

# ARTICLE 7 OVERTIME

### **SECTION A:** Overtime Work:

Hours of work authorized in excess of an employee's 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).
- 3. 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. The incentive day(s) will also be credited to the employee's leave account no later than the end of April 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 2022, 2023, 2024 and 2025.

### 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. In the event a grievance alleges a violation affecting all members of Compensation Units 1 and 2, it will be sufficient to file the grievance directly with the Office of Labor Relations and Collective Bargaining within thirty (30) calendar days of knowledge of the alleged violation. Other than this possible variance in the filing deadline and receiving office, the applicable negotiated grievance procedure will remain in full force and effect.

# 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 actual 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.

Local environmental pay will only be paid to employees when the employee is in an active duty status. Local environmental pay will not be paid when an employee is on leave or teleworking.

### **SECTION C:**

Employees as listed in Attachment 2, Approved Positions for Local Environmental Pay, of DCHR Instruction No. 11B-90, Premium Pay – Local and Environmental Pay, and any other employee including District Service (DS) employees as determined pursuant to Section D of this Article 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 DCHR Instruction No. 11B-90, Premium Pay – Local and Environmental Pay. The determination shall be issued by DCHR within ninety (90) calendar days of the submission of the request.

### **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

### 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 through the term of this Agreement, 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 during the term of this Agreement, and are paid from appropriated funding to the career service..

### **SECTION D:**

Prior to the end of the this 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, 2021, 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. § 201, 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 Agı	reement shall	remain in full fo	rce and effec	et through S	eptember 30,	2025.	On
this	day of	2022,	and as witne	ess the partie	es hereto have	set the	ir
signature	e.						

Compensation Units One and Two Collective Signed:, 2022	e Bargaining Agreement
FOR THE DISTRICT OF COLUMBIA GOVERNMENT	FOR THE UNIONS

### **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

## **APPROVAL**

This collective bargaining agreement between the	District of Columbia and
Compensation Units 1 and 2, dated	, has been reviewed in accordance
with Section 1-617.15 of the District of Columbia	Official Code (2001 Ed.) and is hereby
approved on this day of, 2022.	
	Muriel Bowser
	Mayor



Fiscal Year: 2023

Service Code Definition:

Professional and Scientific

Effective Date:

October 9, 2022

Series:

Union/Nonunion: Union

Affected CBU/Service Code(s):

Pay Plan/Schedule:

CS

Peoplesoft Schedule:

DS0077 X01

% Increase:

2.5%

over FY21

Resolution Number:

 Grade	1		2	3	4	Steps 5	6	7	8	9	10	Between Steps
Grade											-10	Отора
9	\$ 58	3,590	\$ 60,462	\$ 62,334	\$ 64,206	\$ 66,078	\$ 67,950	\$ 69,822	\$ 71,694	\$ 73,566	\$ 75,438	\$ 1,872
10	\$ 64	1,276	\$ 66,337	\$ 68,398	\$ 70,459	\$ 72,520	\$ 74,581	\$ 76,642	\$ 78,703	\$ 80,764	\$ 82,825	\$ 2,061
11	\$ 70	),593	\$ 72,861	\$ 75,129	\$ 77,397	\$ 79,665	\$ 81,933	\$ 84,201	\$ 86,469	\$ 88,737	\$ 91,005	\$ 2,268
12	\$ 8	7,340	\$ 90,052	\$ 92,764	\$ 95,476	\$ 98,188	\$ 100,900	\$ 103,612	\$ 106,324	\$ 109,036	\$ 111,748	\$ 2,712
13	\$ 100	),633	\$ 103,859	\$ 107,085	\$ 110,311	\$ 113,537	\$ 116,763	\$ 119,989	\$ 123,215	\$ 126,441	\$ 129,667	\$ 3,226
14	\$ 118	3.935	\$ 122.746	\$ 126.557	\$ 130,368	\$ 134.179	\$ 137.990	\$ 141.801	\$ 145.612	\$ 149,423	\$ 153.234	\$ 3.811



Fiscal Year: 2024 Service Code Definition: Professional and Scientific

Effective Date: October 8, 2023 Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 3.0%

Resolution Number:

					Steps						Between
Grade	1	2	3	4	5	6	7	8	9	10	Steps
9 \$	60,348	62,276	\$ 64,204	\$ 66,132	\$ 68,060	\$ 69,988	\$ 71,916	\$ 73,844	\$ 75,772	\$ 77,700	\$ 1,928
10 \$	66,204	68,327	\$ 70,450	\$ 72,573	\$ 74,696	\$ 76,819	\$ 78,942	\$ 81,065	\$ 83,188	\$ 85,311	\$ 2,123
11 \$	72,711	\$ 75,047	\$ 77,383	\$ 79,719	\$ 82,055	\$ 84,391	\$ 86,727	\$ 89,063	\$ 91,399	\$ 93,735	\$ 2,336
12 \$	89,958	92,752	\$ 95,546	\$ 98,340	\$ 101,134	\$ 103,928	\$ 106,722	\$ 109,516	\$ 112,310	\$ 115,104	\$ 2,794
13 \$	103,651	106,974	\$ 110,297	\$ 113,620	\$ 116,943	\$ 120,266	\$ 123,589	\$ 126,912	\$ 130,235	\$ 133,558	\$ 3,323
14 \$	122.504	126.429	\$ 130.354	\$ 134.279	\$ 138.204	\$ 142.129	\$ 146.054	\$ 149.979	\$ 153.904	\$ 157.829	\$ 3.925



Fiscal Year: 2025 Service Code Definition: Professional and Scientific

Effective Date: October 6, 2024 Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 3.0%

Resolution Number:

					Steps						Between
Grade	1	2	3	4	5	6	7	8	9	10	Steps
<b>9</b> \$	62,158 \$	64,144 \$	66,130 \$	68,116 \$	70,102 \$	72,088 \$	74,074 \$	76,060 \$	78,046 \$	80,032 \$	1,986
<b>10</b> \$	68,189 \$	70,376 \$	72,563 \$	74,750 \$	76,937 \$	79,124 \$	81,311 \$	83,498 \$	85,685 \$	87,872 \$	2,187
11 \$	74,893 \$	77,299 \$	79,705 \$	82,111 \$	84,517 \$	86,923 \$	89,329 \$	91,735 \$	94,141 \$	96,547	2,406
<b>12</b> \$	92,656 \$	95,534 \$	98,412 \$	101,290 \$	104,168 \$	107,046 \$	109,924 \$	112,802 \$	115,680 \$	118,558 \$	2,878
<b>13</b> \$	106,763 \$	110,185 \$	113,607 \$	117,029 \$	120,451 \$	123,873 \$	127,295 \$	130,717 \$	134,139 \$	137,561	3,422
14 \$	126,178 \$	130,221 \$	134,264 \$	138,307 \$	142,350 \$	146,393 \$	150,436 \$	154,479 \$	158,522 \$	162,565	4,043



Fiscal Year:

2023

Service Code Definition:

Technical and Paraprofessional

Effective Date:

October 9, 2022

Series:

Union/Nonunion:

Union

Affected CBU/Service Code(s):

Pay Plan/Schedule:

CS

Peoplesoft Schedule:

DS0078 X02

% Increase:

2.5%

Over FY 21

Resolution Number:

									Step	S									E	Between
Grade	1		2		3		4		5		6		7	8		9		10		Steps
		_		_		_		_		_		_			_		_		_	
5 \$	39,500	\$	40,877	\$	42,254	\$	43,631	\$	45,008	\$	46,385	\$	47,762 \$	49,139	\$	50,516	\$	51,893	\$	1,377
6 \$	43,772	\$	45,297	\$	46,822	\$	48,347	\$	49,872	\$	51,397	\$	52,922 \$	54,447	\$	55,972	\$	57,497	\$	1,525
7 \$	48,500	\$	50,186	\$	51,872	\$	53,558	\$	55,244	\$	56,930	\$	58,616 \$	60,302	\$	61,988	\$	63,674	\$	1,686
8 \$	53,261	\$	54,959	\$	56,657	\$	58,355	\$	60,053	\$	61,751	\$	63,449 \$	65,147	\$	66,845	\$	68,543	\$	1,698
9 \$	58,590	\$	60,462	\$	62,334	\$	64,206	\$	66,078	\$	67,950	\$	69,822 \$	71,694	\$	73,566	\$	75,438	\$	1,872
10 \$	64,276	\$	66,337	\$	68,398	\$	70,459	\$	72,520	\$	74,581	\$	76,642 \$	78,703	\$	80,764	\$	82,825	\$	2,061
11 \$	70,593	\$	72,861	\$	75,129	\$	77,397	\$	79,665	\$	81,933	\$	84,201 \$	86,469	\$	88,737	\$	91,005	\$	2,268



Fiscal Year:

2024

Service Code Definition:

Technical and Paraprofessional

Effective Date:

October 8, 2023

Series:

Union/Nonunion:

Union

Affected CBU/Service Code(s):

Pay Plan/Schedule:

CS

Peoplesoft Schedule:

DS0078

X02

% Increase:

3.0%

Resolution Number:

					Steps						Between
Grade	1	2	3	4	5	6	7	8	9	10	Steps
5 \$	40,686 \$	42,104 \$	43,522 \$	44,940 \$	46,358 \$	47,776 \$	49,194 \$	50,612 \$	52,030 \$	53,448	\$ 1,418
6 \$	45,084 \$	46,655 \$	48,226 \$	49,797 \$	51,368 \$	52,939 \$	54,510 \$	56,081 \$	57,652 \$	59,223	\$ 1,571
7 \$	49,957 \$	51,693 \$	53,429 \$	55,165 \$	56,901 \$	58,637 \$	60,373 \$	62,109 \$	63,845 \$	65,581	\$ 1,736
8 \$	54,859 \$	56,608 \$	58,357 \$	60,106 \$	61,855 \$	63,604 \$	65,353 \$	67,102 \$	68,851 \$	70,600	\$ 1,749
9 \$	60,348 \$	62,276 \$	64,204 \$	66,132 \$	68,060 \$	69,988 \$	71,916 \$	73,844 \$	75,772 \$	77,700	\$ 1,928
10 \$	66,204 \$	68,327 \$	70,450 \$	72,573 \$	74,696 \$	76,819 \$	78,942 \$	81,065 \$	83,188 \$	85,311	\$ 2,123
11 \$	72,711 \$	75,047 \$	77,383 \$	79,719 \$	82,055 \$	84,391 \$	86,727 \$	89,063 \$	91,399 \$	93,735	\$ 2,336



Fiscal Year:

2025

Service Code Definition:

Technical and Paraprofessional

Effective Date:

October 6, 2024

Series:

Union/Nonunion:

Union

Affected CBU/Service Code(s):

Pay Plan/Schedule:

CS

Peoplesoft Schedule:

DS0078

X02

% Increase:

3.0%

Resolution Number:

					Step	S							В	etween
Grade	1	2	3	4	5		6	7		8	9	10		Steps
5 \$	41,905	\$ 43,366	\$ 44,827	\$ 46,288	\$ 47,749	\$	49,210	\$ 50,671	6	52,132	\$ 53,593	\$ 55,054	\$	1,461
6 \$	46,437	\$ 48,055 \$	\$ 49,673	\$ 51,291	\$ 52,909	\$	54,527	\$ 56,145	5	57,763	\$ 59,381	\$ 60,999	\$	1,618
7 \$	51,456	\$ 53,244 \$	\$ 55,032	\$ 56,820	\$ 58,608	\$	60,396	\$ 62,184	5	63,972	\$ 65,760	\$ 67,548	\$	1,788
8 \$	56,503	\$ 58,305 \$	\$ 60,107	\$ 61,909	\$ 63,711	\$	65,513	\$ 67,315	5	69,117	\$ 70,919	\$ 72,721	\$	1,802
9 \$	62,158	\$ 64,144 \$	\$ 66,130	\$ 68,116	\$ 70,102	\$	72,088	\$ 74,074	5	76,060	\$ 78,046	\$ 80,032	\$	1,986
10 \$	68,189	\$ 70,376 \$	\$ 72,563	\$ 74,750	\$ 76,937	\$	79,124	\$ 81,311	5	83,498	\$ 85,685	\$ 87,872	\$	2,18
11 \$	74 893	\$ 77 299 \$	\$ 79 705	\$ 82 111	\$ 84 517	\$	86 923	\$ 89 329 9	3	91 735	\$ 94 141	\$ 96 547	\$	2 406



Fiscal Year:

2023

Service Code Definition:

Clerical and Administrative Support

Effective Date:

October 9, 2022

Series:

Union/Nonunion:

Union

Affected CBU/Service Code(s):

Pay Plan/Schedule: Peoplesoft Schedule: CS DS0079

X03

% Increase:

2.5%

Over FY 21

Resolution Number:

					Step	s							Between
Grade	1	2	3	4	5		6	7		8	9	10	Steps
2 \$	31,961	\$ 33,079	\$ 34,197	\$ 35,315	\$ 36,433	\$	37,551	\$ 38,669 \$	3	39,787	\$ 40,905	\$ 42,023	\$ 1,118
3 \$	34,832	\$ 36,040	\$ 37,248	\$ 38,456	\$ 39,664	\$	40,872	\$ 42,080 \$	3	43,288	\$ 44,496	\$ 45,704	\$ 1,208
4 \$	36,529	\$ 37,770	\$ 39,011	\$ 40,252	\$ 41,493	\$	42,734	\$ 43,975 \$	3	45,216	\$ 46,457	\$ 47,698	\$ 1,241
5 \$	39,500	\$ 40,877	\$ 42,254	\$ 43,631	\$ 45,008	\$	46,385	\$ 47,762 \$	6	49,139	\$ 50,516	\$ 51,893	\$ 1,377
6 \$	43,772	\$ 45,297	\$ 46,822	\$ 48,347	\$ 49,872	\$	51,397	\$ 52,922 \$	3	54,447	\$ 55,972	\$ 57,497	\$ 1,525
7 \$	48,500	\$ 50,186	\$ 51,872	\$ 53,558	\$ 55,244	\$	56,930	\$ 58,616 \$	3	60,302	\$ 61,988	\$ 63,674	\$ 1,686
8 \$	53,261	\$ 54,959	\$ 56,657	\$ 58,355	\$ 60,053	\$	61,751	\$ 63,449 \$	3	65,147	\$ 66,845	\$ 68,543	\$ 1,698
9 \$	58,590	\$ 60,462	\$ 62,334	\$ 64,206	\$ 66,078	\$	67,950	\$ 69,822 \$	6	71,694	\$ 73,566	\$ 75,438	\$ 1,872



Fiscal Year:

2024

Service Code Definition:

Clerical and Administrative Support

Effective Date:

October 8, 2023

Series:

Union/Nonunion:

Union

Affected CBU/Service Code(s):

Pay Plan/Schedule: Peoplesoft Schedule: CS DS0079

X03

% Increase:

3.0%

Resolution Number:

						Ste	งร								Between
Grade	1	2		3	4	5		6	7	8		9		10	Steps
2 \$	32,918	\$ 34,070	\$	35,222	\$ 36,374	\$ 37,526	\$	38,678	\$ 39,830	\$ 40,982	\$	42,134	\$	43,286	\$ 1,152
3 \$	35,878	37,122	•	38,366	39,610	40,854	\$	42,098	43,342	44,586	*	45,830	•	47,074	1,244
4 \$	37,626	\$ 38,904	\$	40,182	\$ 41,460	\$ 42,738	\$	44,016	\$ 45,294	\$ 46,572	\$	47,850	\$	49,128	\$ 1,278
5 \$	40,686	\$ 42,104	\$	43,522	\$ 44,940	\$ 46,358	\$	47,776	\$ 49,194	\$ 50,612	\$	52,030	\$	53,448	\$ 1,418
<b>6</b> \$	45,084	\$ 46,655	\$	48,226	\$ 49,797	\$ 51,368	\$	52,939	\$ 54,510	\$ 56,081	\$	57,652	\$	59,223	\$ 1,571
7 \$	49,957	\$ 51,693	\$	53,429	\$ 55,165	\$ 56,901	\$	58,637	\$ 60,373	\$ 62,109	\$	63,845	\$	65,581	\$ 1,736
8 \$	54,859	\$ 56,608	\$	58,357	\$ 60,106	\$ 61,855	\$	63,604	\$ 65,353	\$ 67,102	\$	68,851	\$	70,600	\$ 1,749
9 \$	60,348	\$ 62,276	\$	64,204	\$ 66,132	\$ 68,060	\$	69,988	\$ 71,916	\$ 73,844	\$	75,772	\$	77,700	\$ 1,928



Fiscal Year:

2025

Service Code Definition:

Clerical and Administrative Support

Effective Date:

October 6, 2024

Series:

Union/Nonunion:

Union

Affected CBU/Service Code(s):

Pay Plan/Schedule: Peoplesoft Schedule:

CS DS0079

X03

% Increase:

3.0%

Resolution Number:

	Steps Steps																Between			
Grade	1		2		3		4		5		6		7		8	9		10		Steps
2 \$	33,904	\$	35,091	\$	36,278	\$	37,465	\$	38,652	\$	39,839	\$	41,026	\$	42,213	\$ 43,400	\$	44,587	\$	1,187
3 \$	36,952		38,234	•	39,516		40,798		42,080		43,362		44,644		45,926	,		48,490		1,282
4 \$	38,756	\$	40,072	\$	41,388	\$	42,704	\$	44,020	\$	45,336	\$	46,652	\$	47,968	\$ 49,284	\$	50,600	\$	1,316
5 \$	41,905	\$	43,366	\$	44,827	\$	46,288	\$	47,749	\$	49,210	\$	50,671	\$	52,132	\$ 53,593	\$	55,054	\$	1,461
6 \$	46,437	\$	48,055	\$	49,673	\$	51,291	\$	52,909	\$	54,527	\$	56,145	\$	57,763	\$ 59,381	\$	60,999	\$	1,618
7 \$	51,456	\$	53,244	\$	55,032	\$	56,820	\$	58,608	\$	60,396	\$	62,184	\$	63,972	\$ 65,760	\$	67,548	\$	1,788
8 \$	56,503	\$	58,305	\$	60,107	\$	61,909	\$	63,711	\$	65,513	\$	67,315	\$	69,117	\$ 70,919	\$	72,721	\$	1,802
9 \$	62.158	\$	64.144	\$	66.130	\$	68.116	\$	70.102	\$	72.088	\$	74.074	\$	76.060	\$ 78.046	\$	80.032	\$	1.986



Fiscal Year: 2023 Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 9, 2022

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)

% Increase: 2.5% Over FY 21

DS0067

CS

X04

Resolution Number:

Pay Plan/Schedule:

Peoplesoft Schedule:

					Step						В	etween
Grade	1	2	3	4	5	6	7	8	9	10	,	Steps
4 \$	42,377	\$ 43,555	\$ 44,733	\$ 45,911	\$ 47,089	\$ 48,267	\$ 49,445	\$ 50,623	\$ 51,801	\$ 52,979	\$	1,178
5 \$	48,738	\$ 50,055	\$ 51,372	\$ 52,689	\$ 54,006	\$ 55,323	\$ 56,640	\$ 57,957	\$ 59,274	\$ 60,591	\$	1,317
6 \$	51,378	\$ 52,847	\$ 54,316	\$ 55,785	\$ 57,254	\$ 58,723	\$ 60,192	\$ 61,661	\$ 63,130	\$ 64,599	\$	1,469
7 \$	55,450	\$ 57,083	\$ 58,716	\$ 60,349	\$ 61,982	\$ 63,615	\$ 65,248	\$ 66,881	\$ 68,514	\$ 70,147	\$	1,633
8 \$	57,792	\$ 59,604	\$ 61,416	\$ 63,228	\$ 65,040	\$ 66,852	\$ 68,664	\$ 70,476	\$ 72,288	\$ 74,100	\$	1,812
9 \$	61,855	\$ 63,853	\$ 65,851	\$ 67,849	\$ 69,847	\$ 71,845	\$ 73,843	\$ 75,841	\$ 77,839	\$ 79,837	\$	1,998
10 \$	68,114	\$ 70,316	\$ 72,518	\$ 74,720	\$ 76,922	\$ 79,124	\$ 81,326	\$ 83,528	\$ 85,730	\$ 87,932	\$	2,202
11 \$	72,453	\$ 74,862	\$ 77,271	\$ 79,680	\$ 82,089	\$ 84,498	\$ 86,907	\$ 89,316	\$ 91,725	\$ 94,134	\$	2,409
12 \$	86,816	\$ 89,710	\$ 92,604	\$ 95,498	\$ 98,392	\$ 101,286	\$ 104,180	\$ 107,074	\$ 109,968	\$ 112,862	\$	2,894
13 \$	103,229	\$ 106,672	\$ 110,115	\$ 113,558	\$ 117,001	\$ 120,444	\$ 123,887	\$ 127,330	\$ 130,773	\$ 134,216	\$	3,443
14 \$	122,005	\$ 126,068	\$ 130,131	\$ 134,194	\$ 138,257	\$ 142,320	\$ 146,383	\$ 150,446	\$ 154,509	\$ 158,572	\$	4,063



Fiscal Year: 2024 Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 8, 2023

CS

X04

DS0067

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)

% *Increase:* 3.0%

Resolution Number:

Pay Plan/Schedule:

Peoplesoft Schedule:

Grade	1	2		3	4	Step 5	6	7	8	9	10	etween Steps
4 \$	43,646	44,86	) \$	46,074	\$ 47,288	\$ 48,502	\$ 49,716	\$ 50,930	\$ 52,144	\$ 53,358	\$ 54,572	\$ 1,214
5 \$	50,202	51,55	3 \$	52,914	\$ 54,270	\$ 55,626	\$ 56,982	\$ 58,338	\$ 59,694	\$ 61,050	\$ 62,406	\$ 1,356
<b>6</b> \$	52,920	54,43	3 \$	55,946	\$ 57,459	\$ 58,972	\$ 60,485	\$ 61,998	\$ 63,511	\$ 65,024	\$ 66,537	\$ 1,513
7 \$	57,113	58,79	5 \$	60,477	\$ 62,159	\$ 63,841	\$ 65,523	\$ 67,205	\$ 68,887	\$ 70,569	\$ 72,251	\$ 1,682
8 \$	59,527	61,39	3 \$	63,259	\$ 65,125	\$ 66,991	\$ 68,857	\$ 70,723	\$ 72,589	\$ 74,455	\$ 76,321	\$ 1,866
9 \$	63,710	65,76	3 \$	67,826	\$ 69,884	\$ 71,942	\$ 74,000	\$ 76,058	\$ 78,116	\$ 80,174	\$ 82,232	\$ 2,058
10 \$	70,158	72,42	3 \$	74,694	\$ 76,962	\$ 79,230	\$ 81,498	\$ 83,766	\$ 86,034	\$ 88,302	\$ 90,570	\$ 2,268
11 \$	74,624	77,10	3 \$	79,588	\$ 82,070	\$ 84,552	\$ 87,034	\$ 89,516	\$ 91,998	\$ 94,480	\$ 96,962	\$ 2,482
12 \$	89,420	92,40	1 \$	95,382	\$ 98,363	\$ 101,344	\$ 104,325	\$ 107,306	\$ 110,287	\$ 113,268	\$ 116,249	\$ 2,981
13 \$	106,327	109,87	3 \$	113,419	\$ 116,965	\$ 120,511	\$ 124,057	\$ 127,603	\$ 131,149	\$ 134,695	\$ 138,241	\$ 3,546
14 \$	125,665	129,85	\$	134,035	\$ 138,220	\$ 142,405	\$ 146,590	\$ 150,775	\$ 154,960	\$ 159,145	\$ 163,330	\$ 4,185



Fiscal Year: 2025 Service Code Definition: Corrections and Other Occupation Groups

Effective Date: October 6, 2024

CS

X04

DS0067

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)

% Increase: 3.0%

Resolution Number:

Pay Plan/Schedule:

Peoplesoft Schedule:

					Step						В	etween
Grade	1	2	3	4	5	6	7	8	9	10	,	Steps
4 \$	44,957	\$ 46,207	\$ 47,457	\$ 48,707	\$ 49,957	\$ 51,207	\$ 52,457	\$ 53,707	\$ 54,957	\$ 56,207	\$	1,250
5 \$	51,707	\$ 53,104	\$ 54,501	\$ 55,898	\$ 57,295	\$ 58,692	\$ 60,089	\$ 61,486	\$ 62,883	\$ 64,280	\$	1,397
<b>6</b> \$	54,509	\$ 56,067	\$ 57,625	\$ 59,183	\$ 60,741	\$ 62,299	\$ 63,857	\$ 65,415	\$ 66,973	\$ 68,531	\$	1,558
7 \$	58,828	\$ 60,560	\$ 62,292	\$ 64,024	\$ 65,756	\$ 67,488	\$ 69,220	\$ 70,952	\$ 72,684	\$ 74,416	\$	1,732
8 \$	61,313	\$ 63,235	\$ 65,157	\$ 67,079	\$ 69,001	\$ 70,923	\$ 72,845	\$ 74,767	\$ 76,689	\$ 78,611	\$	1,922
9 \$	65,624	\$ 67,743	\$ 69,862	\$ 71,981	\$ 74,100	\$ 76,219	\$ 78,338	\$ 80,457	\$ 82,576	\$ 84,695	\$	2,119
10 \$	72,263	\$ 74,599	\$ 76,935	\$ 79,271	\$ 81,607	\$ 83,943	\$ 86,279	\$ 88,615	\$ 90,951	\$ 93,287	\$	2,336
11 \$	76,861	\$ 79,418	\$ 81,975	\$ 84,532	\$ 87,089	\$ 89,646	\$ 92,203	\$ 94,760	\$ 97,317	\$ 99,874	\$	2,557
12 \$	92,104	\$ 95,174	\$ 98,244	\$ 101,314	\$ 104,384	\$ 107,454	\$ 110,524	\$ 113,594	\$ 116,664	\$ 119,734	\$	3,070
13 \$	109,518	\$ 113,170	\$ 116,822	\$ 120,474	\$ 124,126	\$ 127,778	\$ 131,430	\$ 135,082	\$ 138,734	\$ 142,386	\$	3,652
14 \$	129,437	\$ 133,747	\$ 138,057	\$ 142,367	\$ 146,677	\$ 150,987	\$ 155,297	\$ 159,607	\$ 163,917	\$ 168,227	\$	4,310



Fiscal Year: 2023 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 9, 2022

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:* 2.5% Over FY 21

**Resolution Number:** 

'						Ste	os						Between
	Grade	1	2	3	4	5		6	7	8	9	10	Steps
	5 \$	57,795	\$ 59,312	\$ 60,829	\$ 62,346	\$ 63,863	\$	65,380	\$ 66,897	\$ 68,414	\$ 69,931	\$ 71,448	\$ 1,517
	7 \$	62,661	\$ 64,350	\$ 66,039	\$ 67,728	\$ 69,417	\$	71,106	\$ 72,795	\$ 74,484	\$ 76,173	\$ 77,862	\$ 1,689
	9 \$	67,949	\$ 69,825	\$ 71,701	\$ 73,577	\$ 75,453	\$	77,329	\$ 79,205	\$ 81,081	\$ 82,957	\$ 84,833	\$ 1,876
	11 \$	77,395	\$ 79,663	\$ 81,931	\$ 84,199	\$ 86,467	\$	88,735	\$ 91,003	\$ 93,271	\$ 95,539	\$ 97,807	\$ 2,268
	12 \$	87,340	\$ 90,052	\$ 92,764	\$ 95,476	\$ 98,188	\$	100,900	\$ 103,612	\$ 106,324	\$ 109,036	\$ 111,748	\$ 2,712
	13 \$	96.959	\$ 99.966	\$ 102.973	\$ 105.980	\$ 108.987	\$	111.994	\$ 115.001	\$ 118.008	\$ 121.015	\$ 124.022	\$ 3.007



Fiscal Year: 2024 Service Code Definition: Social Worker & Student Trainee

Series:

Effective Date: October 8, 2023

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0080

X05

0185 Social Worker 0186 Social Worker (Associate)

*% Increase:* 3.0%

Resolution Number:

					Ste	os						Between
 Grade	1	2	3	4	5		6	7	8	9	10	Steps
5 \$	59,527	\$ 61,090	\$ 62,653	\$ 64,216	\$ 65,779	\$	67,342	\$ 68,905	\$ 70,468	\$ 72,031	\$ 73,594	\$ 1,563
7 \$	64,540	\$ 66,280	\$ 68,020	\$ 69,760	\$ 71,500	\$	73,240	\$ 74,980	\$ 76,720	\$ 78,460	\$ 80,200	\$ 1,740
9 \$	69,985	\$ 71,918	\$ 73,851	\$ 75,784	\$ 77,717	\$	79,650	\$ 81,583	\$ 83,516	\$ 85,449	\$ 87,382	\$ 1,933
11 \$	79,717	\$ 82,053	\$ 84,389	\$ 86,725	\$ 89,061	\$	91,397	\$ 93,733	\$ 96,069	\$ 98,405	\$ 100,741	\$ 2,336
12 \$	89,958	\$ 92,752	\$ 95,546	\$ 98,340	\$ 101,134	\$	103,928	\$ 106,722	\$ 109,516	\$ 112,310	\$ 115,104	\$ 2,794
13 \$	99,865	\$ 102,963	\$ 106,061	\$ 109,159	\$ 112,257	\$	115,355	\$ 118,453	\$ 121,551	\$ 124,649	\$ 127,747	\$ 3,098



Fiscal Year: 2025 Service Code Definition: Social Worker & Student Trainee

Effective Date: October 6, 2024

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:

						Ste	os						Between
G	rade	1	2	3	4	5		6	7	8	9	10	Steps
	5 \$	61,312	\$ 62,922	\$ 64,532	\$ 66,142	\$ 67,752	\$	69,362	\$ 70,972	\$ 72,582	\$ 74,192	\$ 75,802	\$ 1,610
	7 \$	66,477	\$ 68,269	\$ 70,061	\$ 71,853	\$ 73,645	\$	75,437	\$ 77,229	\$ 79,021	\$ 80,813	\$ 82,605	\$ 1,792
	9 \$	72,085	\$ 74,076	\$ 76,067	\$ 78,058	\$ 80,049	\$	82,040	\$ 84,031	\$ 86,022	\$ 88,013	\$ 90,004	\$ 1,991
	11 \$	82,109	\$ 84,515	\$ 86,921	\$ 89,327	\$ 91,733	\$	94,139	\$ 96,545	\$ 98,951	\$ 101,357	\$ 103,763	\$ 2,406
	12 \$	92,656	\$ 95,534	\$ 98,412	\$ 101,290	\$ 104,168	\$	107,046	\$ 109,924	\$ 112,802	\$ 115,680	\$ 118,558	\$ 2,878
	13 \$	102.861	\$ 106.052	\$ 109.243	\$ 112.434	\$ 115.625	\$	118.816	\$ 122.007	\$ 125.198	\$ 128.389	\$ 131.580	\$ 3.191



Fiscal Year: 2023

Service Code Definition: Correctional Officers & EMS

Effective Date: October 9, 2022

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

Pay Plan/Schedule: Peoplesoft Schedule: CS DS0070 X10 Series:

0007 Correctional Officer

0083 Special Police Officer

0699 EMT/Paramedic

% Increase:

2.5%

Over FY 21

Resolution Number:

						Step	s						E	Between
 Grade	1	2	3		4	5		6	7	8	9	10		Steps
5 \$	48,169 \$	49,406	\$ 50,	643 \$	51,880	\$ 53,117	\$	54,354	\$ 55,591	\$ 56,828	\$ 58,065	\$ 59,302	\$	1,237
6 \$	51,989 \$	53,367	\$ 54,	745 \$	56,123	\$ 57,501	\$	58,879	\$ 60,257	\$ 61,635	\$ 63,013	\$ 64,391	\$	1,378
7 \$	55,389 \$	56,950	\$ 58,	511 \$	60,072	\$ 61,633	\$	63,194	\$ 64,755	\$ 66,316	\$ 67,877	\$ 69,438	\$	1,561
8 \$	61,069 \$	62,797	\$ 64,	525 \$	66,253	\$ 67,981	\$	69,709	\$ 71,437	\$ 73,165	\$ 74,893	\$ 76,621	\$	1,728
9 \$	67,223 \$	69,130	\$ 71,	37 \$	72,944	\$ 74,851	\$	76,758	\$ 78,665	\$ 80,572	\$ 82,479	\$ 84,386	\$	1,907
10 \$	73,766 \$	75,862	\$ 77.	958 \$	80,054	\$ 82,150	\$	84,246	\$ 86,342	\$ 88,438	\$ 90,534	\$ 92,630	\$	2,096

Series:



Fiscal Year: 2024 Service Code Definition:

Correctional Officers & EMS

Effective Date:

October 8, 2023

Union/Nonunion:

Union

Affected CBU/Service Code(s):

A01. A03. A20. A21

Pay Plan/Schedule: Peoplesoft Schedule:

CS DS0070

X10

0007 Correctional Officer 0083 Special Police Officer

0699 EMT/Paramedic

% Increase:

3.0%

Resolution Number:

						Steps						В	Between
Grade	1	2		3	4	5	6	7	8	9	10		Steps
5 \$	49,611	\$ 50,8	36 \$	52,161	\$ 53,436	\$ 54,711 \$	\$ 55,986	\$ 57,261 \$	58,536	\$ 59,811	\$ 61,086	\$	1,275
6 \$	53,550	\$ 54,9	9 \$	56,388	\$ 57,807	\$ 59,226 \$	\$ 60,645	\$ 62,064 \$	63,483	\$ 64,902	\$ 66,321	\$	1,419
7 \$	57,050	\$ 58,6	58 \$	60,266	\$ 61,874	\$ 63,482 \$	\$ 65,090	\$ 66,698 \$	68,306	\$ 69,914	\$ 71,522	\$	1,608
8 \$	62,904	\$ 64,6	33 \$	66,462	\$ 68,241	\$ 70,020 \$	\$ 71,799	\$ 73,578 \$	75,357	\$ 77,136	\$ 78,915	\$	1,779
9 \$	69,237	\$ 71,2	)2 \$	73,167	\$ 75,132	\$ 77,097 \$	\$ 79,062	\$ 81,027 \$	82,992	\$ 84,957	\$ 86,922	\$	1,965
10 \$	75.979	\$ 78.1	38 \$	80.297	\$ 82.456	\$ 84.615 \$	\$ 86.774	\$ 88.933 \$	91.092	\$ 93.251	\$ 95.410	\$	2.159



Fiscal Year: 2025

Service Code Definition: Correctional Officers & EMS

Effective Date: October 6, 2024

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

Pay Plan/Schedule: Peoplesoft Schedule:

CS DS0070 X10 Series: 0007 Correctional Officer

0083 Special Police Officer 0699 EMT/Paramedic

*% Increase:* 3.0%

Resolution Number:

						Step	s						Е	Between
Grade	1	2		3	4	5		6	7	8	9	10		Steps
5 \$	51,100 \$	52,413	3 \$	53,726	\$ 55,039	\$ 56,352	\$	57,665	\$ 58,978	\$ 60,291	\$ 61,604	\$ 62,917	\$	1,313
6 \$	55,155 \$	56,617	7 \$	58,079	\$ 59,541	\$ 61,003	\$	62,465	\$ 63,927	\$ 65,389	\$ 66,851	\$ 68,313	\$	1,462
7 \$	58,762 \$	60,418	3 \$	62,074	\$ 63,730	\$ 65,386	\$	67,042	\$ 68,698	\$ 70,354	\$ 72,010	\$ 73,666	\$	1,656
8 \$	64,789 \$	66,622	2 \$	68,455	\$ 70,288	\$ 72,121	\$	73,954	\$ 75,787	\$ 77,620	\$ 79,453	\$ 81,286	\$	1,833
9 \$	71,314 \$	73,338	3 \$	75,362	\$ 77,386	\$ 79,410	\$	81,434	\$ 83,458	\$ 85,482	\$ 87,506	\$ 89,530	\$	2,024
10 \$	78,261 \$	80,484	1 \$	82,707	\$ 84,930	\$ 87,153	\$	89,376	\$ 91,599	\$ 93,822	\$ 96,045	\$ 98,268	\$	2,223



2023 Service Code Definition: Maintenance, Trades, & Labor Fiscal Year:

October 9, 2022 Effective Date: L- Leader

Affected CBU/Service Code(s): B01 Regular Union/Nonunion: Union

B02 Leader

RW Pay Plan/Schedule: Peoplesoft Schedule: WS0029

WS0034-

Leaders X07 (Leaders previously X08)

Over FY 21 2.5% % Increase:

Resolution Number:

Grade	1	2		3	4		,	Step 5		6		7		8	9		10	etween Steps
02 \$ 02L \$	17.92 19.57	\$ 18.55 \$ 20.25		19.18 20.93	\$ 19 \$ 21	-	\$ \$	20.44 22.29	\$ \$	21.07 22.97	\$ \$	21.70 23.65		22.33 24.33	22.96 25.01	\$ \$	23.59 25.69	0.63 0.68
03 \$ 03L \$	19.35 21.17	•			-	33 36	\$ \$	21.99 24.09	\$ \$	22.65 24.82	\$ \$	23.31 25.55		23.97 26.28	24.63 27.01	\$ \$	25.29 27.74	0.66 0.73
04 \$ 04L \$	_	\$ 21.43 \$ 23.49				87 05		23.59 25.83		24.31 26.61	\$ \$	25.03 27.39		25.75 28.17	26.47 28.95	\$ \$	27.19 29.73	0.72 0.78
05 \$ 05L \$	_	\$ 22.93 \$ 24.96		23.67 25.80	-		\$ \$	25.15 27.48		25.89 28.32		26.63 29.16		27.37 30.00	28.11 30.84	\$ \$	28.85 31.68	0.74 0.84
06 \$ 06L \$	23.41 25.74	\$ 24.23 \$ 26.62		25.05 27.50		87 38	\$ \$	26.69 29.26		27.51 30.14	\$ \$	28.33 31.02		29.15 31.90	29.97 32.78	\$ \$	30.79 33.66	0.82 0.88
07 \$ 07L \$	24.98 27.29			26.70 29.19	-	56 14		28.42 31.09		29.28 32.04		30.14 32.99		31.00 33.94	31.86 34.89	\$ \$	32.72 35.84	0.86 0.95
08 \$ 08L \$	26.41 28.87						\$ \$	30.01 32.95		30.91 33.97	\$ \$	31.81 34.99		32.71 36.01	33.61 37.03	\$ \$	34.51 38.05	0.90 1.02
09 \$ 09L \$	27.70 30.41	\$ 28.66 \$ 31.45		29.62 32.49	•	58 53		31.54 34.57		32.50 35.61		33.46 36.65	•	34.42 37.69	35.38 38.73	\$ \$	36.34 39.77	0.96 1.04
10 \$ 10L \$	29.08 31.92			31.12 34.14		14 25		33.16 36.36		34.18 37.47		35.20 38.58		36.22 39.69	37.24 40.80	\$ \$	38.26 41.91	1.02 1.11
11 \$ 11L \$	30.52 33.45	\$ 31.59 \$ 34.62		32.66 35.79	-	73 96		34.80 38.13	\$ \$	35.87 39.30		36.94 40.47		38.01 41.64	39.08 42.81	\$ \$	40.15 43.98	1.07 1.17
12 \$ 12L \$	31.92 35.00	\$ 33.03 \$ 36.20	-	34.14 37.40	-	25 60		36.36 39.80		37.47 41.00	\$ \$	38.58 42.20		39.69 43.40	40.80 44.60	\$ \$	41.91 45.80	1.11 1.20
13 \$ 13L \$	33.31 36.36	\$ 34.46 \$ 37.68		35.61 39.00		76 32	\$ \$	37.91 41.64		39.06 42.96	\$ \$	40.21 44.28		41.36 45.60	42.51 46.92	\$ \$	43.66 48.24	1.15 1.32



Fiscal Year: 2024 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 8, 2023 L- Leader

Affected CBU/Service Code(s): B01 Regular Union Union/Nonunion:

B02 Leader

RWPay Plan/Schedule: Peoplesoft Schedule: WS0029

> WS0034-Leaders X07 (Leaders previously X08)

% Increase: 3.0%

Resolution Number:

Grade	1	2	3	4	Step 5	6		7	8	9	10	Between Steps
02 \$ 02L \$		\$ 19.10 \$ \$ 20.86 \$	1	20.40 22.26	\$ 21.05 \$ 22.96	\$ 21.7 \$ 23.6	-	22.35 \$ 24.36 \$	23.00 \$ 25.06 \$	23.65 \$ 25.76 \$	24.30 26.46	\$ 0.65 \$ 0.70
03 \$ 03L \$		\$ 20.61 \$ \$ 22.56 \$	•	21.97 24.06	\$ 22.65 \$ 24.81	-	33 \$ 56 \$	24.01 \$ 26.31 \$	24.69 \$ 27.06 \$	25.37 \$ 27.81 \$	26.05 28.56	•
04 \$ 04L \$		\$ 22.08 \$ \$ 24.20 \$	•	23.56 25.80	\$ 24.30 \$ 26.60		)4 \$  0 \$	25.78 \$ 28.20 \$	26.52 \$ 29.00 \$	27.26 \$ 29.80 \$	28.00 30.60	
05 \$ 05L \$		\$ 23.62 \$ \$ 25.72 \$		25.14 27.44	\$ 25.90 \$ 28.30		66 \$ 6 \$	27.42 \$ 30.02 \$	28.18 \$ 30.88 \$	28.94 \$ 31.74 \$	29.70 32.60	
06 \$ 06L \$	_	\$ 24.97 \$ \$ 27.41 \$	25.81 \$ 28.32 \$	26.65 29.23	\$ 27.49 \$ 30.14		33 \$ 05 \$	29.17 \$ 31.96 \$	30.01 \$ 32.87 \$	30.85 \$ 33.78 \$	31.69 34.69	
07 \$ 07L \$	25.75 28.10	\$ 26.63 \$ \$ 29.08 \$	•	28.39 31.04	\$ 29.27 \$ 32.02		5 \$ 00 \$	31.03 \$ 33.98 \$	31.91 \$ 34.96 \$	32.79 \$ 35.94 \$	33.67 36.92	•
08 \$ 08L \$	27.19 29.74	\$ 28.12 \$ \$ 30.79 \$		29.98 32.89	\$ 30.91 \$ 33.94		34 \$ 99 \$	32.77 \$ 36.04 \$	33.70 \$ 37.09 \$	34.63 \$ 38.14 \$	35.56 39.19	•
09 \$ 09L \$		\$ 29.52 \$ \$ 32.40 \$	·	31.50 34.54	\$ 32.49 \$ 35.61		-	34.47 \$ 37.75 \$	35.46 \$ 38.82 \$	36.45 \$ 39.89 \$	37.44 40.96	
10 \$ 10L \$		\$ 31.00 \$ \$ 34.03 \$		33.10 36.31	\$ 34.15 \$ 37.45		20 \$ 59 \$	36.25 \$ 39.73 \$	37.30 \$ 40.87 \$	38.35 \$ 42.01 \$	39.40 43.15	•
11 \$ 11L \$		\$ 32.54 \$ \$ 35.67 \$	•	34.74 38.07	\$ 35.84 \$ 39.27	-	94 \$ 17 \$	38.04 \$ 41.67 \$	39.14 \$ 42.87 \$	40.24 \$ 44.07 \$	41.34 45.27	•
12 \$ 12L \$		\$ 34.03 \$ \$ 37.30 \$		36.31 39.76	\$ 37.45 \$ 40.99		59 \$ 22 \$	39.73 \$ 43.45 \$	40.87 \$ 44.68 \$	42.01 \$ 45.91 \$	43.15 47.14	•
13 \$ 13L \$		\$ 35.48 \$ \$ 38.81 \$		37.86 41.53	\$ 39.05 \$ 42.89	\$ 40.2 \$ 44.2	24 \$ 25 \$	41.43 \$ 45.61 \$	42.62 \$ 46.97 \$	43.81 \$ 48.33 \$	45.00 49.69	•



Fiscal Year: 2025 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 6, 2024 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:

Grade	1	2	3	4	Step 5	6 7	8	9	10	Between Steps
02 \$ 02L \$	19.00 20.77		\$ 20.34 \$ \$ 22.21 \$	21.01 \$ 22.93 \$	•		3.02 \$ 23.69 5.09 \$ 25.81		25.03 27.25	
03 \$ 03L \$	20.53 22.47			22.63 \$ 24.78 \$			4.73 \$ 25.43 7.09 \$ 27.86		26.83 29.40	•
04 \$ 04L \$	21.99 24.08	\$ 22.75 S \$ 24.91 S		24.27 \$ 26.57 \$			6.55 \$ 27.31 9.06 \$ 29.89		28.83 31.55	•
05 \$ 05L \$	23.52 25.59	\$ 24.31 S \$ 26.48 S		25.89 \$ 28.26 \$			8.26 \$ 29.05 0.93 \$ 31.82		30.63 33.60	
06 \$ 06L \$	24.87 27.32			27.45 \$ 30.11 \$			0.03 \$ 30.89 2.90 \$ 33.83		32.61 35.69	
07 \$ 07L \$	26.51 28.94			29.24 \$ 31.97 \$			1.97 \$ 32.88 5.00 \$ 36.01		34.70 38.03	•
08 \$ 08L \$	28.00 30.64			30.88 \$ 33.88 \$		· ·	3.76 \$ 34.72 7.12 \$ 38.20		36.64 40.36	
09 \$ 09L \$	29.42 32.28	\$ 30.43 \$ \$ 33.38 \$	1 :	32.45 \$ 35.58 \$			5.48 \$ 36.49 8.88 \$ 39.98		38.51 42.18	•
10 \$ 10L \$	30.85 33.89	\$ 31.93 \$ \$ 35.06 \$	1 :	34.09 \$ 37.40 \$			7.33 \$ 38.41 0.91 \$ 42.08		40.57 44.42	•
11 \$ 11L \$	32.36 35.49		I - I	35.78 \$ 39.21 \$		·	9.20 \$ 40.34 2.93 \$ 44.17		42.62 46.65	•
12 \$ 12L \$	33.89 37.14		\$ 36.23 \$ \$ 39.68 \$	37.40 \$ 40.95 \$			0.91 \$ 42.08 4.76 \$ 46.03		44.42 48.57	•
13 \$ 13L \$	35.34 38.58		\$ 37.78 \$ \$ 41.38 \$	39.00 \$ 42.78 \$			2.66     \$     43.88       6.98     \$     48.38		46.32 51.18	•



2023 Fiscal Year: Service Code Definition:

CS

X06

2.5%

Effective Date: October 9, 2022 Service Codes: A15, A39

Over FY21

0603 Physicians Assistant Union/Nonunion: Union Job Series:

0620 Licensed Practical Nurse

0625 Autopsy Assistant Mortuary

0638 Recreation Therapist **DS0069** 

0644 Medical Technologist

0645 Medical Technician

0647 Diagnostic Radiolofic Technician

0649 Medical Instrument Technician

0681 Dental Assistant 0682 Dental Hygienist

0688 Sanitarian

Date of Resolution:

Resolution Number:

% Increase:

Pay Plan/Schedule:

Peoplesoft Schedule:

						Step						В	etween
Gra	de	1	2	3	4	5	6	7	8	9	10	;	Steps
	5 \$	45,673	\$ 46,914	\$ 48,155	\$ 49,396	\$ 50,637	\$ 51,878	\$ 53,119	\$ 54,360	\$ 55,601	\$ 56,842	\$	1,241
	6 \$	50,619	\$ 51,995	\$ 53,371	\$ 54,747	\$ 56,123	\$ 57,499	\$ 58,875	\$ 60,251	\$ 61,627	\$ 63,003	\$	1,376
	7 \$	54,434	\$ 55,974	\$ 57,514	\$ 59,054	\$ 60,594	\$ 62,134	\$ 63,674	\$ 65,214	\$ 66,754	\$ 68,294	\$	1,540
	8 \$	60,051	\$ 61,746	\$ 63,441	\$ 65,136	\$ 66,831	\$ 68,526	\$ 70,221	\$ 71,916	\$ 73,611	\$ 75,306	\$	1,695
	9 \$	66,081	\$ 67,955	\$ 69,829	\$ 71,703	\$ 73,577	\$ 75,451	\$ 77,325	\$ 79,199	\$ 81,073	\$ 82,947	\$	1,874
	10 \$	72,528	\$ 74,584	\$ 76,640	\$ 78,696	\$ 80,752	\$ 82,808	\$ 84,864	\$ 86,920	\$ 88,976	\$ 91,032	\$	2,056
	11 \$	79,678	\$ 81,941	\$ 84,204	\$ 86,467	\$ 88,730	\$ 90,993	\$ 93,256	\$ 95,519	\$ 97,782	\$ 100,045	\$	2,263
	12 \$	95,473	\$ 98.186	\$ 100.899	\$ 103.612	\$ 106.325	\$ 109.038	\$ 111.751	\$ 114.464	\$ 117,177	\$ 119.890	\$	2.713



Fiscal Year: 2024 Service Code Definition: Health Care Occupations

Effective Date: October 8, 2023 Service Codes: A15, A39

Union/Nonunion: Union Job Series: 0603 Physicians Assistant

0620 Licensed Practical Nurse

0625 Autopsy Assistant Mortuary

Pay Plan/Schedule:CS0638 Recreation TherapistPeoplesoft Schedule:DS00690644 Medical Technologist

0645 Medical Technician

0647 Diagnostic Radiolofic Technician 0649 Medical Instrument Technician

> 0681 Dental Assistant 0682 Dental Hygienist

0688 Sanitarian

Date of Resolution:

Resolution Number:

% Increase:

X06

3.0%

'						Step						В	etween
Gra	de	1	2	3	4	5	6	7	8	9	10	,	Steps
	5 \$	47,044	\$ 48,322	\$ 49,600	\$ 50,878	\$ 52,156	\$ 53,434	\$ 54,712	\$ 55,990	\$ 57,268	\$ 58,546	\$	1,278
	6 \$	52,135	\$ 53,553	\$ 54,971	\$ 56,389	\$ 57,807	\$ 59,225	\$ 60,643	\$ 62,061	\$ 63,479	\$ 64,897	\$	1,418
	7 \$	56,068	\$ 57,654	\$ 59,240	\$ 60,826	\$ 62,412	\$ 63,998	\$ 65,584	\$ 67,170	\$ 68,756	\$ 70,342	\$	1,586
	8 \$	61,852	\$ 63,598	\$ 65,344	\$ 67,090	\$ 68,836	\$ 70,582	\$ 72,328	\$ 74,074	\$ 75,820	\$ 77,566	\$	1,746
	9 \$	68,064	\$ 69,994	\$ 71,924	\$ 73,854	\$ 75,784	\$ 77,714	\$ 79,644	\$ 81,574	\$ 83,504	\$ 85,434	\$	1,930
	10 \$	74,703	\$ 76,821	\$ 78,939	\$ 81,057	\$ 83,175	\$ 85,293	\$ 87,411	\$ 89,529	\$ 91,647	\$ 93,765	\$	2,118
	11 \$	82,068	\$ 84,399	\$ 86,730	\$ 89,061	\$ 91,392	\$ 93,723	\$ 96,054	\$ 98,385	\$ 100,716	\$ 103,047	\$	2,331
	12 \$	98,335	\$ 101,130	\$ 103,925	\$ 106,720	\$ 109,515	\$ 112,310	\$ 115,105	\$ 117,900	\$ 120,695	\$ 123,490	\$	2,795



Fiscal Year: 2025 Service Code Definition: Health Care Occupations

October 6, 2024 Service Codes: A15, A39 Effective Date:

Union Job Series: 0603 Physicians Assistant Union/Nonunion:

0620 Licensed Practical Nurse

0625 Autopsy Assistant Mortuary

0638 Recreation Therapist DS0069 0644 Medical Technologist 0645 Medical Technician X06

0647 Diagnostic Radiolofic Technician

3.0% 0649 Medical Instrument Technician % Increase:

> 0681 Dental Assistant 0682 Dental Hygienist 0688 Sanitarian

Date of Resolution:

Resolution Number:

Pay Plan/Schedule:

Peoplesoft Schedule:

CS

					Step						В	etween
Grade	1	2	3	4	5	6	7	8	9	10		Steps
5 3	\$ 48,453	\$ 49,770	\$ 51,087	\$ 52,404	\$ 53,721	\$ 55,038	\$ 56,355	\$ 57,672	\$ 58,989	\$ 60,306	\$	1,317
6 3	\$ 53,701	\$ 55,161	\$ 56,621	\$ 58,081	\$ 59,541	\$ 61,001	\$ 62,461	\$ 63,921	\$ 65,381	\$ 66,841	\$	1,460
7 3	\$ 57,752	\$ 59,385	\$ 61,018	\$ 62,651	\$ 64,284	\$ 65,917	\$ 67,550	\$ 69,183	\$ 70,816	\$ 72,449	\$	1,633
8 3	\$ 63,709	\$ 65,507	\$ 67,305	\$ 69,103	\$ 70,901	\$ 72,699	\$ 74,497	\$ 76,295	\$ 78,093	\$ 79,891	\$	1,798
9 :	\$ 70,106	\$ 72,094	\$ 74,082	\$ 76,070	\$ 78,058	\$ 80,046	\$ 82,034	\$ 84,022	\$ 86,010	\$ 87,998	\$	1,988
10 3	\$ 76,946	\$ 79,127	\$ 81,308	\$ 83,489	\$ 85,670	\$ 87,851	\$ 90,032	\$ 92,213	\$ 94,394	\$ 96,575	\$	2,181
11 3	\$ 84,530	\$ 86,931	\$ 89,332	\$ 91,733	\$ 94,134	\$ 96,535	\$ 98,936	\$ 101,337	\$ 103,738	\$ 106,139	\$	2,401
12 3	\$ 101,288	\$ 104,166	\$ 107,044	\$ 109,922	\$ 112,800	\$ 115,678	\$ 118,556	\$ 121,434	\$ 124,312	\$ 127,190	\$	2,878

# District of Columbia Government Salary Schedule: Department of General Services Teamsters 730 Boiler Plant Operators (Union)



Fiscal Year: 2023 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 9, 2022

Union/Nonunion: Union Affected CBU/Service Code(s): AKA/B01, AKB/B01, AKB/B01

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0500

% Increase: 2.5% over FY21

Resolution Number:

					Steps					
Grade	1	2	3	4	5	6	7	8	9	10
RW-15	\$28.39	\$30.37	\$31.48	\$32.73	\$33.92	\$35.34	\$36.88	\$39.10	\$41.82	\$45.17

# District of Columbia Government Salary Schedule: Department of General Services Teamsters 730 Boiler Plant Operators (Union)



Fiscal Year: 2024 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 8, 2023

Union/Nonunion: Union Affected CBU/Service Code(s): AKA/B01, AKB/B01, AKB/B01

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0500

% Increase: 3.0%

Resolution Number:

					Steps					
Grade	1	2	3	4	5	6	7	8	9	10
RW-15	\$29.24	\$31.28	\$32.42	\$33.71	\$34.94	\$36.40	\$37.99	\$40.27	\$43.07	\$46.53

# District of Columbia Government Salary Schedule: Department of General Services Teamsters 730 Boiler Plant Operators (Union)



Fiscal Year: 2025 Service Code Definition: Maintenance, Trades, & Labor

Effective Date: October 6, 2024

Union/Nonunion: Union Affected CBU/Service Code(s): AKA/B01, AKB/B01, AKB/B01

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0500

% Increase: 3.0%

Resolution Number:

					Steps					
Grade	1	2	3	4	5	6	7	8	9	10
•										
RW-15	\$30.12	\$32.22	\$33.39	\$34.72	\$35.99	\$37.49	\$39.13	\$41.48	\$44.36	\$47.93

#### **UDC AFSCME Union Administrative Employees**

FY2023

Effective Date Union/Non Union Peoplesoft Plan Schedule Percentage Increase October 1, 2022 Union DS0095

2.5% Over FY 21

				Step						Step
	1	2	3	4	5	6	7	8	In	crement
1A	\$ 215,772									
2A	\$ 158,306	\$ 163,308	\$ 168,310	\$ 173,312	\$ 178,314	\$ 183,316	\$ 188,318	\$ 193,320	\$	5,002
2B	\$ 148,221	\$ 153,134	\$ 158,047	\$ 162,960	\$ 167,873	\$ 172,786	\$ 177,699	\$ 182,612	\$	4,913
03	\$ 125,165	\$ 130,082	\$ 134,999	\$ 139,916	\$ 144,833	\$ 149,750	\$ 154,667	\$ 159,584	\$	4,917
04	\$ 110,993	\$ 115,245	\$ 119,497	\$ 123,749	\$ 128,001	\$ 132,253	\$ 136,505	\$ 140,757	\$	4,252
05	\$ 99,124	\$ 102,886	\$ 106,648	\$ 110,410	\$ 114,172	\$ 117,934	\$ 121,696	\$ 125,458	\$	3,762
06	\$ 93,243	\$ 96,901	\$ 100,559	\$ 104,217	\$ 107,875	\$ 111,533	\$ 115,191	\$ 118,849	\$	3,658
07	\$ 84,221	\$ 87,476	\$ 90,731	\$ 93,986	\$ 97,241	\$ 100,496	\$ 103,751	\$ 107,006	\$	3,255
08	\$ 76,579	\$ 79,512	\$ 82,445	\$ 85,378	\$ 88,311	\$ 91,244	\$ 94,177	\$ 97,110	\$	2,933
09	\$ 64,229	\$ 66,691	\$ 69,153	\$ 71,615	\$ 74,077	\$ 76,539	\$ 79,001	\$ 81,463	\$	2,462
10	\$ 58,288	\$ 60,538	\$ 62,788	\$ 65,038	\$ 67,288	\$ 69,538	\$ 71,788	\$ 74,038	\$	2,250
11	\$ 53,310	\$ 55,308	\$ 57,306	\$ 59,304	\$ 61,302	\$ 63,300	\$ 65,298	\$ 67,296	\$	1,998
12	\$ 48,631	\$ 50,494	\$ 52,357	\$ 54,220	\$ 56,083	\$ 57,946	\$ 59,809	\$ 61,672	\$	1,863
13	\$ 44,098	\$ 45,776	\$ 47,454	\$ 49,132	\$ 50,810	\$ 52,488	\$ 54,166	\$ 55,844	\$	1,678
14	\$ 39,762	\$ 41,311	\$ 42,860	\$ 44,409	\$ 45,958	\$ 47,507	\$ 49,056	\$ 50,605	\$	1,549
15	\$ 34,335	\$ 35,625	\$ 36,915	\$ 38,205	\$ 39,495	\$ 40,785	\$ 42,075	\$ 43,365	\$	1,290

#### **UDC AFSCME Union Administrative Employees**

FY2024

Effective Date October 1, 2023
Union/Non Union Union
Peoplesoft Plan Schedule DS0095
Percentage Increase 3.0%

				Step						Step
	1	2	3	4	5	6	7	8	In	crement
1A	\$ 222,245									
2A	\$ 163,055	\$ 168,207	\$ 173,359	\$ 178,511	\$ 183,663	\$ 188,815	\$ 193,967	\$ 199,119	\$	5,152
2B	\$ 152,669	\$ 157,729	\$ 162,789	\$ 167,849	\$ 172,909	\$ 177,969	\$ 183,029	\$ 188,089	\$	5,060
03	\$ 128,918	\$ 133,983	\$ 139,048	\$ 144,113	\$ 149,178	\$ 154,243	\$ 159,308	\$ 164,373	\$	5,065
04	\$ 114,321	\$ 118,701	\$ 123,081	\$ 127,461	\$ 131,841	\$ 136,221	\$ 140,601	\$ 144,981	\$	4,380
05	\$ 102,097	\$ 105,972	\$ 109,847	\$ 113,722	\$ 117,597	\$ 121,472	\$ 125,347	\$ 129,222	\$	3,875
06	\$ 96,043	\$ 99,810	\$ 103,577	\$ 107,344	\$ 111,111	\$ 114,878	\$ 118,645	\$ 122,412	\$	3,767
07	\$ 86,750	\$ 90,102	\$ 93,454	\$ 96,806	\$ 100,158	\$ 103,510	\$ 106,862	\$ 110,214	\$	3,352
08	\$ 78,876	\$ 81,897	\$ 84,918	\$ 87,939	\$ 90,960	\$ 93,981	\$ 97,002	\$ 100,023	\$	3,021
09	\$ 66,155	\$ 68,691	\$ 71,227	\$ 73,763	\$ 76,299	\$ 78,835	\$ 81,371	\$ 83,907	\$	2,536
10	\$ 60,035	\$ 62,353	\$ 64,671	\$ 66,989	\$ 69,307	\$ 71,625	\$ 73,943	\$ 76,261	\$	2,318
11	\$ 54,909	\$ 56,967	\$ 59,025	\$ 61,083	\$ 63,141	\$ 65,199	\$ 67,257	\$ 69,315	\$	2,058
12	\$ 50,093	\$ 52,011	\$ 53,929	\$ 55,847	\$ 57,765	\$ 59,683	\$ 61,601	\$ 63,519	\$	1,918
13	\$ 45,422	\$ 47,150	\$ 48,878	\$ 50,606	\$ 52,334	\$ 54,062	\$ 55,790	\$ 57,518	\$	1,728
14	\$ 40,953	\$ 42,549	\$ 44,145	\$ 45,741	\$ 47,337	\$ 48,933	\$ 50,529	\$ 52,125	\$	1,596
15	\$ 35,364	\$ 36,693	\$ 38,022	\$ 39,351	\$ 40,680	\$ 42,009	\$ 43,338	\$ 44,667	\$	1,329

#### **UDC AFSCME Union Administrative Employees**

FY2025

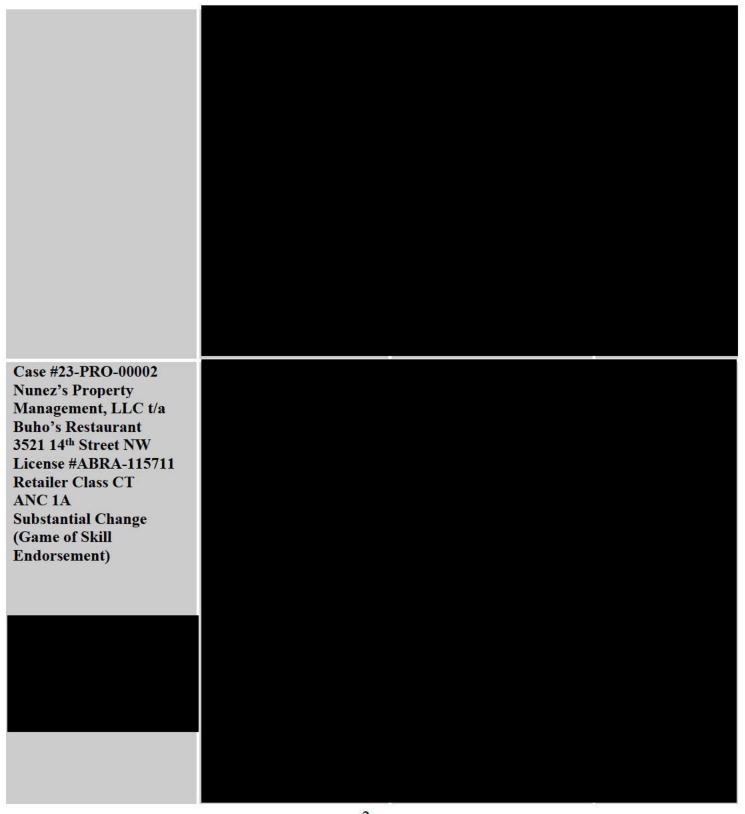
Effective Date October 1, 2024
Union/Non Union Union
Peoplesoft Plan Schedule DS0095
Percentage Increase 3.0%

				Step						Step
	1	2	3	4	5	6	7	8	In	crement
1A	\$ 228,912									
2A	\$ 167,945	\$ 173,252	\$ 178,559	\$ 183,866	\$ 189,173	\$ 194,480	\$ 199,787	\$ 205,094	\$	5,307
2B	\$ 157,248	\$ 162,460	\$ 167,672	\$ 172,884	\$ 178,096	\$ 183,308	\$ 188,520	\$ 193,732	\$	5,212
03	\$ 132,785	\$ 138,002	\$ 143,219	\$ 148,436	\$ 153,653	\$ 158,870	\$ 164,087	\$ 169,304	\$	5,217
04	\$ 117,752	\$ 122,263	\$ 126,774	\$ 131,285	\$ 135,796	\$ 140,307	\$ 144,818	\$ 149,329	\$	4,511
05	\$ 105,161	\$ 109,152	\$ 113,143	\$ 117,134	\$ 121,125	\$ 125,116	\$ 129,107	\$ 133,098	\$	3,991
06	\$ 98,924	\$ 102,804	\$ 106,684	\$ 110,564	\$ 114,444	\$ 118,324	\$ 122,204	\$ 126,084	\$	3,880
07	\$ 89,351	\$ 92,804	\$ 96,257	\$ 99,710	\$ 103,163	\$ 106,616	\$ 110,069	\$ 113,522	\$	3,453
08	\$ 81,241	\$ 84,353	\$ 87,465	\$ 90,577	\$ 93,689	\$ 96,801	\$ 99,913	\$ 103,025	\$	3,112
09	\$ 68,140	\$ 70,752	\$ 73,364	\$ 75,976	\$ 78,588	\$ 81,200	\$ 83,812	\$ 86,424	\$	2,612
10	\$ 61,838	\$ 64,225	\$ 66,612	\$ 68,999	\$ 71,386	\$ 73,773	\$ 76,160	\$ 78,547	\$	2,387
11	\$ 56,555	\$ 58,675	\$ 60,795	\$ 62,915	\$ 65,035	\$ 67,155	\$ 69,275	\$ 71,395	\$	2,120
12	\$ 51,594	\$ 53,570	\$ 55,546	\$ 57,522	\$ 59,498	\$ 61,474	\$ 63,450	\$ 65,426	\$	1,976
13	\$ 46,784	\$ 48,564	\$ 50,344	\$ 52,124	\$ 53,904	\$ 55,684	\$ 57,464	\$ 59,244	\$	1,780
14	\$ 42,181	\$ 43,825	\$ 45,469	\$ 47,113	\$ 48,757	\$ 50,401	\$ 52,045	\$ 53,689	\$	1,644
15	\$ 36,428	\$ 37,796	\$ 39,164	\$ 40,532	\$ 41,900	\$ 43,268	\$ 44,636	\$ 46,004	\$	1,368

#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 9, 2022

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00001 Southeast Restaurant Group LLC t/a DCity Smokehouse 203 Florida Ave NW License #ABRA-098368 Retailer Class CT ANC 5E License Renewal			

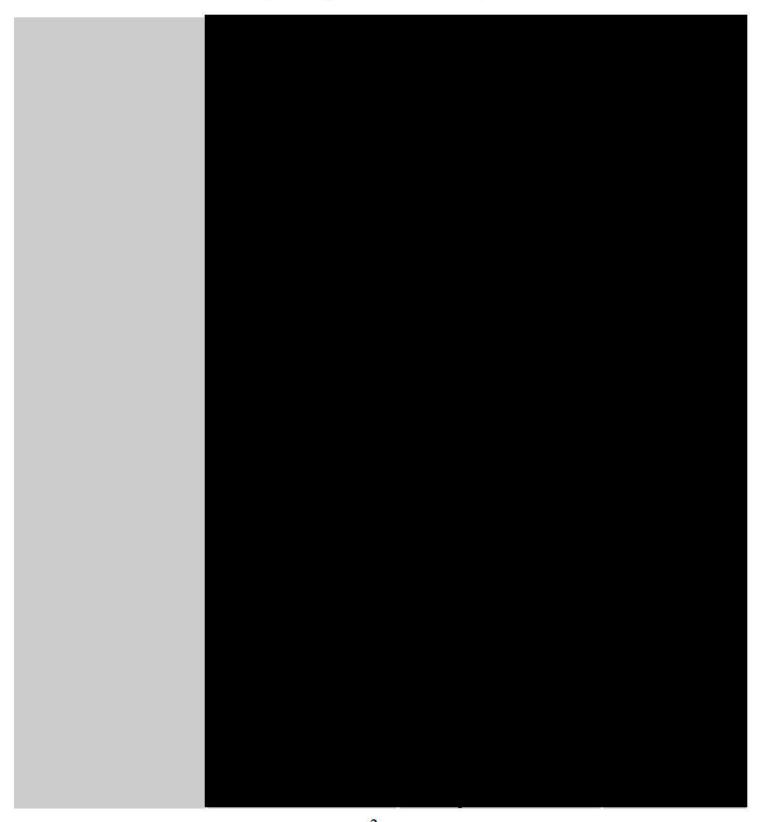
#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 9, 2022



#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 9, 2022



<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case # 23-PRO-00003 Kittrell, Edith Mae & Jessie L t/a Vegas Lounge 1415 P Street NW License #ABRA-001273 Retailer Class CN ANC 2F License Renewal			





#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 23, 2023

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00004 Buddy's Inc. t/a Buddy's DC 3234 11 <sup>th</sup> Street NW License #ABRA-123008 Retailer Class CT ANC 1A License Renewal			
Case #23-PRO-00005			
AKC Briceno LLC t/a Taqueria Rosticeria Fresca 701 H Street NE			

## ROLL CALL HEARING RESULTS MONDAY, JANUARY 23, 2023

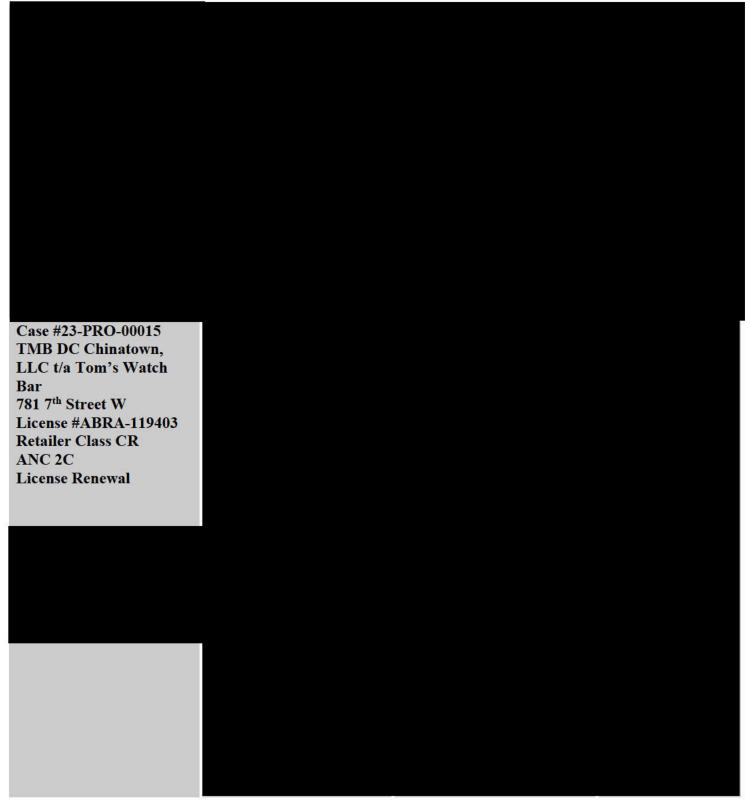
License #ABRA-104296 Retailer Class CR		
ANC 6C Substantial Change		

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00010 S&S U Street, LLC t/a Sports & Social 1314 U Street NW License #ABRA-12318 Retailer Class CR ANC 1B New License Application			



<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00009 Toro Bar Corporation t/a Toro Bar 3708 14 <sup>th</sup> Street NW License #ABRA-092074 Retailer Class CT ANC 4C License Renewal			

Case #23-PRO-00012 Union Hospitality Group, LLC t/a Union Oyster Bar & Lounge 501 Morse Street NE License #ABRA-110747		
Retailer Class CR ANC 5D		
License Renewal		
Case #23-PRO-00013 Hann's Harvard Inc. t/a Harvard Liquors 2901 Sherman Ave NW License #ABRA-114547 Retailer Class A Liquor Store ANC 1B		
Substantial Change	2	



## (Hearings Held Via WebEx)

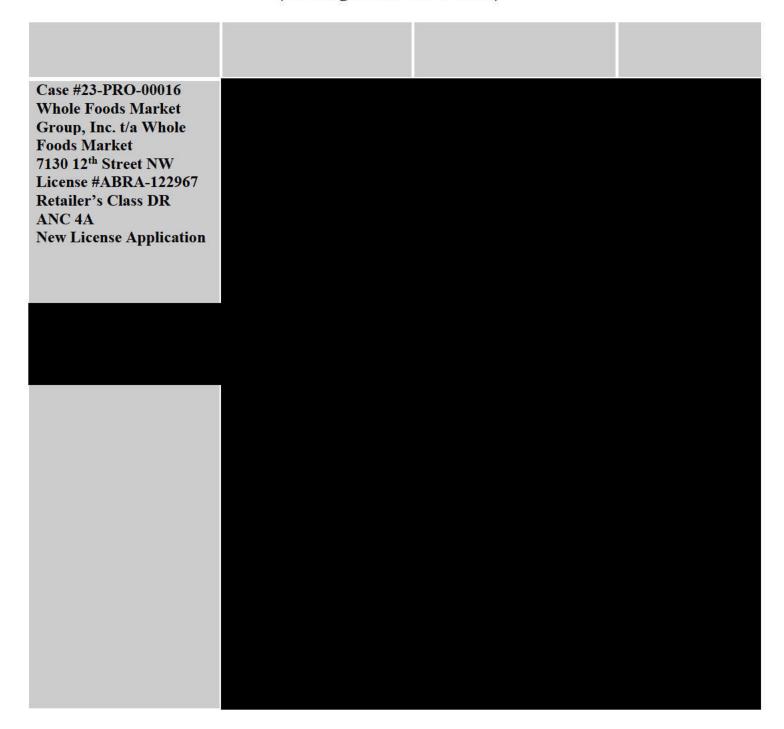
Case #23-PRO-00014 DMT Group, LLC t/a Barcode 1101 17th Street NW License #ABRA-115593 Retailer Class CT ANC 2C **Substantial Change** 



## ROLL CALL HEARING RESULTS MONDAY, FEBRUARY 27, 2023

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00017 Whole Foods Market Group, Inc. t/a Whole Foods Market 7130 12th Street NW License #ABRA-122966 Retailer's Class "B" Full- Service Grocery Store ANC 4A New License Application	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

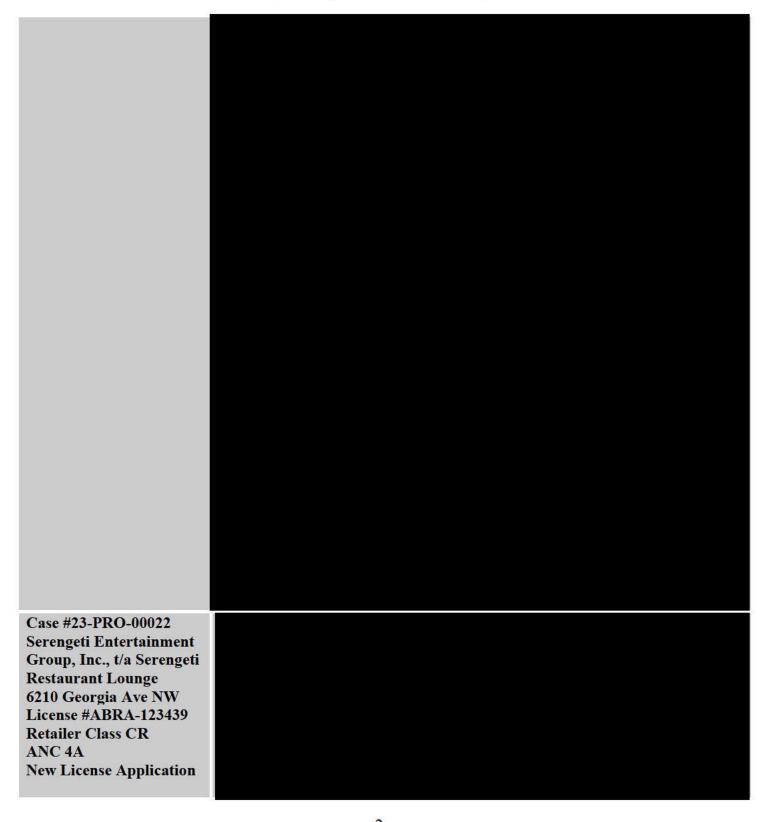
#### ROLL CALL HEARING RESULTS MONDAY, FEBRUARY 27, 2023



## ROLL CALL HEARING RESULTS MONDAY, MARCH 13, 2023

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00021 Maydan, LLC t/a			
Maydan 1346 Florida Ave NW License #ABRA-106450			
Retailer Class CT ANC 1B			
Petition to Amend or Terminate Settlement			
Agreement			
	Ī		

#### ROLL CALL HEARING RESULTS MONDAY, MARCH 13, 2023



# ROLL CALL HEARING RESULTS MONDAY, MARCH 13, 2023

Case #23-PRO-00023		
TB NoMa, LLC t/a Ted's Bulletin 1005 First Street NE License #ABRA-123609		
Retailer Class CR ANC 6E New License Application		

#### ROLL CALL HEARING RESULTS MONDAY, MARCH 13, 2023



## ROLL CALL HEARING RESULTS MONDAY, MARCH 20, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00029 Dog Daze DC, LLC t/a Dog Daze 1100 Rhode Island Ave NW License #ABRA-123636 Retailer Class CT ANC 2F New License Application			
Case #23-PRO-00024 Kyojin Restaurant Group, LLC t/a Kyojin Sushi 3315 Cady's Alley NW, Suite B License #123645 Retailer Class CR ANC 2E			

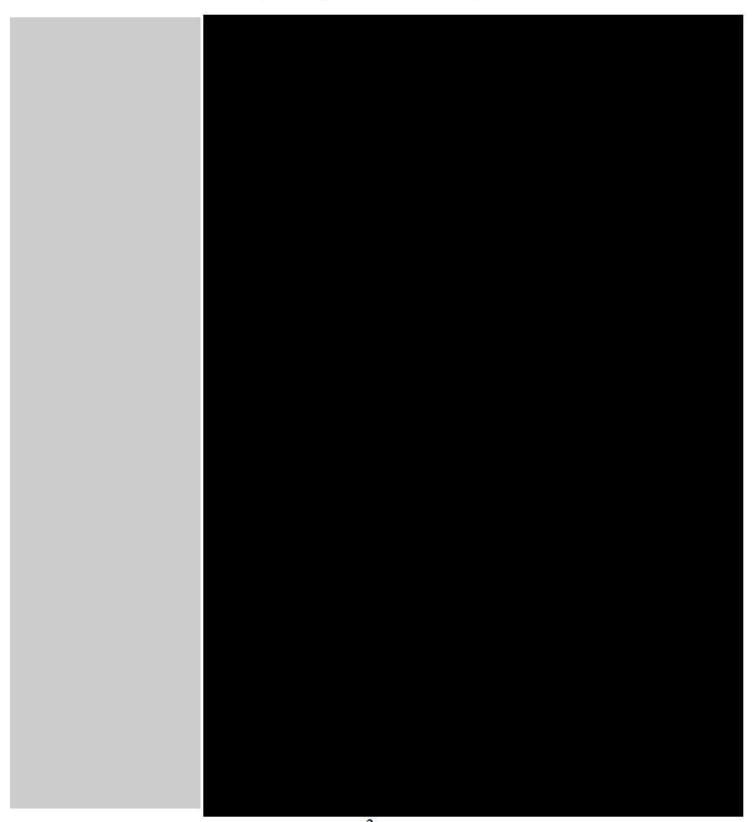
## ROLL CALL HEARING RESULTS MONDAY, MARCH 20, 2023

New License Application		
20.00		

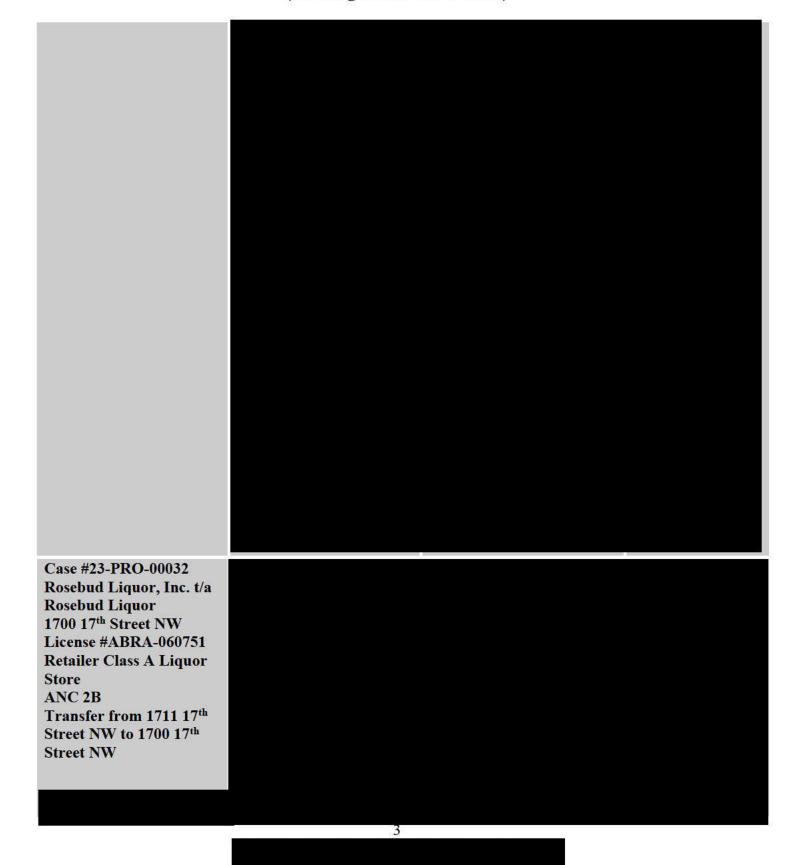
#### ROLL CALL HEARING RESULTS MONDAY, MARCH 27, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00031 Play DC Restaurant & Lounge, LLC t/a PlayDC Restaurant & Lounge 1541 7th Street NW License #ABRA-112274 Retailer Class CT ANC 2G License Renewal			
	1		

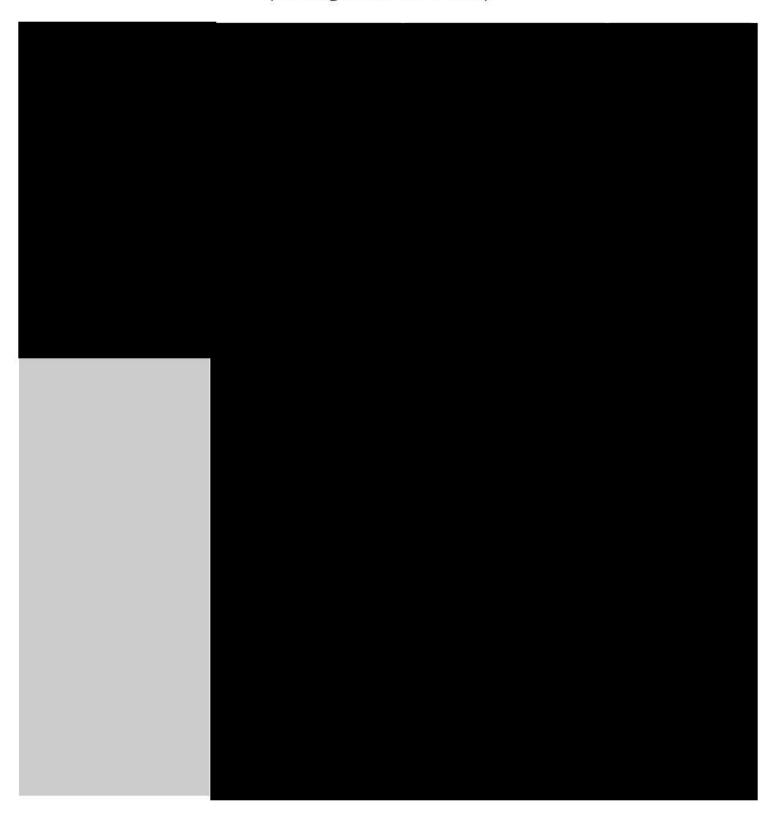
## ROLL CALL HEARING RESULTS MONDAY, MARCH 27, 2023



#### ROLL CALL HEARING RESULTS MONDAY, MARCH 27, 2023



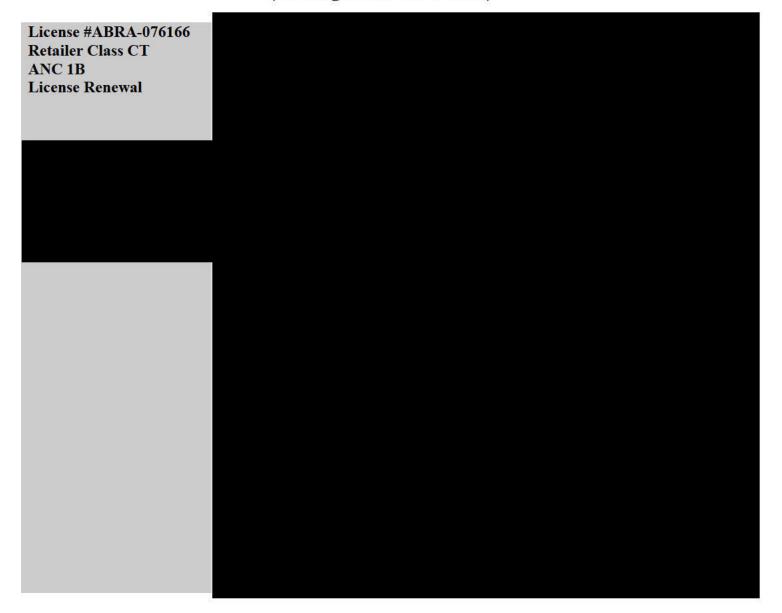
# ROLL CALL HEARING RESULTS MONDAY, MARCH 27, 2023



## ROLL CALL HEARING RESULTS MONDAY, APRIL 3, 2023

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00033 Big Chief DC, LLC t/a Slice & Pie/Lucy 2221 14 <sup>th</sup> Street NW License #ABRA-118631 Retailer Class CT ANC 1B Substantial Change			
Case #23-PRO-00034			
2007 14 <sup>th</sup> Street Productions, LLC t/a The Owl Room 2007 14 <sup>th</sup> Street NW			
	Ī		

#### ROLL CALL HEARING RESULTS MONDAY, APRIL 3, 2023



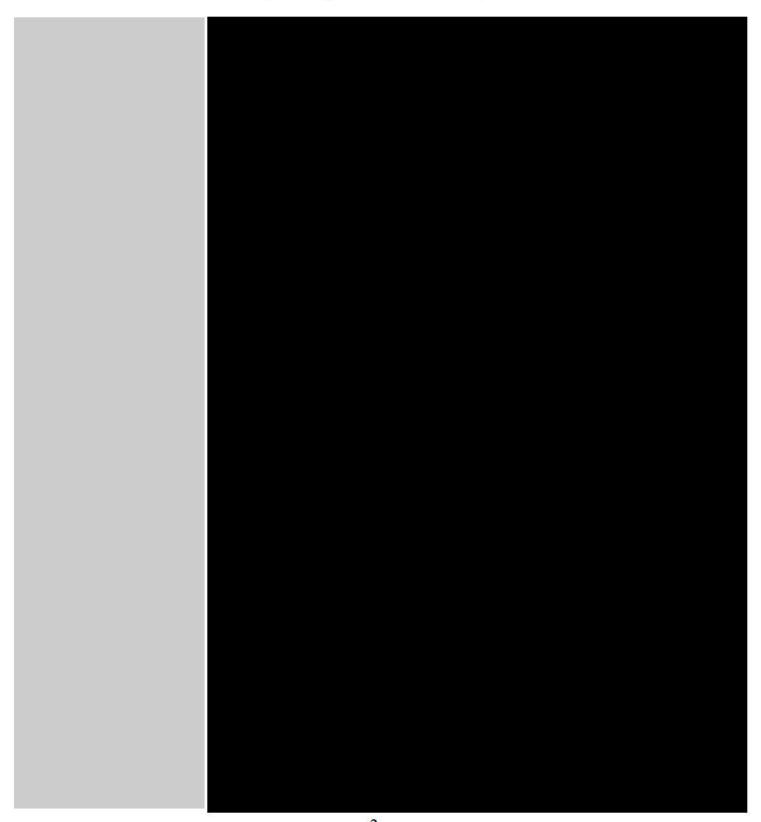
## ROLL CALL HEARING RESULTS MONDAY, APRIL 10, 2023

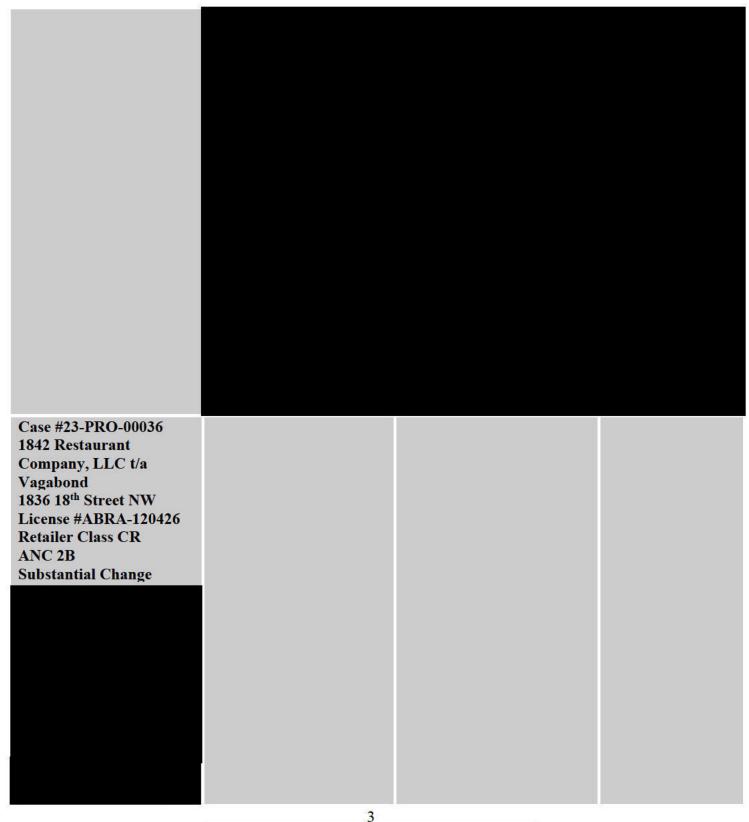
<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00030 Sonesta DC Hotel LLC t/a The Royal Sonesta Capitol Hill 20 Massachusetts Ave NW License #ABRA-123801 Retailer Class CH ANC 6C New Application			
Case #23-PRO-00035			
DNA Lounge, LLC t/a DNA Social House			

## ROLL CALL HEARING RESULTS MONDAY, APRIL 10, 2023

1102 U Street NW			
Retailer Class CT			
ANC 1B			
Substantial Change			

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00025 Ten Ten, Inc. t/a G.O.A.T. Room 1010 Massachusetts Ave NW License #ABRA-123802 Retailer Class CR ANC 2C New Application			
	1		





#### (Hearings Held Via WebEx)

23-PRO-00037 **NOAH Limited Liability** Company t/a Boulevard Lounge 6233 Georgia Ave NW License #ABRA-115385 Retailer Class CT ANC 4B **Substantial Change** Case #23-PRO-00038 **Uncaged Mimosas, LLC** t/a Uncaged Mimosas 300 Florida Ave NW License #ABRA-120889 **Retailer Class CT** 

ANC 5E License Renewal		
Case #23-PRO-00026 Sandlot, LLC t/a Sandlot		
Georgetown 2715 Pennsylvania Ave NW		
License #ABRA-123640		

Retailer Class CT ANC 2E New Application		

## ROLL CALL HEARING RESULTS MONDAY, APRIL 24, 2023

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00039 Kaza Lounge, LLC t/a Medusa Lounge 2632 Georgia Ave NW #2 License #ABRA-121559 Retailer Class CT ANC 1E License Renewal			

## ROLL CALL HEARING RESULTS MONDAY, MAY 22, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00046 TWB DC Chinatown, LLC t/a Tom's Watch Bar 781 7th Street NW License #ABRA-119403 Retailer Class CR ANC 2C Substantial Change	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

## ROLL CALL HEARING RESULTS MONDAY, MAY 22, 2023

Case #23-PRO-00047			
1547 7th Ventures, LLC			
t/a Ambar			
1547-1549 7th Street NW			
License #ABRA-100804 Retailer Class CR			
ANC 2G			
License Renewal			

#### ROLL CALL HEARING RESULTS TUESDAY, MAY 30, 2023

## (Hearings Held Via WebEx)

## NO ROLL CALL HEARINGS HELD

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

#### ROLL CALL HEARING RESULTS TUESDAY, MAY 30, 2023

## (Hearings Held Via WebEx)

#### NO ROLL CALL HEARINGS HELD

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

#### ROLL CALL HEARING RESULTS MONDAY, JUNE 5, 2023

## (Hearings Held Via WebEx)

## NO ROLL CALL HEARINGS HELD

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

1

## ROLL CALL HEARING RESULTS TUESDAY, JUNE 20, 2023

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00049 Diggs Foundation LLC t/a Krave Restaurant & Lounge 1736 Connecticut Ave NW License #ABRA-124428 Retailer Class CT ANC 2B New License Application			
	1		

#### ROLL CALL HEARING RESULTS TUESDAY, JUNE 20, 2023

## (Hearings Held Via WebEx)

Case #23-PRO-00050 I Egg You CH, LLC t/a I Egg You 517 8th Street SE License #ABRA-124054 Retailer Class CR ANC 6B **New License Application** 

#### ROLL CALL HEARING RESULTS TUESDAY, JUNE 20, 2023

## ROLL CALL HEARING RESULTS MONDAY, JULY 3, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00051 BA Frontier LLC t/a			
Bozzelli's Italian Deli			
3000 K Street NW License #ABRA-118868			
Retailer Class DR ANC 2E			
Substantial Change			
	ï		

## ROLL CALL HEARING RESULTS MONDAY, JULY 3, 2023

Case #23-PRO-00052		
E and K, Inc. t/a Champion Kitchen		
7730 Georgia Ave NW License #ABRA-103055 Retailer Class CR		
ANC 4A Substantial Change		

## ROLL CALL HEARING RESULTS MONDAY, JULY 3, 2023

Case #23-PRO-00053		
In Stereo, LLC t/a Trade		
1410 14th Street NW		
License #ABRA-099229		
Retailer Class CT		
ANC 2F		
Substantial Change		

## ROLL CALL HEARING RESULTS MONDAY, JULY 17, 2023

## (Hearings Held Via WebEx)

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<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00054 SRG Phase2, LLC t/a Kinfolk Southern Kitchen 685 & 695 Wharf Street SW License #ABRA-124085 Retailer Class CR ANC 6D New License Application	PROTESTANT(S)	STANDING	FROTEST ISSUE(S)

## ROLL CALL HEARING RESULTS MONDAY, JULY 31, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00059 Kitchencray H, LLC t/a Kitchen Cray 1301 H Street NE ABRA-113864 Retailer Class CR ANC 6A Substantial Change			
	1	8	

#### ROLL CALL HEARING RESULTS MONDAY, JULY 31, 2023

## (Hearings Held Via WebEx)

Case #23-PRO-00060 Kaza Lounge, LLC t/a Medusa Lounge 2632 Georgia Ave NW #2 ABRA-121559 **Retailer Class CT** ANC 1E

#### ROLL CALL HEARING RESULTS MONDAY, JULY 31, 2023



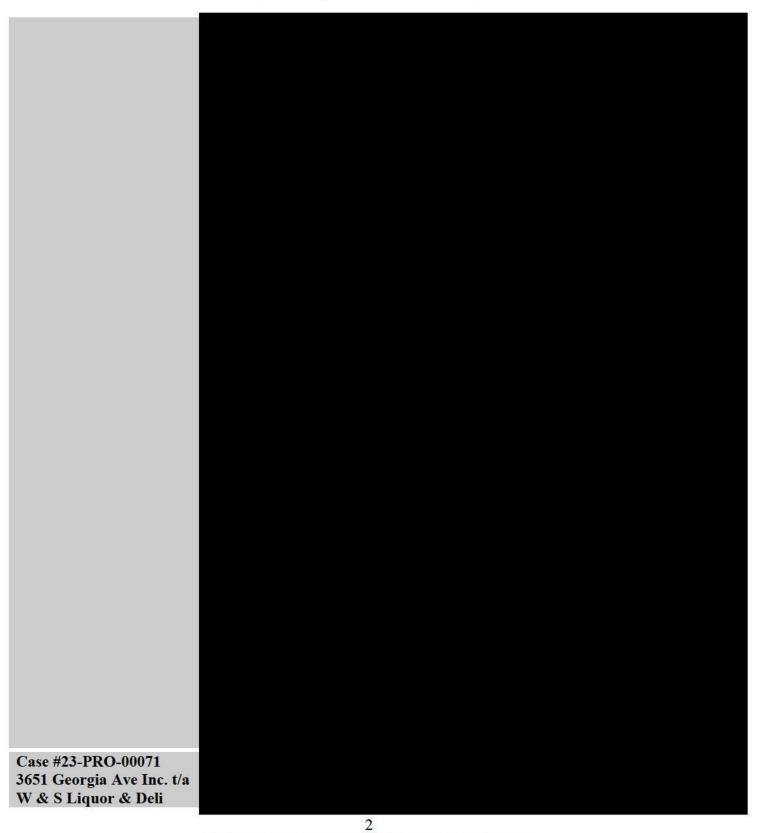
#### ROLL CALL HEARING BRIEFING TUESDAY, SEPTEMBER 5, 2023

#### NO ROLL CALL HEARINGS SCHEDULED

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

4

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00061 Momentux Hospitality, LLC t/a Rush 1023 9 <sup>th</sup> Street NW #101 License #ABRA-125250 Retailer Class CT ANC 1B New Application			





<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00065 HB Potomac, LLC t/a Tinette's 71 Potomac Ave SE License #ABRA-125278 Retailer Class CT (Tavern) ANC 8F New Application			

### ROLL CALL HEARING RESULTS MONDAY, OCTOBER 2, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00076 Little Chicken II, LLC t/a Little Chicken 11 Pearl Street SW License #ABRA-125376 Retailer Class CR (restaurant) ANC 6D New Application			

#### ROLL CALL HEARING BRIEFING TUESDAY, OCTOBER 10, 2023

## NO ROLL CALL HEARINGS

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

#### ROLL CALL HEARING BRIEFING MONDAY, OCTOBER 16, 2023

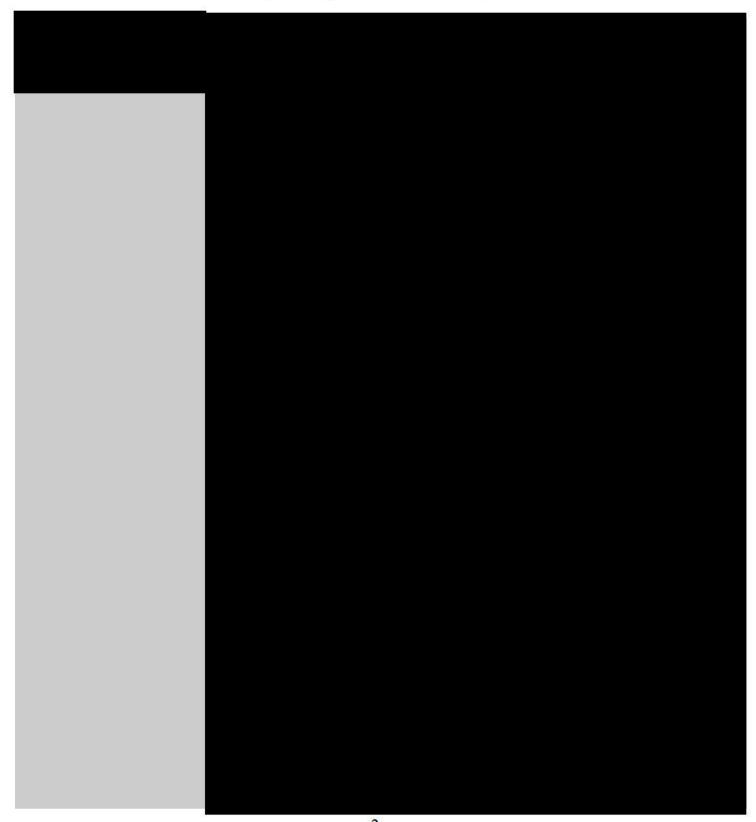
## NO ROLL CALL HEARINGS

## (Hearings Held Via WebEx)

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

1

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00077 Zingo Pizzeria LLC t/a Minya's Pizza 1932 9 <sup>th</sup> Street NW License #ABRA-125665 Retailer Class CR (Restaurant) ANC 1B New Application			
Case #23-PRO-00078 Iraklion, LLC t/a			
Iraklion 1412 I Street NW License #ABRA-116082 Retailer Class CN			
	. I		





#### ROLL CALL HEARING BRIEFING MONDAY, OCTOBER 30, 2023

## NO ROLL CALL HEARINGS

## (Hearings Held Via WebEx)

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

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#### ROLL CALL HEARING BRIEFING MONDAY, NOVEMBER 6, 2023

## (Hearings Held Via WebEx)

## NO ROLL CALL HEARING HELD

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
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# ROLL CALL HEARING RESULTS MONDAY, NOVEMBER 13, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00081 Omega Ventures, Inc. t/a Alabama Convenience 2209 Alabama Ave SE License #ABRA-104330 Retailer Class B ANC 8E License Renewal			

# ROLL CALL HEARING RESULTS MONDAY, NOVEMBER 20, 2023

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00083 VooDoo DC, LLC t/a VooDoo 1334 U Street NW License #ABRA-126026 Retailer Class CT ANC 1B New License Application			

# ROLL CALL HEARING RESULTS MONDAY, NOVEMBER 27, 2023

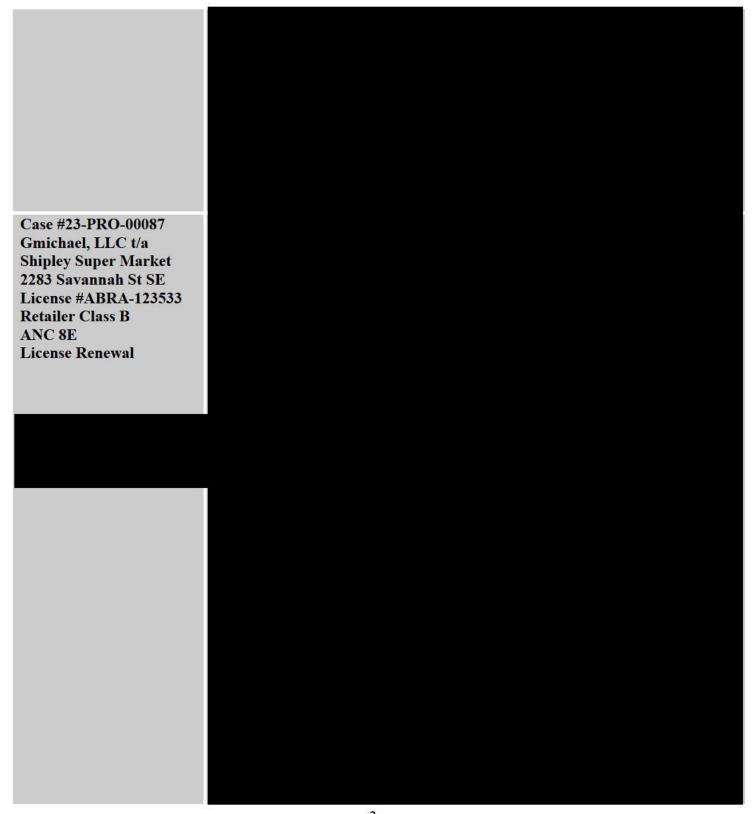
## NO ROLL CALL HEARINGS HELD

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00080 YD Progress, LLC t/a Lucky Corner Store 5433 Georgia Ave NW License #ABRA-093115 Retailer Class B ANC 4D License Renewal			
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#### (Hearings Held Via WebEx)

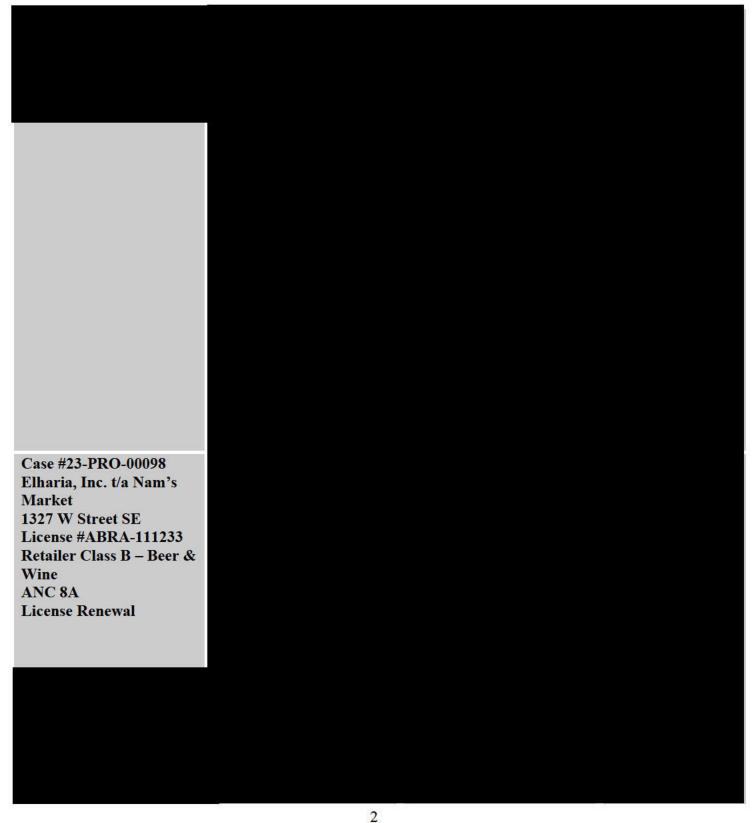
Case #23-PRO-00084 Aki & Muller Corporation t/a Wheeler Market 4133 Wheeler Road SE License #ABRA-088835 Retailer Class B -Grocery ANC 8C License Renewal Case #23-PRO-00085 Liff's Market, LLC t/a Liff's Market 600 Alabama Ave SE License #ABRA-088858 Retailer Class B -Grocery ANC 8C License Renewal



Case #23-PRO-00091 Solo Entertainment, LLC t/a Celavi		
1901 9 <sup>th</sup> Street NW License #ABRA-126215 Retailer Class CT		
ANC 1B New Application		



ESTABLISHMENT  Case #23-PRO-00084 Aki & Muller Corporation t/a Wheeler Market 4133 Wheeler Road SE License #ABRA-088835 Retailer Class B – Grocery	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Aki & Muller Corporation t/a Wheeler Market 4133 Wheeler Road SE License #ABRA-088835 Retailer Class B –			
ANC 8C License Renewal			
Case #23-PRO-00097			
Addis Incorporated t/a King Convenience Store 1535 U Street SE License #ABRA 089932 Retailer Class B – Grocery ANC 8A License Renewal			



### (Hearings Held Via WebEx)

Case #23-PRO-00088 Shaw Howard Deli, LLC t/a Shaw Howard Deli 1911 7th Street NW License #ABRA-095169 Retailer Class B ANC 1B License Renewal



<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
23-PRO-00090 NAI Saturn Eastern, LLC /a Safeway 1701 Corcoran St NW License #ABRA-105295 Retailer Class B – Grocery ANC 2B License Renewal			

#### (Hearings Held Via WebEx)

23-PRO-00099 NAI Saturn Eastern, LLC t/a Safeway 1100 4th Street SW License #ABRA-097697 Retailer Class B -Grocery ANC 6D License Renewal 23-PRO-00096 DC Market, Inc. t/a DC Food Market 2200 16th Street SE License #ABRA-106932 Retailer Class B -Grocery

ANC 8A License Renewal	
Case #23-PRO-00100	
Team Columbia, LLC t/a TBD	
1817 Columbia Road NW License #ABRA-126251	
Retailer Class C -	
Restaurant ANC 1C	
New Application	



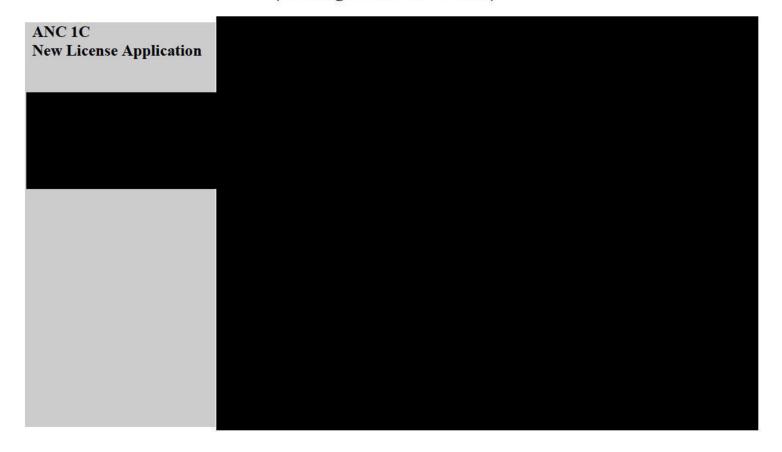
#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 22, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #23-PRO-00105 Hen Quarter, LLC t/a Hen Quarter Riverpoint DC 2121 First Street SW License #ABRA-124468 Retailer Class CR ANC 6D New License Application			
Case #23-PRO-00108			
1107 Safi, LLC t/a O'Kabul Street Food & Restaurant 101 Rhode Island Ave NW			
License #ABRA-126820 Retailer Class CR ANC 5E New License Application			
The Market State of the State o			

#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 22, 2024

Case #24-PRO-00001 Chopsmith, LLC t/a Chopsmith 300 M Street NE License #ABRA-126412 Retailer Class CT ANC 6C New License Application		
Case #24-PRO-00002 Dawit LLC t/a 1922 Lounge 1922 9th Street NW License #ABRA-126827 Retailer Class CT		

#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 22, 2024



### ROLL CALL HEARING RESULTS MONDAY, MARCH 25, 2024

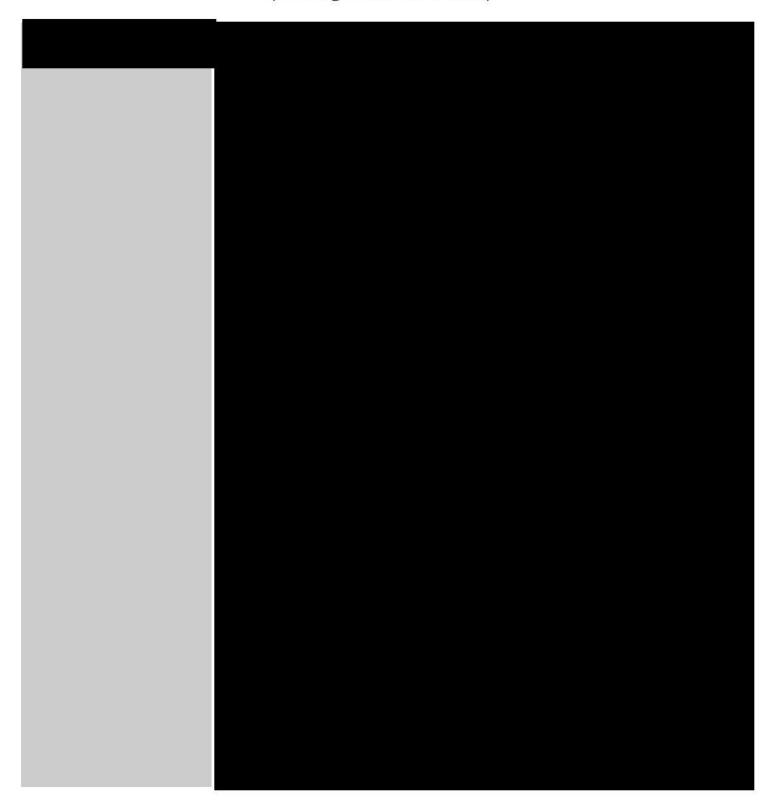
<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00016 Jemal's Georgetown 31st Street, LLC t/a Canal House Georgetown 1023 31st Street NW License #ABRA-127277 Retailer Class CH ANC 2A New Application			

### ROLL CALL HEARING RESULTS MONDAY, MARCH 25, 2024



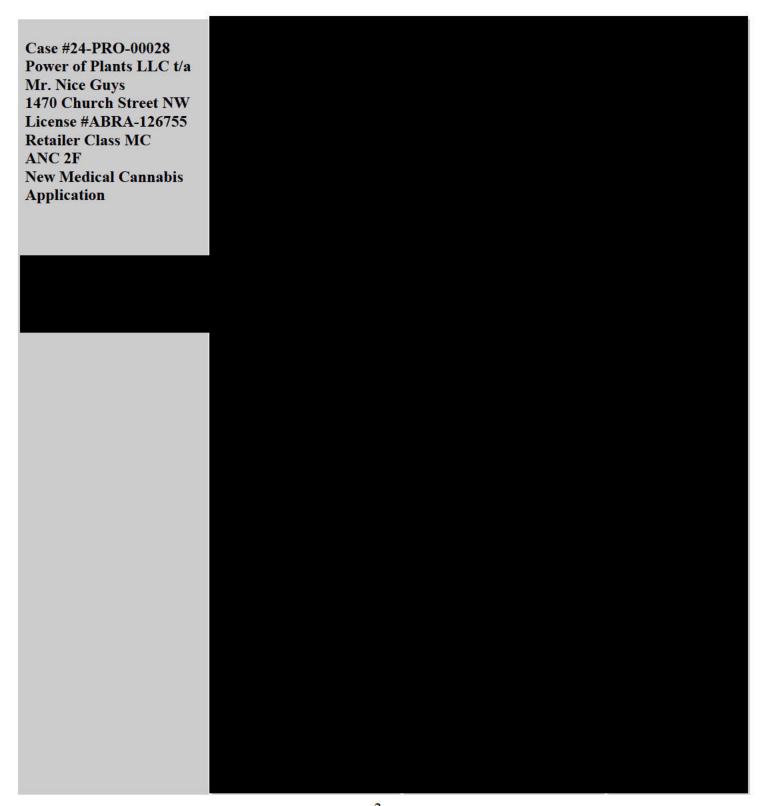
<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00024 Hen Quarter, LLC t/a Hen Quarter Riverpoint DC 2121 First Street SW License #ABRA-124468 Retailer Class CR ANC 6D Substantial Change			
C. WAA BBO 0002			
Case #24-PRO-0002 DC Sushi, LLC t/a Mita Ethio Japan Café 703 Kennedy Street NW	1		

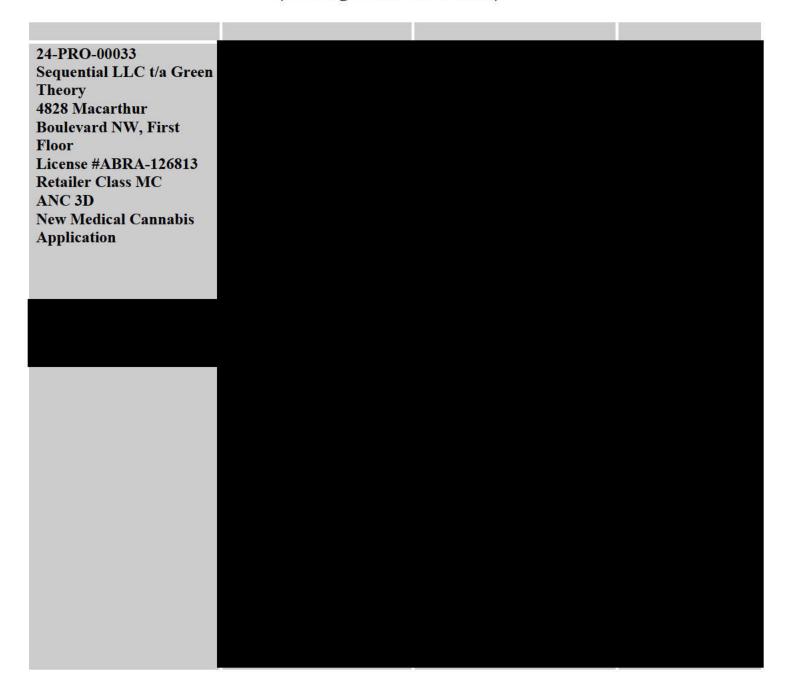
License #ABRA-127241 Retailer Class CT		
ANC 4D Transfer to New Location		
Case #24-PRO-00027		
Billy Hicks Georgetown, LLC t/a Billy Hicks		
3277 M Street NW		
License #ABRA-127289 Retailer Class CR		
ANC 2E New Application		



<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00030 M. J. Jennings Enterprise LLC t/a Relva 311 H Street NW License #ABRA-127296 Retailer Class MC ANC 6E New Medical Cannabis Retailer Application			







## ROLL CALL HEARING RESULTS MONDAY, MAY 13, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00038 V14 Investments, LLC t/a V Street Lounge 2100 14 <sup>th</sup> Street NW License #ABRA-127779 Retailer Class CT ANC 1B New Application (with			
Case #24-PRO-00037 Trader Joe's East, Inc. t/a Trader Joe's #819 5335 Wisconsin Ave NW License #ABRA-127703 Retailer Class B (full- service grocery store) ANC 3E New Application (with tasting permit)			
	1		

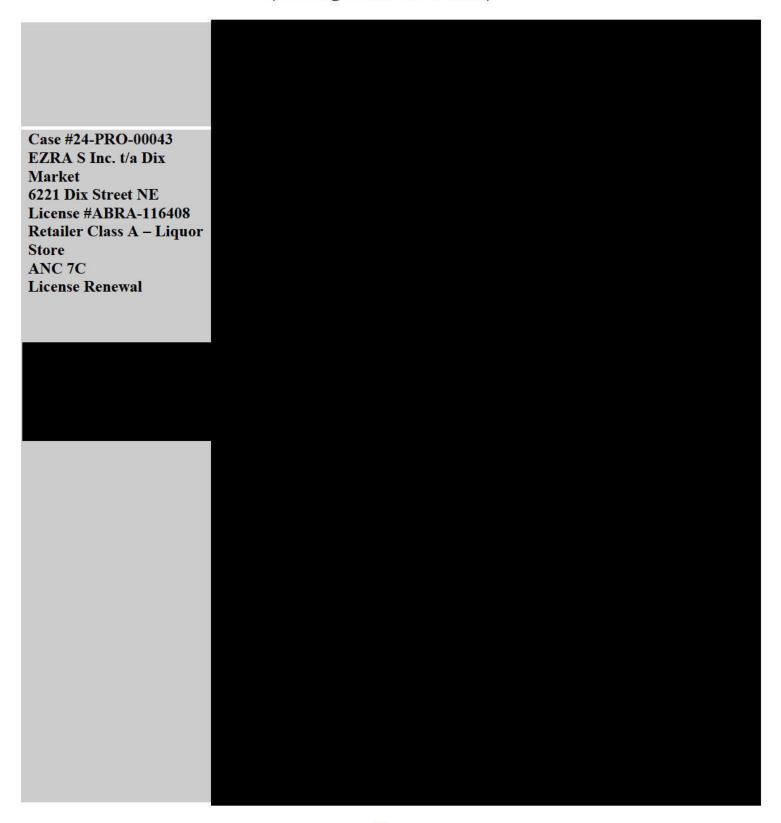
## ROLL CALL HEARING RESULTS MONDAY, MAY 13, 2024

Case #24-PRO-00036			
Rayan, Inc. t/a Columbia Height Market			
3459 14th Street NW			
License #ABRA-127497 Medical Cannabis			
Retailer (MC)			
ANC 1A			
New Medical Cannabis			

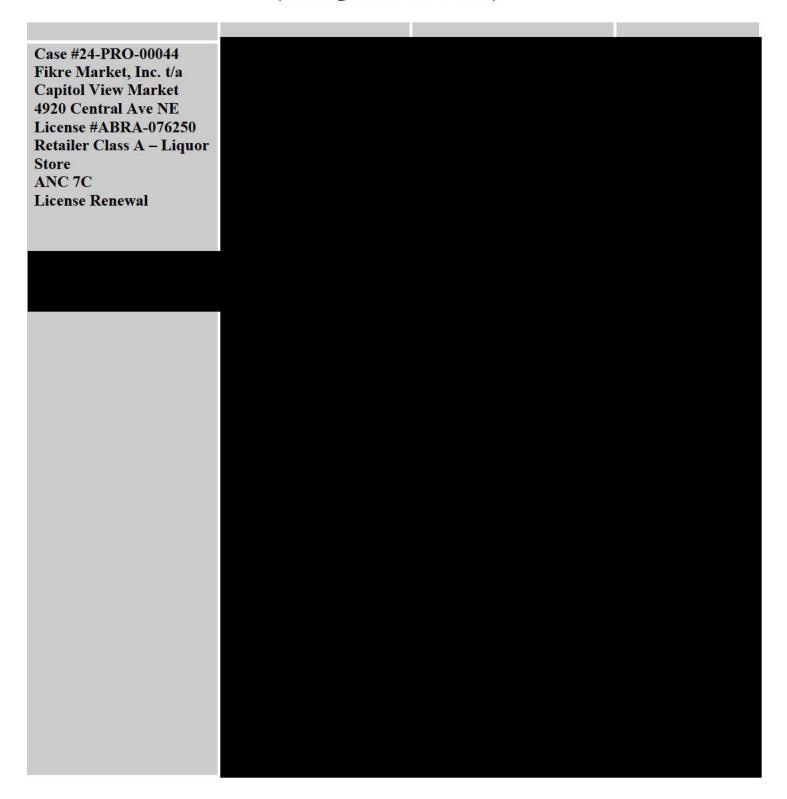
## ROLL CALL HEARING RESULTS TUESDAY, MAY 28, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00039 Minnesota Spirits LLC t/a Big D Liquors 4169 Minnesota Ave NE License #ABRA-126812 Retailer Class A – Liquor Store ANC 7C License Renewal			

#### ROLL CALL HEARING RESULTS TUESDAY, MAY 28, 2024



#### ROLL CALL HEARING RESULTS TUESDAY, MAY 28, 2024



<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00053 TM Liquors, Inc. t/a Big Ben Liquors 1300 North Capitol Street NW License #ABRA-060652 Retailer Class A – Liquor Store ANC 5E License Renewal			
Case #24-PRO-00058 Mac's Liquors Inc. t/a Mac's Wine & Liquors			

401 Rhode Island Ave NE License #ABRA-060758 Retailer Class A – Liquor Store ANC 5F License Renewal		
Case #24-PRO-00050		
American Cruise Lines Inc. t/a American Cruise Lines (American Glory) 970 Wharf Street SW License #ABRA-127817-2 Retailer Class CX –		
Marine Vessel ANC 6D New Application		

#### (Hearings Held Via WebEx)

Case #24-PRO-00051 American Cruise Lines, Inc. t/a American Cruise Lines (American Constitution) 970 Wharf Street SW License #ABRA-127817 Retailer Class CX -Marine Vessel ANC 6D **New Application** Case #24-PRO-00049 SIEM, Incorporated t/a **Southern Express** Liquors **4416 Southern Express** 3

Liquors License #ABRA-108607 Retailer Class A – Liquor Store ANC 7E License Renewal		
Case #24-PRO-00052 Jackson Family Liquor Store, Inc. t/a Seymours Liquors 5579 Centra Avenue SE		
License #ABRA-112303 Retailer Class A – Liquor		

Store ANC 7E License Renewal		
Electise Renewal		

#### (Hearings Held Via WebEx)

Case #24-PRO-00056 Skip's Liquors, LLC t/a Skip's Liquors 406 61<sup>st</sup> Street NE License #ABRA-078204 Retailer Class A – Liquor Store ANC 7C License Renewal

Case #24-PRO-00055 Hunt Suburban Liquor, Inc. t/a Suburban Liquors 4347 Hunt Place NE

License #ABRA-117766 Retailer Class A – Liquor		
Store ANC 7C		
License Renewal		

Case #24-PRO-00054		
TGW Convenience Store, LLC t/a A & S Grocery		
4748 Sheriff Road NE License #ABRA-101367		
Retailer Class A – Liquor		
Store ANC 7C		
License Renewal		

Case #24-PRO-00057		
BJ Liquor, Inc. t/a Uncle		
Lee's Seafood		
1020 Eastern Ave NE		
License #ABRA-120654		
Retailer Class A – Liquor		
Store Store		
ANC 7C		
License Renewal		
License Renewat		

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00065 TB Cantina, LLC t/a Taco Bell Cantina 1412 U Street NW License #ABRA-128321 Retailer Class C – Tavern ANC 2F New Application			

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00046 High Spirits, LLC t/a High Spirits 301 H Street NE License #ABRA-127084 Retailer Class A – Liquor Store ANC 6C Substantial Change			

## (Hearings Held Via WebEx)

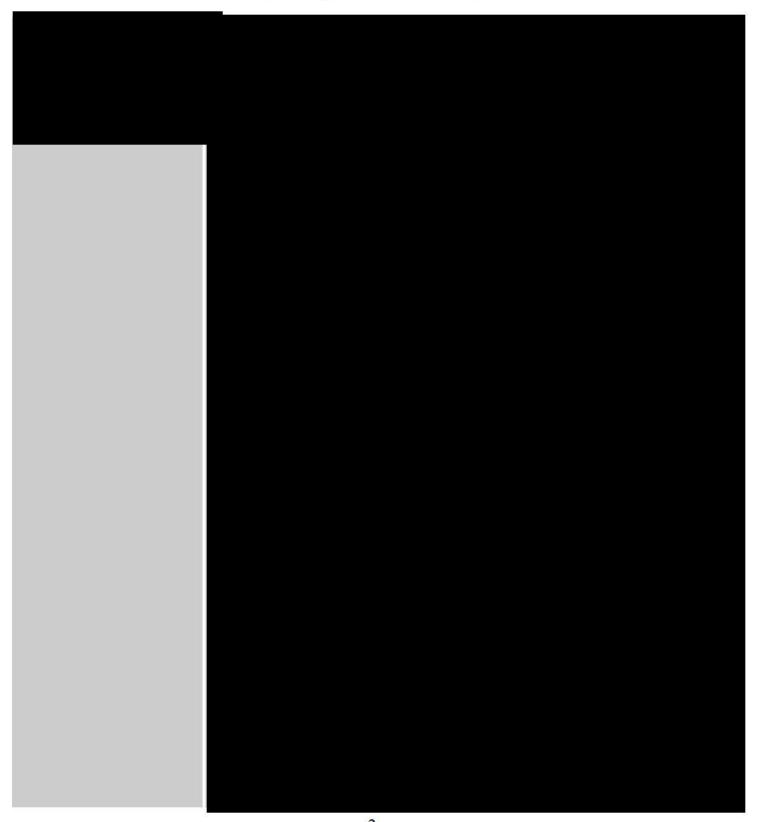
Case #24-PRO-00047 LAL, Inc. t/a Roha Liquors 620 Kennedy Street NW License #ABRA-060496 Retailer Class A - Liquor Store ANC 4D License Renewal

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00068 Alazar Inc. t/a Edgewood International Wine and Spirits 2302 4 <sup>th</sup> Street NE License #ABRA-095032 Retailer Class A – Liquor Store ANC 5F License Renewal			
Case #24-PRO-00077 DMV Convenience Mart, Inc. t/a DMV			
Convenience Mart 5026 Benning Road SE License #ABRA-127876 Retailer Class B –			
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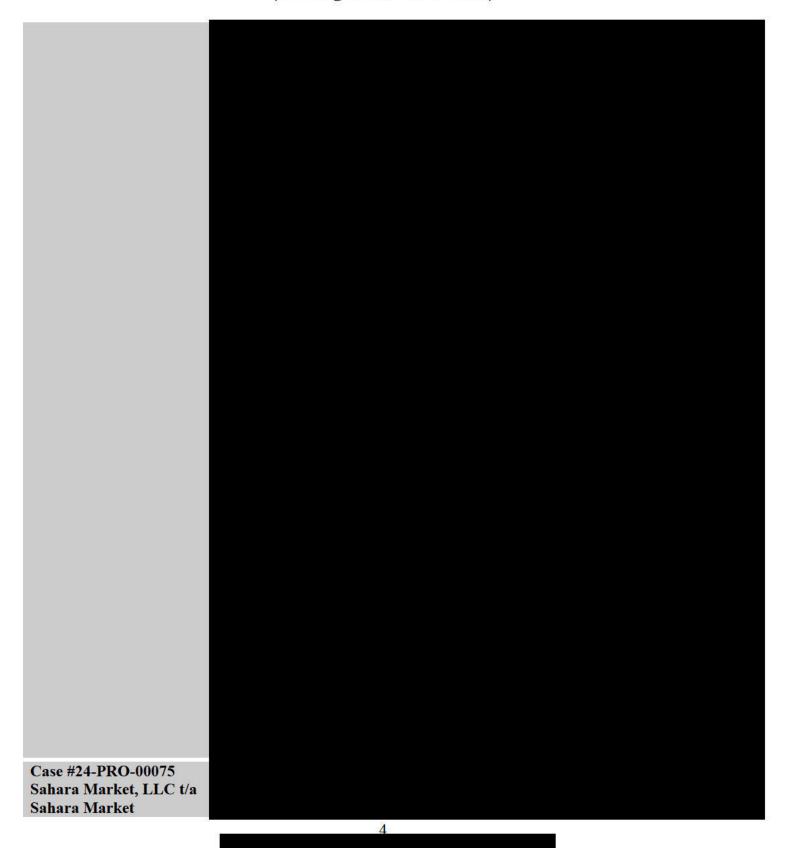


ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00071 Miku, LLC t/a J & D Market 2201 Minnesota Ave SE License #ABRA-103723 Retailer Class B — Grocery ANC 8A License Renewal	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00067 Fogo De Chao Churrascaria (The Wharf DC), LLC t/a Fogo de Chao 698 Maine Avenue SW License #ABRA-128586 Retailer Class C – Restaurant ANC 6D New Application			
Case #24-PRO-00072 BLOOM AT NORTH LLC t/a BLOOM@NORTH 827 Upshur Street NW License #ABRA-127912 Retailer Class MC – Medical Cannabis ANC 4C New Medical Cannabis			



Case #24-PRO-00076 Sahara Market, LLC t/a Sahara Market 1901 Michigan Avenue NE License #ABRA-128674 Retailer Class CR – Restaurant ANC 5B New Application		



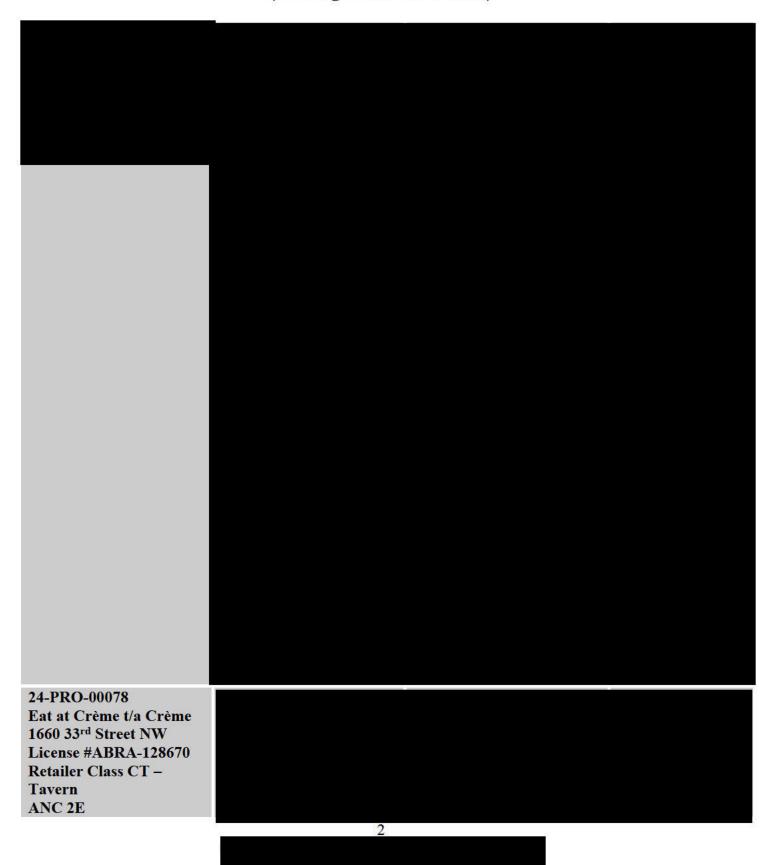
1901 Michigan Avenue NE License #ABRA-128673 Retailer Class B – Beer & Wine ANC 5B New Application			
	24	5	_



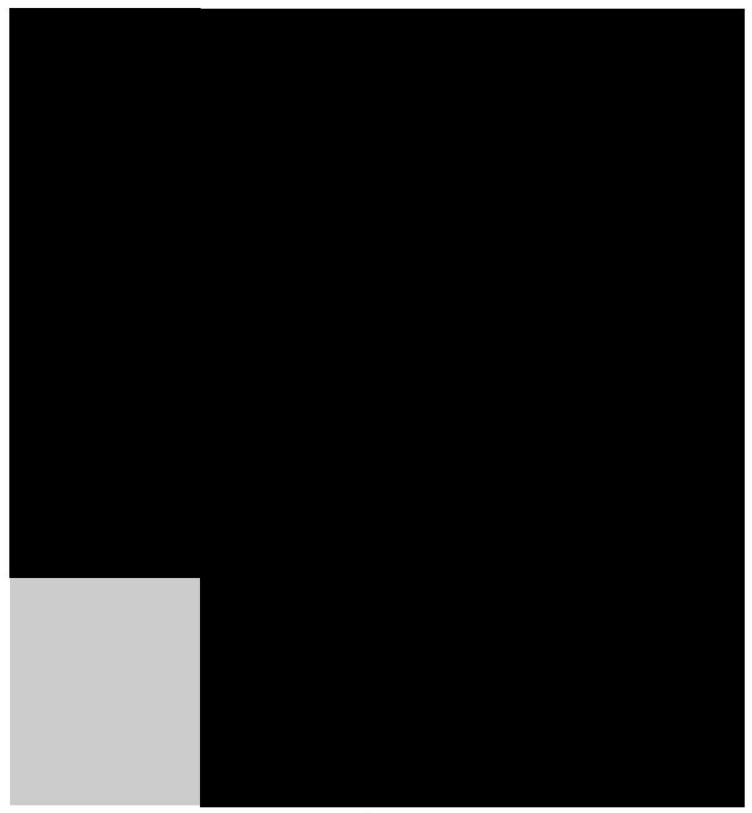
#### ROLL CALL HEARING RESULTS MONDAY, AUGUST 5, 2024

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00081 Heights, LLC t/a Heights Liquor 547 42 <sup>nd</sup> Street NE License #ABRA-118369 Retailer Class A – Liquor Store ANC 7C License Renewal			
24-PRO-00080 XXX Distributions t/a Positronics 1209 10 <sup>th</sup> Street NW (Rear) License #ABRA-127977 Retailer Class MC ANC 2G			
ANC 2G New Medical Cannabis Application			

#### ROLL CALL HEARING RESULTS MONDAY, AUGUST 5, 2024



#### ROLL CALL HEARING RESULTS MONDAY, AUGUST 5, 2024





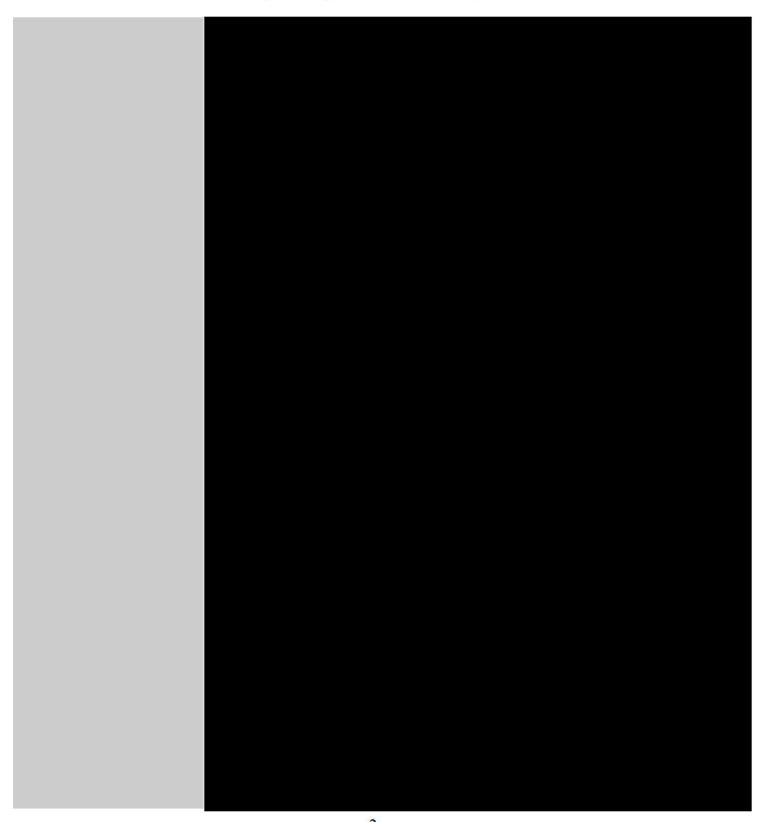


<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00070 Press Club Cocktail Bar, LLC t/a Press Club Cocktail Bar 1506 19th Street NW License #ABRA-128028 Retailer Class CT ANC 2B New Application			
Case #24-PRO-00082 Artfarm DC Inc. t/a Fish Shop DC			
610 Water Street SW License #ABRA-128628	ī		

Retailer Class CR ANC 6C New Application		
Case #24-PRO-00089 Aldi Inc. (Maryland) t/a Aldi #179 5300 South Dakota Ave		
NE License #127377 Retailer Class B – Grocery		
ANC 5A New Application		

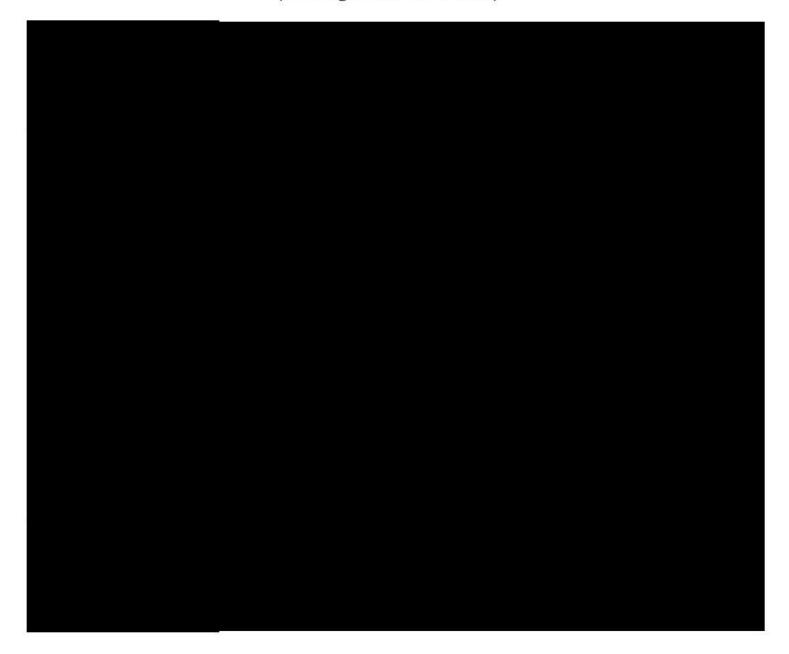


<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00084 Hillview Market, LLC t/a Indigo Chapter 2 2324 North Capitol Street NW License #ABRA-128552 Retailer Class CR ANC 5E New Application			



#### (Hearings Held Via WebEx)

Case # 24-PRO-00078 DC Capitol Connect t/a **DC Capitol Connect** 1641 Wisconsin Ave NW License #ABRA-127520 Retailer MC Retailer ANC 2E **New Medical Cannabis** Application Case #24-PRO-00085 Smoke & Tingz 2 Inc. t/a Smoke & Tingz 2 Inc. 25 Florida Ave NW License #ABRA-128451 **Retailer MC** ANC 5E **New Medical Cannabis** Application



## ROLL CALL HEARING RESULTS TUESDAY, SEPTEMBER 3, 2024

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
24-PRO-00088 Pot & Goods LLC t/a Pot & Goods 526 H Street NE License #ABRA-128030 Retailer MC ANC 6C New Medical Cannabis Application			
24-PRO-00091 D & G Enterprises of Washington DC Inc t/a The Crank Corner 1915 7th Street NW License #ABRA-125633 Retailer MC ANC 1B New Medical Cannabis Application			

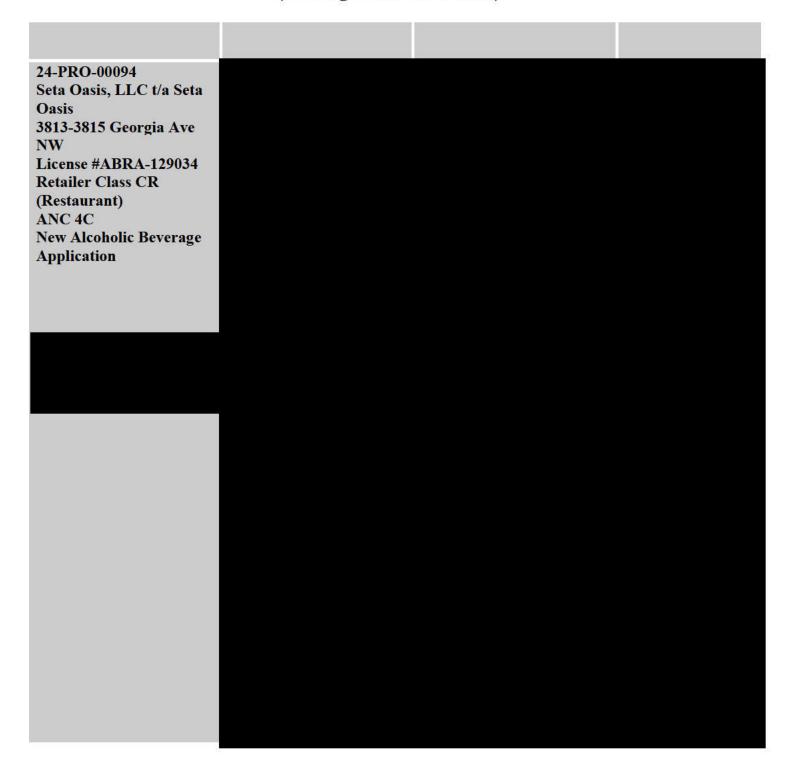
# ROLL CALL HEARING RESULTS TUESDAY, SEPTEMBER 3, 2024

24-PRO-00092		
HLS, Inc. t/a Dupont		
Italian Kitchen		
1637 17th Street NW		
License #ABRA-008949		
Retailer Class CR		
ANC 2B		
Substantial Change		

## ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 9, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
24-PRO-00093 RH Chocolates Limited Liability Company t/a Arcay Chocolates 3211 O Street NW License #ABRA-129115 Retailer Class CT (Tavern) ANC 2E New Alcoholic Beverage Application			

#### ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 9, 2024



## ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 16, 2024

ESTABLISHMENT	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00083 LAL, Inc. t/a Roha Liquors 620 Kennedy Street NW License #ABRA-060496 Retailer Class A (Liquor Store) ANC 4D License Renewal			
	1		

# ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 16, 2024

Case #24-PRO-00096 Skip's Liquors, LLC t/a		
Skip's Liquors 405 61 <sup>st</sup> Street NE License #ABRA-078204		
Retailer Class A (Liquor Store)		
ANC 8C License Renewal		

#### ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 16, 2024

#### (Hearings Held Via WebEx)

Case #24-PRO-00095 JJHH Holdings, LLC t/a High Demand 511 11th Street SE License #ABRA-128725 Retailer Class MC -**Medical Cannabis** ANC 6B **New Medical Cannabis** Application Case #24-PRO-00097 **Blueprint Development,** LLC t/a Blueprint **Development** 6232 Georgia Avenue License #ABRA-128747 Retailer Class MC -**Medical Cannabis** 

#### ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 16, 2024



# ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 23, 2024

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00103 DC Market, Incorporated t/a DC Food Market 2200 16th Street SE License #ABRA-106962 Retailer Class B (Beer & Wine) ANC 8A Substantial Change			

## ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 30, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00090 Friendship Heights Convenience Store, LLC			
t/a Friendship Heights Convenience Store 5252 Wisconsin Ave NW,			
Suite 001A License #ABRA-122502 Retailer Class B (Beer &			
Wine) ANC 3E Substantial Change			
Case #24-PRO-00093 RH Chocolates Limited Liability Company t/a Arcay Chocolates			
3211 O Street NW License #ABRA-129115 Retailer Class CT			

#### ROLL CALL HEARING RESULTS MONDAY, SEPTEMBER 30, 2024



#### ROLL CALL HEARING RESULTS MONDAY, OCTOBER 7, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00104 Bilen, LLC t/a Minnesota Liquor 2237 Minnesota Ave SE License #ABRA-106577 Retailer Class A – Liquor Store ANC 8A License Renewal	TROTESTANT(S)		TROTEST ISSUE(S)

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00098 NG Liquor Enterprises, LLC t/a Sav-on-Liquors 1534 14 <sup>th</sup> Street NW License #ABRA-116481 Retailer Class A – Liquor Store ANC 2F Transfer to New Location			

C		
Case #24-PRO-00105		
Alazar Inc. t/a Edgewood		
International Wine and		
Spirits		
2303 4th Street NE		
License #ABRA-095032		
Retailer Class A – Liquor		
Store		
ANC 2F		
License Renewal		

#### (Hearings Held Via WebEx)

Case #24-PRO-00106
MGBK, LLC t/a Marte
Bar & Lounge
4815 Georgia Ave NW
License #ABRA-125774
Retailer Class CT —
Tavern
ANC 4D
Substantial Change

Case #24-PRO-00107 NG Liquor Enterprises, LLC t/a Colony Liquors 4901 Georgia Ave NW License #ABRA-122455 Retailer Class A – Liquor Store ANC 4D License Renewal

1



# ROLL CALL HEARING RESULTS MONDAY, DECEMBER 2, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00111 Volo Buzzard Point LLC t/a Club Volo Sport & Social/Club Volo 20 Potomac Avenue SW, Square 660, Lots 804 & 12 License #ABRA-129890 Retailer Class CT (Tavern) ANC 6D New Application			
Case #24-PRO-00112 Eaternity DC, LLC t/a Brisa, El Jefe Taqueria 2121 1st Street SW License #ABRA-129303 Retailer Class CR			

## ROLL CALL HEARING RESULTS MONDAY, DECEMBER 2, 2024

(Restaurant)		
ANC 6D New Application		
Case #24-PRO-00113		
Stealth Grey t/a Love 420		
39 Q Street SW License #ABRA-129942		
Medical Cannabis		
Retailer		
ANC 6D New Medical Cannabis		
Application		

## ROLL CALL HEARING RESULTS MONDAY, DECEMBER 2, 2024

Case #24-PRO-00116 The Cove Waterfront, LLC t/a The Cove 1021 Brentwood Road, NE License #ABRA-120433 Retailer Class CT (Tavern) ANC 8F Substantial Change		

#### ROLL CALL HEARING RESULTS MONDAY, DECEMBER 2, 2024

## (Hearings Held Via WebEx)

Case #24-PRO-00115
Logan Partnership, LLC
t/a Barrel House Café &
Bar
1341 14<sup>th</sup> Street NW
License #ABRA-129755
Retailer Class CR
(Restaurant)
ANC 2F
New Application

## ROLL CALL HEARING RESULTS MONDAY, DECEMBER 9, 2024

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00118 Pako, LLC t/a Kovaks Liquors 1237 Mount Olivet Road NE License #ABRA-106551 Retailer Class A (Liquor Store) ANC 5D Substantial Change			
Case #24-PRO-00117 Green Legacy LLC 4628 14 <sup>th</sup> Street NW License #ABRA-128400 Medical Cannabis			

#### ROLL CALL HEARING RESULTS MONDAY, DECEMBER 9, 2024

Retailer ANC 4E New Medical Cannabis Application with Delivery Endorsement		
Care #24 PPO 00110		
Case #24-PRO-00119 Vector4 LLC t/a Kush Embassy 7350 Georgia Ave NW License #ABRA-128107 Medical Cannabis Retailer ANC 4A New Medical Cannabis Application with Delivery Endorsement		

#### ROLL CALL HEARING RESULTS MONDAY, DECEMBER 9, 2024



## ROLL CALL HEARING RESULTS MONDAY, DECEMBER 16, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
24-PRO-00120 Willow Tree LLC t/a Willow Tree 303 Massachusetts Ave NE License #ABRA-130206 Retailer Class C (Restaurant) ANC 6C New Application (with sidewalk café)			

#### ROLL CALL HEARING RESULTS MONDAY, DECEMBER 16, 2024



# ROLL CALL HEARING RESULTS MONDAY, DECEMBER 23, 2024

<b>ESTABLISHMENT</b>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
Case #24-PRO-00121 Kae LLC t/a Kae 312 Massachusetts Ave NE License #ABRA-128694 Medial Cannabis Retailer ANC 6C New Medical Cannabis Application with Delivery Endorsement			

# ROLL CALL HEARING RESUTS MONDAY, DECEMBER 30, 2024

## ROLL CALL HEARING RESULTS MONDAY, JANUARY 6, 2025

# (Hearings Held Via WebEx)

<b>ESTABLISHMENT</b>	PROTESTANT(S)	<u>STANDING</u>	PROTEST ISSUE(S)
Case #24-PRO-00125 Aurora Enterprises, LLC t/a N/A 2006 Rhode Island Avenue NE License #ABRA-128386 Medical Cannabis Retailer ANC 5B New Medical Cannabis			

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#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 13, 2025

<u>ESTABLISHMENT</u>	PROTESTANT(S)	STANDING	PROTEST ISSUE(S)
24-PRO-00127 DC Fine Wine & Spirits, LLC t/a Total Wines & More 5401 44th Street, N.W License #ABRA-130474 Retailer Class A ANC 3E Substantial Change			

#### ROLL CALL HEARING RESULTS MONDAY, JANUARY 13, 2025



#### Alcoholic Beverage and Cannabis Administration FY 2024 Overtime Earned

Name	Overtime Earned
Boone,Emoni	4,381
Boyd, Jewell Shannon	5,028
Brown, Joseph	2,008
Campbell,Kelly Marie	924
Carter,Franklin M	891
Cluff,Nichelle	7,139
Coates,Laketa Ann	14,655
Crawford,Bronya N	12,538
Dantzler,Felicia	15,154
Davis,Bernell	10,045
Edwards,Mechellelee R	5,336
Garcia,George	33,091
Guevara,Reina	28,748
Hall,Kevin J	2,563
Houser,Erika	710
Johnson, Constance S	128
Lizama,Yoselin I	1,695
Malone,Leslie R.	1,270
Miller, Jovan D	17,440
Millington, Jerrita Cornelia	4,044
Moxley,Karrington M	3,199
Murray,Laquitta Shanell	460
Nelson,Mikea	26,732
Orellana, Jose	1,166
Pleitez,Vanessa	17,973
Prout,Tavril K	17,098
Ray,Anna	45,783
Richardson, Jacqueline R	708
Roberts,DeJa M	3,592
Rubio,Jocelyn	8,916
Ruiz,Mark	15,852
Sullivan,Charnel	2,576
Taylor,Kentese A.	790
Walker,Danette	608
Zollarcoffer, Jeremy Newall	31,896
Grand Tota	345,137

#### Alcoholic Beverage and Cannabis Administration FY 2025 Overtime Earned

Name	Total
Boone,Emoni	3,260
Brown, Joseph	334
Cluff,Nichelle	5,266
Coates,Laketa Ann	797
Crawford,Bronya N	4,558
Dantzler,Felicia	9,053
Davis,Bernell	3,198
Edwards,Mechellelee R	676
Garcia,George	6,065
Guevara,Reina	4,654
Hall,Kevin J	781
Harris,Leon	748
Juan,Domingo W.	194
Lizama,Yoselin I	411
Miller,Jovan D	4,168
Millington, Jerrita Cornelia	209
Nelson,Mikea	6,304
Orellana, Jose	674
Pleitez,Vanessa	2,382
Prout,Tavril K	12,327
Ray,Anna	568
Richardson, Jacqueline R	64
Roberts,DeJa M	1,419
Rubio, Jocelyn	1,089
Williams,Kindell K	351
Zollarcoffer,Jeremy Newall	5,435
Grand Total	74,985