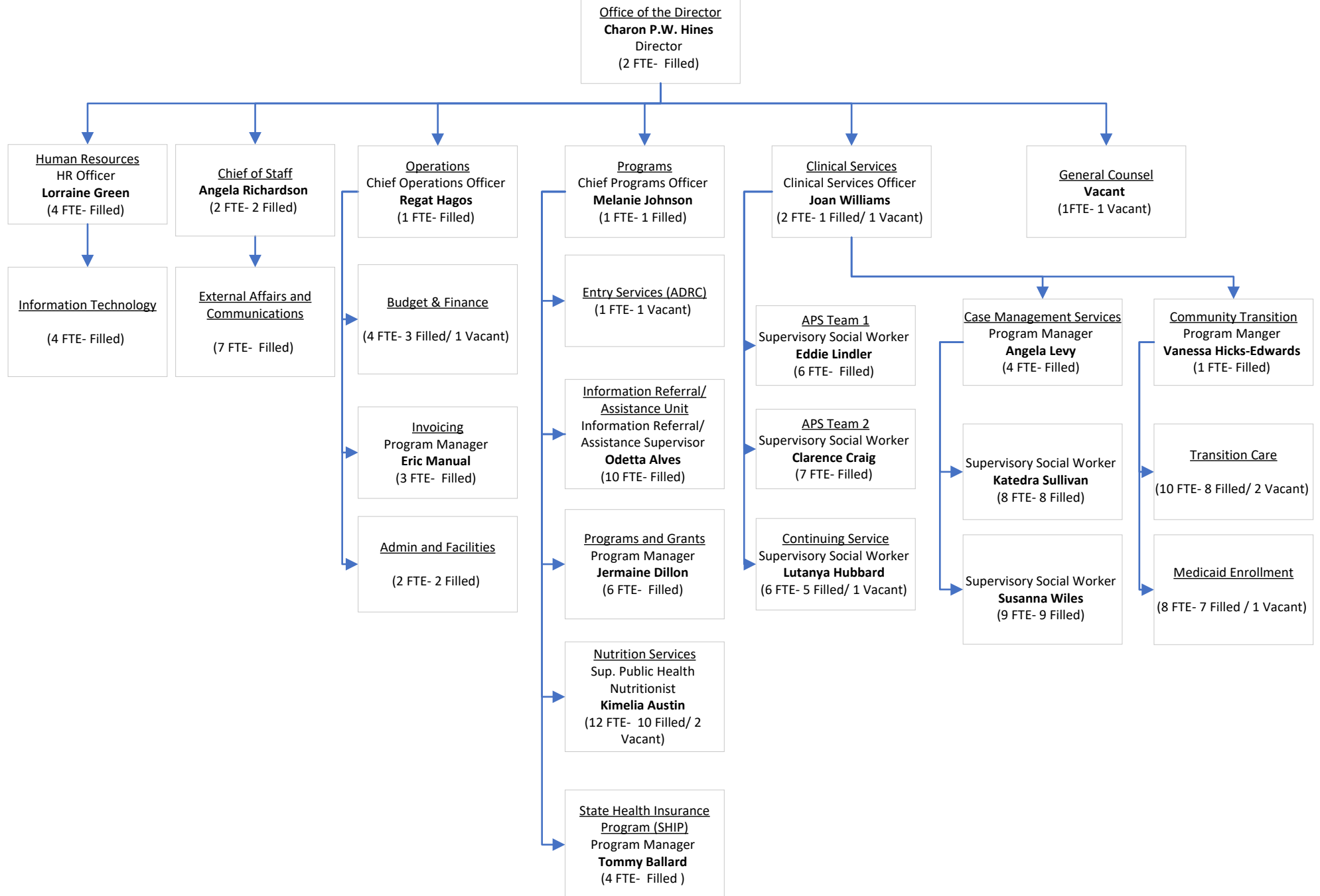


DEPARTMENT OF AGING AND COMMUNITY LIVING
ORGANIZATIONAL FUNCTIONAL CHART
As of February 2025



Name	Title	Program & Activity Name	Grade	Step	Salary	Fringe	Federal/Local	Vacant	Reg/Te	Residency	Hire Date	Date Information Collected
							Law Applies	Status	mp/Te	Status		
Adams,Stacie Ann	Case Manager	Home and Community Based Support	12	1	80,784.00	19,226.59	Local/Federal	F	Reg	DC	2/13/2023	2/10/2025
Agagi,Mulusew Girma	Transition Care Specialist	Consumer Info and Outreach Services	12	1	80,784.00	19,226.59	Federal	F	Term	VA	5/20/2024	2/10/2025
Agbomson,Deborah	Customer Service Specialist	Consumer Info and Outreach Services	11	2	67,383.00	16,037.15	Local/Federal	F	Reg	MD	9/25/2023	2/10/2025
Akinola,Ekundayo K	Transition Care Specialist	Home and Community Based Support	12	10	103,333.00	24,593.25	Local/Federal	F	Reg	MD	9/9/2013	2/10/2025
Alves,Odetta	Information Referral and Assi	Home and Community Based Support	13	0	114,441.25	27,237.02	Local/Federal	F	Reg	DC	6/6/2022	2/10/2025
Anderson,Tiara	Program Analyst	Nutrition Services	12	3	85,794.00	20,418.97	Local	F	Reg	DC	1/31/2022	2/10/2025
Austin,Kimelia A	Supervisory Public Health Nutr	Nutrition Services	13	0	119,416.00	28,421.01	Local	F	Reg	DC	7/29/2013	2/10/2025
Badillo,Brenda	Program Analyst	Agency Management Services	12	1	80,784.00	19,226.59	Federal	F	Reg	DC	5/6/2024	2/10/2025
Ballard,Tommy	Program Manager	Agency Management Services	13	0	119,416.00	28,421.01	Local/Federal	F	Reg	DC	6/6/2022	2/10/2025
Barnes,Kendra	Case Manager	Home and Community Based Support	12	5	90,805.00	21,611.59	Local	F	Reg	DC	10/1/2018	2/10/2025
Battle,N. Elicitia	Medicaid Enrollment Specialist	Consumer Info and Outreach Services	11	7	77,873.00	18,533.77	Local/Federal	F	Reg	MD	2/6/2017	2/10/2025
Baxter,Emma	Transition Care Specialist	Home and Community Based Support	12	8	98,322.00	23,400.64	Local/Federal	F	Reg	DC	9/8/2014	2/10/2025
Bennett,Adesina Ajani	Human Resources Specialist	Agency Management Services	13	4	102,018.00	24,280.28	Local/Federal	F	Reg	DC	10/30/2017	2/10/2025
Boyd,Shanitay	Case Manager	Home and Community Based Support	12	2	83,289.00	19,822.78	Local	F	Term	DC	1/30/2023	2/10/2025
Brewer,Barbara Jane	Social Worker	Home and Community Based Support	12	10	118,558.00	28,216.80	Local	F	Reg	MD	3/2/2008	2/10/2025
Bryant,Chicquita	Program Analyst	Nutrition Services	11	3	69,481.00	16,536.48	Local	F	Reg	MD	2/14/2022	2/10/2025
Bryant,Stephanie	Program Analyst	Agency Management Services	12	6	93,311.00	22,208.02	Federal	F	Reg	MD	5/15/2017	2/10/2025
Butler,LaToria	Customer Service Communication	Consumer Info and Outreach Services	11	3	69,481.00	16,536.48	Local/Federal	F	Reg	DC	3/14/2022	2/10/2025
Butler,Latrina	Customer Service Specialist	Consumer Info and Outreach Services	11	1	65,285.00	15,537.83	Local/Federal	F	Reg	DC	9/23/2024	2/10/2025
Butler,Mia	Customer Service Specialist	Consumer Info and Outreach Services	11	7	77,873.00	18,533.77	Local/Federal	F	Reg	DC	5/11/2015	2/10/2025
BYRD,DAMON	Social Worker	Home and Community Based Support	11	10	103,763.00	24,695.59	Local	F	Reg	MD	9/26/2003	2/10/2025
Cacho Sr.,Andrew C	Social Worker	Home and Community Based Support	11	7	96,545.00	22,977.71	Local	F	Reg	MD	1/8/2018	2/10/2025
China,Frances A.	Custom Service Communications	Consumer Info and Outreach Services	11	6	75,775.00	18,034.45	Local/Federal	F	Reg	DC	10/1/2018	2/10/2025
Cochran,Erica	Public Health Nutritionist	Nutrition Services	12	10	103,333.00	24,593.25	Local	F	Reg	DC	3/11/2024	2/10/2025
Cooper-Geiger,Barbara	Case Manager	Home and Community Based Support	12	3	85,794.00	20,418.97	Local	F	Reg	VA	11/8/2021	2/10/2025
Craig,Clarence F	SUPERVISORY SOCIAL WORKER	Home and Community Based Support	13	0	122,950.72	29,262.27	Local	F	Reg	DC	1/21/1986	2/10/2025
Dargan,Cherie N	Program Analyst	Agency Management Services	12	2	83,289.00	19,822.78	Local/Federal	F	Reg	DC	6/29/1986	2/10/2025
Darku,Jemila S.	Community Outreach Coordinator	Consumer Info and Outreach Services	12	7	95,816.00	22,804.21	Federal	F	Term	MD	6/26/2017	2/10/2025
Davis,Teisha M	Social Worker	Home and Community Based Support	12	7	109,924.00	26,161.91	Local	F	Reg	MD	8/12/2024	2/10/2025
Dease,Jeremiah E	Customer Service Specialist	Consumer Info and Outreach Services	11	2	67,383.00	16,037.15	Local/Federal	F	Reg	DC	10/11/2022	2/10/2025
Dillon,Jermaine Shantell	Program Manager	Agency Management Services	14	0	137,329.00	32,684.30	Federal	F	Reg	DC	10/17/2022	2/10/2025
Dozier,Antonette D	Program Analyst	Nutrition Services	11	6	75,775.00	18,034.45	Local/Federal	F	Reg	MD	1/7/2008	2/10/2025
Edgecombe,Brendan	Case Manager	Home and Community Based Support	12	6	93,311.00	22,208.02	Local	F	Reg	DC	5/23/2022	2/10/2025
Ellerbe,Sherri A	Customer Service Specialist	Consumer Info and Outreach Services	11	9	82,069.00	19,532.42	Local/Federal	F	Reg	DC	1/26/2015	2/10/2025
Fennell,Cherelle N.	Program Analyst	Agency Management Services	12	1	80,784.00	19,226.59	Federal	F	Reg	MD	9/16/2019	2/10/2025
Ferguson,Tammy A.	Case Manager	Home and Community Based Support	12	5	90,805.00	21,611.59	Local/Federal	F	Reg	DC	9/3/2019	2/10/2025
Floyd,Cecily Williams	Social Worker	Home and Community Based Support	12	6	107,046.00	25,476.95	Local	F	Reg	MD	8/11/2014	2/10/2025
Franks,Krystal	Case Manager	Home and Community Based Support	12	5	90,805.00	21,611.59	Local	F	Reg	MD	8/20/2018	2/10/2025
Gantt,Robin	Program Analyst	Nutrition Services	11	4	71,579.00	17,035.80	Local	F	Reg	MD	12/20/2021	2/10/2025
George,Courtney	Executive Assistant	Agency Management Services	12	4	88,300.00	21,015.40	Local/Federal	F	Reg	MD	9/11/2023	2/10/2025
Gill,Takira	Case Manager	Home and Community Based Support	12	4	88,300.00	21,015.40	Local	F	Reg	MD	10/12/2021	2/10/2025
Gold,Judi A	SPECIAL ASSISTANT	Agency Management Services	08	0	138,184.00	32,887.79	Local	F	Reg	DC	3/31/2008	2/10/2025
Gomez,Nathan	Program Analyst	Agency Management Services	12	5	90,805.00	21,611.59	Federal	F	Reg	DC	6/19/2017	2/10/2025
Graves,Cory	Customer Service Specialist	Consumer Info and Outreach Services	11	2	67,383.00	16,037.15	Local/Federal	F	Reg	MD	1/3/2023	2/10/2025
Green,L. Lorraine	Human Resources Officer II	Agency Management Services	14	0	152,544.99	36,305.71	Local/Federal	F	Reg	MD	1/21/2020	2/10/2025
Gregory,Teres Lynn	Human Resources Specialist	Agency Management Services	13	4	102,018.00	24,280.28	Local/Federal	F	Reg	MD	9/9/2024	2/10/2025
Hagos,Regat G.	Chief Operating Officer	Agency Management Services	15	0	154,084.00	36,671.99	Local/Federal	F	Reg	VA	4/21/2014	2/10/2025
Harley,Sheila	Custom Service Communications	Consumer Info and Outreach Services	11	6	75,775.00	18,034.45	Local/Federal	F	Reg	MD	3/20/2017	2/10/2025
Hicks-Edwards,Vanessa L	Program Manager	Home and Community Based Support	14	0	131,359.00	31,263.44	Local/Federal	F	Reg	MD	6/25/2012	2/10/2025
Hines,Charon P.W.	Director	Agency Management Services	E4	0	202,052.27	48,088.44	Local/Federal	F	Reg	DC	1/2/2015	2/10/2025
Holt,Wendell L	Program Support Specialist	Agency Management Services	12	10	103,333.00	24,593.25	Local/Federal	F	Reg	DC	6/16/2003	2/10/2025
Hubbard,Lutanya	SUPERVISORY SOCIAL WORKER	Home and Community Based Support	13	0	116,503.00	27,727.71	Local	F	Reg	MD	10/24/2022	2/10/2025

Inge,Carmen	Social Services Assistant	Home and Community Based Support	08	7	67,315.00	16,020.97	Local	F	Reg	MD	12/29/2014	2/10/2025
Ingram,Christopher	COMMUNITY OUTREACH SPEC	Consumer Info and Outreach Services	12	6	93,311.00	22,208.02	Local/Federal	F	Reg	DC	10/5/2020	2/10/2025
January,Chandra	Program Analyst	Nutrition Services	11	2	67,383.00	16,037.15	Local	F	Reg	MD	12/20/2021	2/10/2025
Jenkins,Edwinta	Program Analyst	Agency Management Services	12	6	93,311.00	22,208.02	Local/Federal	F	Reg	MD	11/8/2021	2/10/2025
John,Nigel A.	Facilities Services Specialist	Agency Management Services	12	9	100,827.00	23,996.83	Local/Federal	F	Reg	MD	1/20/2015	2/10/2025
Johnson,Melanie	Chief Program Officer	Agency Management Services	15	0	155,000.00	36,890.00	Local/Federal	F	Reg	DC	7/5/2022	2/10/2025
Johnson,Sammie	Social Worker	Home and Community Based Support	12	5	104,168.00	24,791.98	Local	F	Reg	DC	8/24/2015	2/10/2025
Kelly,Ervin Malcolm	Social Worker	Home and Community Based Support	11	7	96,545.00	22,977.71	Local/Federal	F	Reg	MD	7/4/2010	2/10/2025
Lee,Chiquita	Resource Allocation Analyst	Agency Management Services	13	9	116,933.00	27,830.05	Local/Federal	F	Reg	MD	4/3/2005	2/10/2025
Legge,Estefani	Community Outreach Specialist	Home and Community Based Support	12	1	80,784.00	19,226.59	Local	F	Reg	DC	5/9/2022	2/10/2025
Levy,Angela Elaine	Program Manager	Home and Community Based Support	14	0	134,208.38	31,941.59	Local	F	Reg	MD	12/6/2021	2/10/2025
Lindler,Eddie Yolanda	SUPERVISORY SOCIAL WORKER	Home and Community Based Support	13	0	122,418.02	29,135.49	Local	F	Reg	MD	7/10/2006	2/10/2025
Lindsey,Eraina	Program Analyst	Home and Community Based Support	12	1	80,784.00	19,226.59	Local/Federal	F	Term	DC	10/21/2024	2/10/2025
Manuel,Eric D	Program Manager	Agency Management Services	14	0	125,697.07	29,915.90	Local/Federal	F	Reg	DC	12/17/2018	2/10/2025
Meyers,Leslie Ross	Social Worker	Home and Community Based Support	12	6	107,046.00	25,476.95	Local	F	Reg	MD	1/22/2018	2/10/2025
Miller,Carolyn	Public Health Nutritionist	Nutrition Services	12	2	83,289.00	19,822.78	Local	F	Reg	VA	2/26/2024	2/10/2025
Moore,Tamara	Program Coordinator	Home and Community Based Support	13	7	110,967.00	26,410.15	Local	F	Reg	MD	7/23/2018	2/10/2025
Morton,Lakeisha	Program Analyst	Nutrition Services	12	3	85,794.00	20,418.97	Local	F	Reg	DC	2/20/2018	2/10/2025
North,Sonia Denise	Social Worker	Home and Community Based Support	12	7	109,924.00	26,161.91	Local	F	Reg	MD	1/12/1998	2/10/2025
Nwachukwu,Chiamaka	Public Health Nutritionist	Nutrition Services	12	2	83,289.00	19,822.78	Local	F	Reg	MD	9/9/2024	2/10/2025
Oloughlin,Charlayne Letitia	Social Worker	Home and Community Based Support	12	10	118,558.00	28,216.80	Local	F	Reg	MD	5/20/2013	2/10/2025
Overton,LaChelle C	Human Resources Specialist	Agency Management Services	13	3	99,035.00	23,570.33	Local/Federal	F	Reg	MD	1/8/2018	2/10/2025
Parker,Aaron	Information Technology Special	Agency Management Services	12	3	85,794.00	20,418.97	Local/Federal	F	Reg	MD	2/14/2022	2/10/2025
Pham,Tan Duy	Information Technology Special	Agency Management Services	12	6	93,311.00	22,208.02	Local/Federal	F	Reg	VA	1/4/2021	2/10/2025
Pichardo,Arlin	Case Manager	Home and Community Based Support	12	6	93,311.00	22,208.02	Local/Federal	F	Reg	MD	9/27/2021	2/10/2025
Polee,Darneesha R	Events Coordinator	Consumer Info and Outreach Services	12	10	103,333.00	24,593.25	Local/Federal	F	Reg	DC	3/11/2019	2/10/2025
Polo-Herrera,Alberto	Customer Service Specialist	Agency Management Services	11	2	67,383.00	16,037.15	Local/Federal	F	Reg	DC	1/3/2023	2/10/2025
Price,Naisha	Case Manager	Home and Community Based Support	12	5	90,805.00	21,611.59	Local	F	Reg	MD	11/22/2021	2/10/2025
Pride,Nia	Transition Care Specialist	Consumer Info and Outreach Services	12	3	85,794.00	20,418.97	Federal	F	Term	MD	6/27/2016	2/10/2025
Reed,Kevin D.	Social Worker	Home and Community Based Support	12	5	104,168.00	24,791.98	Local	F	Reg	DC	3/4/2019	2/10/2025
Reyes,Hilda J.	Custom Service Communications	Consumer Info and Outreach Services	11	5	73,677.00	17,535.13	Local/Federal	F	Reg	DC	10/1/2018	2/10/2025
Richardson,Angela Maria	Chief of Staff	Agency Management Services	15	0	165,461.00	39,379.72	Local/Federal	F	Reg	DC	10/18/2017	2/10/2025
Russell,Robert	Resource Allocation Analyst	Agency Management Services	13	7	110,967.00	26,410.15	Local/Federal	F	Reg	DC	7/8/2019	2/10/2025
Saiful,Md Roman	IT SPEC (DATAMGT/CUSTSPT)	Agency Management Services	12	5	90,805.00	21,611.59	Local/Federal	F	Reg	VA	3/4/2019	2/10/2025
Sanga,Nkwenti Patrick	Resource Allocation Analyst	Agency Management Services	13	10	119,916.00	28,540.01	Local/Federal	F	Reg	MD	5/29/2005	2/10/2025
Shorter,Malika	Special Assistant	Home and Community Based Support	12	1	80,784.00	19,226.59	Federal	F	Term	DC	7/29/2024	2/10/2025
Silva,Sierra	Social Worker	Home and Community Based Support	12	5	104,168.00	24,791.98	Local	F	Reg	MD	5/29/2018	2/10/2025
Smith,Morgan	Public Health Nutritionist	Nutrition Services	12	2	83,289.00	19,822.78	Local	F	Reg	DC	2/13/2023	2/10/2025
Smith,Teresa Belinda	Social Worker	Home and Community Based Support	12	10	118,558.00	28,216.80	Local	F	Reg	MD	11/13/2007	2/10/2025
Sullivan,Katedra S	SUPERVISORY SOCIAL WORKER	Home and Community Based Support	13	0	119,416.32	28,421.08	Local	F	Reg	DC	9/27/2021	2/10/2025
Swint-Hill,Diamynn	Transition Care Specialist	Consumer Info and Outreach Services	12	2	83,289.00	19,822.78	Federal	F	Term	MD	11/20/2023	2/10/2025
Taylor Jr Jr.,Samuel L L	Facilities Services Specialist	Agency Management Services	12	9	100,827.00	23,996.83	Local/Federal	F	Reg	MD	2/12/1984	2/10/2025
Thornton,Chyna	Customer Service Specialist	Consumer Info and Outreach Services	11	2	67,383.00	16,037.15	Local/Federal	F	Reg	MD	9/25/2023	2/10/2025
Walker,Kayla J.	COMMUNITY OUTREACH SPEC	Consumer Info and Outreach Services	12	1	80,784.00	19,226.59	Local/Federal	F	Reg	DC	11/18/2024	2/10/2025
Wallace,Orisia	Transition Care Specialist	Home and Community Based Support	12	7	95,816.00	22,804.21	Local/Federal	F	Reg	DC	1/7/2019	2/10/2025
Washington,Amanda	Communications Specialist	Consumer Info and Outreach Services	13	4	102,018.00	24,280.28	Local/Federal	F	Reg	MD	9/23/2019	2/10/2025
Watson,Plathon	Housing Coordinator	Home and Community Based Support	12	8	98,322.00	23,400.64	Local/Federal	F	Reg	VA	1/13/2014	2/10/2025
Watson-Brooks,Karen Y.	Social Worker	Home and Community Based Support	12	8	112,802.00	26,846.88	Local	F	Reg	DC	10/1/2007	2/10/2025
WELCH,TRACY	Social Worker	Home and Community Based Support	12	4	88,300.00	21,015.40	Local	F	Reg	DC	10/25/2021	2/10/2025
Wells,Talia	Custom Service Communications	Consumer Info and Outreach Services	11	3	69,481.00	16,536.48	Local/Federal	F	Reg	MD	2/28/2022	2/10/2025
Wiles,Susanna	SUPERVISORY SOCIAL WORKER	Home and Community Based Support	13	0	99,513.95	23,684.32	Local/Federal	F	Reg	MD	10/12/2021	2/10/2025
Williams,Deneal	Program Analyst	Agency Management Services	12	1	80,784.00	19,226.59	Local/Federal	F	Reg	MD	3/8/2022	2/10/2025
Williams,Janeashia	Program Analyst	Nutrition Services	12	4	88,300.00	21,015.40	Local	F	Reg	DC	2/6/2017	2/10/2025
Williams,Joan	Clinical Services Officer	Home and Community Based Support	15	0	155,000.00	36,890.00	Local/Federal	F	Reg	DC	8/14/2023	2/10/2025
Willingham,Belinda	Program Support Specialist	Consumer Info and Outreach Services	11	4	71,579.00	17,035.80	Federal	F	Term	MD	9/27/2021	2/10/2025

Wise, Sharon Denise	COMMUNITY OUTREACH SPEC	Consumer Info and Outreach Services	12	4	88,300.00	21,015.40	Local/Federal	F	Reg	MD	7/19/2021	2/10/2025
Wray, Rolanda	Case Manager	Home and Community Based Support	12	8	98,322.00	23,400.64	Local/Federal	F	Reg	MD	3/17/2008	2/10/2025
Wudineh, Aweke	IT Specialist (Data Management	Agency Management Services	14	4	120,569.00	28,695.42	Local/Federal	F	Reg	MD	10/6/2014	2/10/2025
Vacant	Budget Analyst	Agency Management Services	09	0	60,349.00	14,363.06	Local	V				2/10/2025
Vacant	Program Manager	Agency Management Services	14	0	137,328.50	32,684.18	Local	V				2/10/2025
Vacant	Community Outreach Specialist	Consumer Info and Outreach Services	13	0	93,069.00	22,150.42	Local/Federal	V				2/10/2025
Vacant	Transition Care Specialist	Home and Community Based Support	12	0	80,784.00	19,226.59	Local/Federal	V				2/10/2025
Vacant	Case Manager	Home and Community Based Support	12	0	80,784.00	19,226.59	Local/Federal	V				2/10/2025
Vacant	Program Coordinator	Agency Management Services	12	0	92,656.00	22,052.13	Local/Federal	V				2/10/2025
Vacant	SUPERVISORY SOCIAL WORKER	Home and Community Based Support	13	0	119,416.00	28,421.01	Local/Federal	V				2/10/2025
Vacant	Transition Care Specialist	Home and Community Based Support	12	0	80,784.00	19,226.59	Local/Federal	V				2/10/2025
Vacant	Customer Service Specialist	Home and Community Based Support	11	0	65,285.00	15,537.83	Local/Federal	V				2/10/2025
Vacant	Customer Service Specialist	Home and Community Based Support	11	0	65,285.00	15,537.83	Local/Federal	V				2/10/2025
Vacant	General Counsel	Agency Management Services	02	0	173,831.50	41,371.90	Local/Federal	V				2/10/2025
Vacant	Lead Medicaid Enrollment Speci	Consumer Info and Outreach Services	12	0	80,784.00	19,226.59	Local/Federal	V				2/10/2025
Vacant	Resource Allocation Analyst (T	Agency Management Services	14	0	109,999.00	26,179.76	Local/Federal	V				2/10/2025
Vacant	Custom Service Communications	Home and Community Based Support	11	0	65,285.00	15,537.83	Local/Federal	V				2/10/2025
Vacant	Case Manager	Home and Community Based Support	12	0	80,784.00	19,226.59	Local/Federal	V				2/10/2025
Vacant	Case Manager	Home and Community Based Support	12	0	80,784.00	19,226.59	Local	V				2/10/2025

Attachment Q3 – DACL Senior Contacts

Below are the reported figures for senior engagement:

DACL remains committed to increasing engagement through targeted outreach and program expansion efforts.

		FY21	FY22	FY23	FY24	FY25
SSN	# of client served	15,917	16,732	15,634	12,843	9,356
DACL	# of client served	7,133	12,667	13,978	12,525	4,921
	# of calls handled by Information, Referral & Assistance	31,649	32,386	34,906	35,551	8,448
No of clients served by DACL	Medicaid Enrollment: EPD Waiver	2,159	1,902	1,514	1,691	247
	Adult Day Health Program	145	142	139	83	28
	Community Transitions	341	437	409	483	423
	DACL Case Management	-	667	1,095	1,480	697
	DACL Nutrition*	-	4,913	4,187	3,388	2,194
	APS - Number of referrals	1,764	1,922	2,168	2,266	566
	APS - Screedin	1,071	1,121	1,292	1,193	250
	APS ScreedOut	693	801	876	1,073	316
	SHIP - # of client assisted	3,417	3,485	5,342	5,832	1,781
	Total Unduplicated count of client served by DACL	7,133	12,667	13,978	12,525	4,921

Seniors Participating in DACL Programs:

(Note: The table above reflects both DACL's total contact with seniors and the number of individual clients served during the period FY21 to Q1 of FY25)

Reasons for Calls	FY21	FY22	FY23	FY24	FY25 Q1
Advocacy & Education	1,367	1,384	1,226	732	163
Application & Services Follow-up	338	384	312	1,014	166
Caregiver Support	69	100	39	141	5
DACL & Community Events	0	0	0	289	137
DACL Initiatives	1,403	896	1,043	1,093	0
Education	0	0	0	10	4
Disaster Assistance	8	2	4	40	11
Employment Services	104	114	78	78	11
EPD Wavier Services	0	1	0	537	385
EPD Wavier Denial Follow-up	1	12	12	54	0
Financial Services	0	0	0	72	64
Health/Wellness	0	0	0	140	96
Health/Wellness & Nutrition	3,509	3,093	4,408	2,592	0
Housing	4,554	4,070	4,363	3,799	549
In-Home Support	0	0	0	356	275
Long-Term Care Programs	739	1,222	1,097	638	138
Mail out	1	147	238	181	42
More than one reason	3,266	4,694	7,289	6,135	1,200
Nutrition Programs	0	0	0	1,684	907
Other	2,974	2,646	3,409	4,469	1,092
Public Benefits	0	0	0	3,595	2,209
Public Benefits & Financial Services	6,157	6,290	7,546	5,056	0
Transportation	2,115	2,016	2,073	2,589	934
Utilities Assistance	143	130	251	259	60
Unknown	4,012	5,162	1,520	0	0
Total	30,760	32,363	34,908	35,553	8,448

(Note: The table above shows a break down of the total contact with seniors through DACL's Information and Referral/ Assistance Unit for the period FY21 to Q1 of FY25.)

Issue	DACL Programs and Services	Collaboration with Other Entities
Housing	Nursing Home Transition DACL Housing Coordinator	HUD DCHA Nursing Homes Assisted Living Facilities DHCF
Transportation	Connector Card, Senior Med Express, Limited Funding provided to Lead Agencies for Transportation	DDOT Age Friendly DC DFHV Meto Access DHCF/Medicaid Transportation
Social Isolation	DACL Events (External Affairs and Communication); Lead Agencies (community dining sites, field trips, etc.) Senior Centers Wellness Centers Adult Day Care Centers	DHCF DDOT DCPL
Nutrition	Home Delivered Meals; Congregate Dining Sites;	DOH Capital Area Foodbank SHARE DC Central Kitchen SNAP SOME NCOA
Financial Abuse & Exploitation	Adult Protective Services	DBH DHCF DDA DHS OAG OCFO NCOA
Aging in Place	Medicaid Enrollment Services; Safe at Home	DHCF DBH
Alzheimer's Disease and Related Dementia	Club Memory DC Caregivers Institute Adult Day Care Centers	Sibley DHCF DOH Alzheimer's Association NCOA
Alzheimer's Disease and Related Dementia	Caregiver services and Money management	Iona Senior Services National Council on Aging (NCOA)
Deaf and Hard of Hearing	Special Equipment program (hearing aids,	DDS Mayor's Office of Deaf, blind and Hard of Hearing

Name	Title	Laptop	Cellphone	IPAD
Aaron Parker	IT Specialist	X	X	
Alfreda Corley	Customer Service Representative	X	X	
Ajani Bennett	Human Resource Specialist	X	X	
Akia Tribble	Customer service Communications Specialist	X	X	
Alberto Polo- Herrera	Customer service Communications Specialist	X	X	
Alice Thompson	Community Outreach Specialist (Team Lead)	X	X	
Alison B. Parks	Medicaid Enrollment Specialist	X	X	
Amanda Washington	Communications Specialist	X	X	
Andrew Cacho	Social Worker	X	X	
Angela Levy-Singh	Program Manager	X	X	
Angela Richardson	Deputy Director of Communications	X	X	
Antonette Dozier	Staff Assistant	X	X	
Arlin Pichardo	Case Manager	X	X	
Aweke Wudineh	IT Specialist (Data Management)	X	X	
Barbara Brewer	Social Worker	X	X	
Barbara Cooper-Geiger	Social Worker	X	X	
Belinda Willingham	Program Support Specialist	X	X	
Brenda Badillo	Program Analyst(Grant Monitor)	X	X	
Carmen Inge	Social Services Assistant	X	X	
Carolyn Miller	Nutritionist	X	X	
Cecily Floyd	Social Worker	X	X	
Chandra January	Program Analyst	X	X	
Charlayne Oloughlin	Social Worker	X	X	
Charlotte Morgan	Medicaid Enrollment Specialist	X	X	
Charon Hines	Agency Derector	X	X	
Cherelle Fennell	Program Analyst	X	X	
Chester Bilbro-Bey	Case Manager	X	X	
Chiamaka Nwachukwu	Nutritionist	X	X	
Chicquita Bryant	Program Analyst	X	X	
China Frances	Customer Service Communications Specialist	X	X	
Chiquita Lee	Resource Allocation Analyst	X	X	
Christopher Ingram	EOM	X	X	
Chyna Thornton	Administrative Assistant	X	X	
Clarence Craig	Supervisory Social Worker	X	X	
Cory Graves	Program Support Specialist	X	X	
Courtland Mitchell	Program Manager	X	X	
Courtney George	Executive Assistant	X	X	
Damon Byrd	Social Worker	X	X	
Darneesha Polee	Program Analyst	X	X	
Darrell Chase	Program Policy Analyst	X	X	
Darren Allen	Transition Care Specialist	X	X	
David Jackson	Program Analyst	X	X	
Deborah Agbomson	Information & Referral/Assistance	X	X	
Deneal Williams	Program Analyst	X	X	
Diamynn Hill	Transition Care Specialist	X	X	
Diane Moses	Customer Service Specialist	X	X	
Eddie Lindler	APS Supervisory Social Worker	X	X	
Edwinta Jenkins	Program Analyst	X	X	
Ekundayo Akinola	Transition Care Specialist	X	X	
Elicitia Battle	Customer Service Communications Specialist	X	X	
Emma Baxter	Transition Care Specialist	X	X	
Eniola Akinkuowo	Social Worker	X	X	
Eraina Lindsey	Program Analyst	X	X	
Eric Manuel	Program Manager	X	X	
Erica Cochran	Nutritionist	X	X	
Ervin Kelly	Chief of Staff	X	X	
Estefani Legge	Staff Assistant	X	X	
Gwen Noonan-Jones	Public Health Analyst	X	X	
Hilda Reyes	Customer Service Communications Specialist	X	X	
Janeashia Williams	Program Analyst	X	X	
Jemila Darku	Community Outreach Coordinator	X	X	
Jeremiah Dease	Customer Service Communications Specialist	X	X	
Jermaine Dillon	Program Manager	X	X	
Joan Williams	Chief Operating Officer	X	X	
Joel Lucas	Social Worker	X	X	
Judi Gold	Special Assistant	X	X	
Karen Watson-Brooks	Social Worker	X	X	

Katedra Sullivan	Supervisory Social Worker	X	X	
Kayla Walker	Community Outreach Specialist	X	X	
Keianna Evans	Hotline Specialist	x	x	
Kendra Barnes	Case Manager	X	X	
Keianna Evans	Hotline Specialist	X	X	
Kevin Reed	Social Worker	X	X	
Krystal Franks	Social Worker	X	X	
LaChelle Anderson	Human Resource Specialist	X	X	
LaKeisha Morton	Program Analyst	X	X	
Lance Holt	Staff Assistant	X	X	
Latoria Butler	Medicaid Enrollment Specialist	x	x	
Latrina Butler	Customer Service Representative	X	X	
laura Dummit	Medicaid Enrollment Specialist	x	x	
Leslie Meyers	Social Worker	X	X	
Lorraine Green	Human Resources Officer	X	X	
Lutanya Hubbard	Supervisory Social Worker	x	x	
Lynette davis	Human Resources Specialist	x	x	
Malika Shorter	Special Assistant	X	X	
Mamie Garrett	Staff Assistant	X	X	
Mark Bjorge	Community Outreach Specialist	X	X	
Melanie Johnson	Program Coordinator (Nurse)	X	X	
Mia Butler	Medicaid Enrollment Specialist	X	X	
Michael Dobson	Program Manager	x	x	
Morgan Smith	Public Health Nutritionist	x	x	
Mulusew Agagi	Transition Care Specialist	X	X	
Naisha Price	Case Manager	X	X	
Nathan Gomez	Program Analyst	X	X	
Nia Pride	Customer Service Communications Specialist	X	x	
Nigel A. John	Facility Services Specialist	X	X	
Nkwenti Sanga	Budget Analyst	X	X	
Odetta Alves	Information & Referral Assistance Supervisor	x	x	
Orisia Wallace	Social Worker	X	X	
Plathon Watson	Housing Coordinator	X	X	
Ramona Butler	Program Coordinator	X	X	
Regat Hagos	Resource Allocation Officer	X	X	
Renita Butler	Creative Communications & Graphics Specialist	X	X	
Robert Russell	Resource Allocation Analyst	X	X	
Robin Gantt	Program Analyst	X	X	
Rolanda Wray	Transition Care Specialist	X	X	
Roman Saiful	IT Specialist	X	X	
Sammie Johnson	Social Worker	X	X	
Samuel L. Taylor, Jr.	Facility Services Specialist	X	X	
Shanitay Boyd	Supervisory Social Worker	X	X	
Sharon Wise	Community Outreach Specialist	X	X	
Sheila Harley	Customer Service Communications Specialist	X	X	
Sherri Ellerbe	Medicaid Enrollment Specialist	X	X	
Sierra Silva	Social Worker	X	X	
Sonia North	Administrative Support Manager	X	X	
Stacie Adams	Case Manager	X	X	
Stephanie Bryant	Program Analyst	X	X	
Susanna Wiles	Social Worker	X	X	
Tafauria Williams	Public Health Nutritionist	x	x	
Takira Gill	Case Manager	X	X	
Talia Wells	Medicaid Enrollment Specialist	X	X	
Tamara Moore	Information & Referral/Assistance Supervisor	X	X	
Tan Pham	IT Specialist	X	X	
Teisha Davis	Social Worker	X	X	
Teres Gregory	Human Resource Specialist	X	X	
Teresa Smith	Social Worker	X	X	
Tiara Anderson	Program Analyst	X	X	
Tommy Ballard	Program Manager	X	X	
Tracy Welch	Social Worker	X	X	
Unita Crudup	Customer Services Community Specialist	X	x	
Vanessa Hicks	Supervisory Social Worker	X	X	

Name	Title
Aaron Parker	IT Specialist
Ajani Bennett	Human Resource Specialist
Alberto Polo- Herrera	Customer service Communications Specialist
Amanda Washington	Communications Specialist
Andrew Cacho	Social Worker
Angela Levy-Singh	Program Manager
Angela Richardson	Deputy Director of Communications
Antonette Dozier	Staff Assistant
Arlin Pichardo	Case Manager
Aweke Wudineh	IT Specialist (Data Management)
Barbara Brewer	Social Worker
Barbara Cooper-Geiger	Social Worker
Belinda Willingham	Program Support Specialist
Brenda Badillo	Program Analyst(Grant Monitor)
Brendan Edgecombe	Case Manager
Carmen Inge	Social Services Assistant
Carolyn Miller	Nutritionist
Cecily Floyd	Social Worker
Chandra January	Program Analyst
Charlayne Oloughlin	Social Worker
Charon Hines	Agency Derector
Cherelle Fennell	Program Analyst
Chiamaka Nwachukwu	Nutritionist
Chicquita Bryant	Program Analyst
China Frances	Customer Service Communications Specialist
Chiquita Lee	Resource Allocation Analyst
Christopher Ingram	EOM
Chyna Thornton	Administrative Assistant
Clarence Craig	Supervisory Social Worker
Cory Graves	Program Support Specialist
Courtney George	Executive Assistant
Damon Byrd	Social Worker
Darneesha Polee	Program Analyst
Deborah Agbomson	Information & Referral/Assistance
Deneal Williams	Program Analyst
Diamynn Hill	Transition Care Specialist
Eddie Lindler	APS Supervisory Social Worker
Edwinta Jenkins	Program Analyst
Ekundayo Akinola	Transition Care Specialist
Elicitia Battle	Customer Service Communications Specialist
Emma Baxter	Transition Care Specialist
Eraina Lindsey	Program Analyst
Eric Manuel	Program Manager
Erica Cochran	Nutritionist
Ervin Kelly	Chief of Staff
Estefani Legge	Staff Assistant

Hilda Reyes	Customer Service Communications Specialist
Janeashia Williams	Program Analyst
Jemila Darku	Community Outreach Coordinator
Jeremiah Dease	Customer Service Communications Specialist
Jermaine Dillon	Program Manager
Joan Williams	Chief Operating Officer
Judi Gold	Special Assistant
Karen Watson-Brooks	Social Worker
Katedra Sullivan	Supervisory Social Worker
Kayla Walker	Community Outreach Specialist
Keianna Evans	Hotline Specialist
Kendra Barnes	Case Manager
Kevin Reed	Social Worker
Krystal Franks	Social Worker
LaChelle Anderson	Human Resource Specialist
LaKeisha Morton	Program Analyst
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Leslie Meyers	Social Worker
Lorraine Green	Human Resources Officer
Lutanya Hubbard	Supervisory Social Worker
Malika Shorter	Special Assistant
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Mia Butler	Medicaid Enrollment Specialist
Morgan Smith	Public Health Nutritionist
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Naisha Price	Case Manager
Nathan Gomez	Program Analyst
Nia Pride	Customer Service Communications Specialist
Nigel A. John	Facility Services Specialist
Nkwenti Sanga	Budget Analyst
Odetta Alves	Information & Referral Assistance Supervisor
Orisia Wallace	Social Worker
Plathon Watson	Housing Coordinator
Regat Hagos	Resource Allocation Officer
Robert Russell	Resource Allocation Analyst
Robin Gantt	Program Analyst
Rolanda Wray	Transition Care Specialist
Roman Saiful	IT Specialist
Sammie Johnson	Social Worker
Samuel L. Taylor, Jr.	Facility Services Specialist
Shanitay Boyd	Supervisory Social Worker
Sharon Wise	Community Outreach Specialist
Sheila Harley	Customer Service Communications Specialist
Sherri Ellerbe	Medicaid Enrollment Specialist
Sierra Silva	Social Worker
Sonia North	Administrative Support Manager

Stacie Adams	Case Manager
Stephanie Bryant	Program Analyst
Susanna Wiles	Social Worker
Takira Gill	Case Manager
Talia Wells	Medicaid Enrollment Specialist
Tamara Moore	Information & Referral/Assistance Supervisor
Tammy Ferguson	Case Manager
Tan Pham	IT Specialist
Teisha Davis	Social Worker
Teres Gregory	Human Resource Specialist
Teresa Smith	Social Worker
Tiara Anderson	Program Analyst
Tommy Ballard	Program Manager
Tracy Welch	Social Worker
Vanessa Hicks	Supervisory Social Worker

[illegible]

[illegible]

[illegible]

Invoice Month	Agency Code
2024-12(11/15~12/14)	BY
2024-12(12/1~12/31)	BY
2024-12(12/1~12/31)	BY
2024-11(10/15~11/14)	BY
2024-11(11/1~11/30)	BY
2024-11(11/1~11/30)	BY
2024-12(12/2~1/1)	BY
2024-10(9/15~10/14)	BY
2024-10(10/1~10/31)	BY
2024-10(10/1~10/31)	BY
2024-11(11/2~12/1)	BY
2024-09(8/15~9/14)	BY
2024-09(9/1~9/30)	BY
2024-09(9/1~9/30)	BY
2024-10(10/2~11/1)	BY
2024-08(7/15~8/14)	BY
2024-08(8/1~8/31)	BY
2024-08(8/1~8/31)	BY
2024-09(9/2~10/1)	BY
2024-07(6/22~7/21)	BY
2024-07(6/15~7/14)	BY
2024-07(7/1~7/31)	BY
2024-07(7/1~7/31)	BY
2024-08(8/2~9/1)	BY
2024-06(5/22~6/21)	BY
2024-06(5/15~6/14)	BY
2024-06(6/1~6/30)	BY
2024-06(6/1~6/30)	BY
2024-07(7/2~8/1)	BY
2024-05(4/22~5/21)	BY
2024-05(4/15~5/14)	BY
2024-05(5/1~5/31)	BY
2024-05(5/1~5/31)	BY
2024-06(5/24~6/23)	BY
2024-04(3/22~4/21)	BY
2024-04(3/15~4/14)	BY
2024-04(4/1~4/30)	BY
2024-04(4/1~4/30)	BY
2024-04(4/1~4/30)	BY
2024-05(4/24~5/23)	BY
2024-03(2/22~3/21)	BY

2024-03(2/15~3/14)	BY
2024-03(3/1~3/31)	BY
2024-03(3/1~3/31)	BY
2024-04(3/24~4/23)	BY
2024-02(1/22~2/21)	BY
2024-02(1/15~2/14)	BY
2024-02(2/1~2/29)	BY
2024-02(2/1~2/29)	BY
2024-02(2/1~2/29)	BY
2024-03(2/24~3/23)	BY
2024-01(12/22~1/21)	BY
2024-01(12/15~1/14)	BY
2024-01(1/1~1/31)	BY
2024-01(1/1~1/31)	BY
2024-01(1/1~1/31)	BY
2024-02(1/24~2/23)	BY

Agency Name	Vendor Amount
DC Department of Aging and Community Living	\$7,779.31
DC Department of Aging and Community Living	\$8,833.39
DC Department of Aging and Community Living	\$423.42
DC Department of Aging and Community Living	\$7,666.60
DC Department of Aging and Community Living	\$8,833.39
DC Department of Aging and Community Living	\$495.20
DC Department of Aging and Community Living	\$69.54
DC Department of Aging and Community Living	\$35,413.44
DC Department of Aging and Community Living	\$8,833.39
DC Department of Aging and Community Living	\$524.56
DC Department of Aging and Community Living	\$69.54
DC Department of Aging and Community Living	\$52,869.70
DC Department of Aging and Community Living	\$11,233.39
DC Department of Aging and Community Living	\$763.52
DC Department of Aging and Community Living	\$69.54
DC Department of Aging and Community Living	\$52,887.77
DC Department of Aging and Community Living	\$8,833.39
DC Department of Aging and Community Living	\$380.35
DC Department of Aging and Community Living	\$69.53
DC Department of Aging and Community Living	\$8,625.59
DC Department of Aging and Community Living	\$52,166.43
DC Department of Aging and Community Living	\$8,833.39
DC Department of Aging and Community Living	\$516.10
DC Department of Aging and Community Living	\$69.50
DC Department of Aging and Community Living	\$8,625.59
DC Department of Aging and Community Living	\$53,301.63
DC Department of Aging and Community Living	\$8,941.39
DC Department of Aging and Community Living	\$486.04
DC Department of Aging and Community Living	\$69.50
DC Department of Aging and Community Living	\$8,625.59
DC Department of Aging and Community Living	\$28,595.07
DC Department of Aging and Community Living	\$8,833.39
DC Department of Aging and Community Living	\$663.58
DC Department of Aging and Community Living	\$69.48
DC Department of Aging and Community Living	\$8,589.37
DC Department of Aging and Community Living	\$75,128.49
DC Department of Aging and Community Living	\$9,012.56
DC Department of Aging and Community Living	\$0.01
DC Department of Aging and Community Living	\$641.42
DC Department of Aging and Community Living	\$69.48
DC Department of Aging and Community Living	\$17,707.05

DC Department of Aging and Community Living	\$9,615.38
DC Department of Aging and Community Living	\$12,225.30
DC Department of Aging and Community Living	\$748.61
DC Department of Aging and Community Living	\$62.48
DC Department of Aging and Community Living	\$18,948.29
DC Department of Aging and Community Living	\$10,336.97
DC Department of Aging and Community Living	\$9,225.30
DC Department of Aging and Community Living	\$0.05
DC Department of Aging and Community Living	\$580.36
DC Department of Aging and Community Living	\$76.21
DC Department of Aging and Community Living	\$18,948.29
DC Department of Aging and Community Living	\$58,072.44
DC Department of Aging and Community Living	\$9,244.50
DC Department of Aging and Community Living	\$0.29
DC Department of Aging and Community Living	\$379.75
DC Department of Aging and Community Living	\$26.15
Page Total Amount	\$654,110.10
Grand Total Amount	\$654,109.99

Vendor Type	Vendor Name
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Long Distance	GSA Networx - Long Distance
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)

Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Long Distance	GSA Networx - Long Distance
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS
Cellular	AT&T FIRSTNET CITYWIDE (BES NO=57882080,57891970)
Cellular	AT&T WL Citywide (FAN No=72572)
Landline	DC NET
Long Distance	GSA Networx - Long Distance
Language Translation Service	LANGUAGE LINE SERVICES
Cellular	VERIZON WIRELESS

FY24 DACL Vehicle List		
Vehicle Tag	Vin#	Assigned Department
DC11997	5TDDZ3DC3JS195359	Director's Office / Facilities
DC8116	5TDJK3DC6ES086374	EAC
DC8118	5TDJK3DC4ES086650	Staff
DC8119	5TDJK3DC1ES086203	Staff
DC8834	19XFB2F50EE238478	Staff
DC10252	19XFB4F28DE200903	Facilities
DC8835	19XFB2F54EE237429	Staff (250 E St SW)
DC8112	2C7WDGBG9ER380098	Staff (250 E St SW)

FY25 - Q1 DACL Vehicle List		
Vehicle Tag	Vin#	Assigned Department
DC11997	5TDDZ3DC3JS195359	Director's Office / Facilities
DC8116	5TDJK3DC6ES086374	EAC
DC8118	5TDJK3DC4ES086650	Staff
DC8119	5TDJK3DC1ES086203	Staff
DC8834	19XFB2F50EE238478	Staff
DC10252	19XFB4F28DE200903	Facilities
DC8835	19XFB2F54EE237429	Staff (250 E St SW)
DC8112	2C7WDGBG9ER380098	Staff (250 E St SW)

Attachment Q4d. - Travel Expenses						
FY24 Travel Expenses						
Name of Employees	Position Title	Conference Name	Dates of Travel or Training	Location	Reason for Travel	Amount of
Director P.W. Hines	Director	Ms. Senior DC	10/16 - 10/20/2023	Atlantic City	To identify new trends and opportunities to better the organization program and services.	610.75
Leslie Meyers	Social Worker	NABSW Conference*	3/26 & 3/31/2024	New Orleans	To give APS social worker team an opportunity to learn about the latest trends in the social work industry. Training our staff allows APS to achieve their goals and ACL compliance.	1,541.96
Damien Bryd	Social Worker	NABSW Conference	3/26 & 3/31/2024	New Orleans	To give APS social worker team an opportunity to learn about the latest trends in the social work industry. Training our staff allows APS to achieve their goals and ACL compliance.	1,541.96
Sonia North	Social Worker	NABSW Conference	3/26 & 3/31/2024	New Orleans	To give APS social worker team an opportunity to learn about the latest trends in the social work industry. Training our staff allows APS to achieve their goals and ACL compliance.	1,541.96
Andrew Cacho	Social Worker	NABSW Conference	3/26 & 3/31/2024	New Orleans	To give APS social worker team an opportunity to learn about the latest trends in the social work industry. Training our staff allows APS to achieve their goals and ACL compliance.	1,541.96
Melanie Johnson	Chief Progam Officer	US Aging Conference*	7/8 - 7/11/2024	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,374.79
Angela Levy	Program Manager	US Aging Conference	7/8 - 7/11/2024	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,374.79
Ken O'Bryant	Program Manager	US Aging Conference	7/8 - 7/11/2024	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,374.79
Ajay Barma	Program Manager	US Aging Conference	7/8 - 7/11/2024	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,374.79
Charon P.W. Hines	Director	US Aging Conference	7/8 - 7/11/2025	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,550.44
Angela Richardson	Chief of Staff	US Aging Conference	7/8 - 7/11/2025	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,550.44
Lutanya Hubbard	Social Worker	US Aging Conference	7/8 - 7/11/2025	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,561.04
Joan Williams	Clinical Service Officer	US Aging Conference*	7/8 - 7/11/2025	Tampa	Aging network practioners and partners come together to share knowledge and new directions in the field of aging at the US Aging Annual Conference and Tradeshow	\$1,550.44
Michael Dobson		ACL Ohio Conference	7/14 - 7/18/2024	New Orleans	SHIP team - The purpose of the conference is to assist, support, and inform the Senior Medicare Patrol (SMP) Program, State Health Insurance Assistance Program (SHIP), and Medicare Improvements for Patients and Providers Act of 2008 (MIPPA) grantees nationwide. The conference will offer attendees (paid, in-kind, and volunteer team members) an opportunity to review core values and practices that define the programs and hone new skills to strengthen program education and outreach efforts and the involvement of team members. The goal is to provide everyone with an opportunity to learn and explore new ways to enhance their programs and partnerships. The agenda has been arranged to meet the needs of each program	\$980.98
Lance Holt	Program Support Specialist	ACL Ohio Conference	7/14 - 7/18/2024	New Orleans	SHIP team - The purpose of the conference is to assist, support, and inform the Senior Medicare Patrol (SMP) Program, State Health Insurance Assistance Program (SHIP), and Medicare Improvements for Patients and Providers Act of 2008 (MIPPA) grantees nationwide. The conference will offer attendees (paid, in-kind, and volunteer team members) an opportunity to review core values and practices that define the programs and hone new skills to strengthen program education and outreach efforts and the involvement of team members. The goal is to provide everyone with an opportunity to learn and explore new ways to enhance their programs and partnerships. The agenda has been arranged to meet the needs of each program	\$1,107.13

Belinda Willingham	Program Support Specialist	ACL Ohio Conference	7/14 - 7/18/2024	New Orleans	Senior Medicare Patrol (SMP) Program, State Health Insurance Assistance Program (SHIP), and Medicare Improvements for Patients and Providers Act of 2008 (MIPPA) grantees nationwide. The conference will offer attendees (paid, in-kind, and volunteer team members) an opportunity to review core values and practices that define the programs and hone new skills to strengthen program education and outreach efforts and the involvement of team members. The goal is to provide everyone with an opportunity to learn and explore new ways to enhance their programs and partnerships. The agenda has been arranged to meet the needs of each program	\$980.98
Corey Graves	Customer Service Specialist	ACL Ohio Conference	7/14 - 7/18/2024	New Orleans	SHIP team - The purpose of the conference is to assist, support, and inform the Senior Medicare Patrol (SMP) Program, State Health Insurance Assistance Program (SHIP), and Medicare Improvements for Patients and Providers Act of 2008 (MIPPA) grantees nationwide. The conference will offer attendees (paid, in-kind, and volunteer team members) an opportunity to review core values and practices that define the programs and hone new skills to strengthen program education and outreach efforts and the involvement of team members. The goal is to provide everyone with an opportunity to learn and explore new ways to enhance their programs and partnerships. The agenda has been arranged to meet the needs of each program	\$1,194.96
Plathon Watson	Housing Coordinator	HCBS Conference 2024 - Advancing States	8/18 - 8/22/2024	Baltimore Md	The purpose for this conference is to share practices and policies that improve state systems delivering long-term services and supports LTSS for all ages.	\$840.00
Ken O'Bryant	Program Manager	HCBS Conference 2024 - Advancing States	8/18 - 8/22/2024	Baltimore Md	The purpose for this conference is to share practices and policies that improve state systems delivering long-term services and supports LTSS for all ages.	\$840.00
Ajay Barma	Program Manager	HCBS Conference 2024 - Advancing States	8/18 - 8/22/2024	Baltimore Md	The purpose for this conference is to share practices and policies that improve state systems delivering long-term services and supports LTSS for all ages.	\$840.00
Michael Dobson	Program Manager	HCBS Conference 2024 - Advancing States	8/18 - 8/22/2024	Baltimore Md	The purpose for this conference is to share practices and policies that improve state systems delivering long-term services and supports LTSS for all ages.	\$840.00
Sherri Ellerbe	Medicaid Enrollment Specialist	HCBS Conference 2024 - Advancing States	8/18 - 8/22/2024	Baltimore Md	The purpose for this conference is to share practices and policies that improve state systems delivering long-term services and supports LTSS for all ages.	\$840.00
Joan Williams	Clinical Service Officer	2024 NAPSA Conference*	9/16 - 9/18/2024	New Mexico	The NAPSA Conference is the only national conference that focuses solely on Adult Protective Services (APS) and programs for sharing information, solving problems, and improving the quality of services for victims of elder and vulnerable adult mistreatment. Its mission is to strengthen the capacity of APS at the national, state, and local levels, to effectively and efficiently recognize, report, and respond to the needs of elders and adults with disabilities who are the victims of abuse, neglect, or exploitation, and to prevent such abuse whenever possible.	\$1,912.45
Elaine Block	General Counsel	2024 NAPSA Conference	9/16 - 9/18/2024	New Mexico	The NAPSA Conference is the only national conference that focuses solely on Adult Protective Services (APS) and programs for sharing information, solving problems, and improving the quality of services for victims of elder and vulnerable adult mistreatment. Its mission is to strengthen the capacity of APS at the national, state, and local levels, to effectively and efficiently recognize, report, and respond to the needs of elders and adults with disabilities who are the victims of abuse, neglect, or exploitation, and to prevent such abuse whenever possible.	\$1,912.45
Charlayne O'Loughlin	Social Worker	2024 NAPSA Conference	9/16 - 9/18/2024	New Mexico	The NAPSA Conference is the only national conference that focuses solely on Adult Protective Services (APS) and programs for sharing information, solving problems, and improving the quality of services for victims of elder and vulnerable adult mistreatment. Its mission is to strengthen the capacity of APS at the national, state, and local levels, to effectively and efficiently recognize, report, and respond to the needs of elders and adults with disabilities who are the victims of abuse, neglect, or exploitation, and to prevent such abuse whenever possible.	\$1,912.45
Darrell Chase	Program Analyst	2024 NAPSA Conference	9/16 - 9/18/2024	New Mexico	The NAPSA Conference is the only national conference that focuses solely on Adult Protective Services (APS) and programs for sharing information, solving problems, and improving the quality of services for victims of elder and vulnerable adult mistreatment. Its mission is to strengthen the capacity of APS at the national, state, and local levels, to effectively and efficiently recognize, report, and respond to the needs of elders and adults with disabilities who are the victims of abuse, neglect, or exploitation, and to prevent such abuse whenever possible.	\$1,912.45

Cecily Flyod	Social Worker	2024 NAPSA Conference	9/16 - 9/18/2024	New Mexico	The NAPSA Conference is the only national conference that focuses solely on Adult Protective Services (APS) and programs for sharing information, solving problems, and improving the quality of services for victims of elder and vulnerable adult mistreatment. Its mission is to strengthen the capacity of APS at the national, state, and local levels, to effectively and efficiently recognize, report, and respond to the needs of elders and adults with disabilities who are the victims of abuse, neglect, or exploitation, and to prevent such abuse whenever possible.	\$1,667.72
Regat Hagos	Chief of Operations	ICMA Conference*	9/21 - 9/25/2024	Pennsylvania	ICMA offers membership, professional development programs, research, publications, data and information, technical assistance, and training to local government chief administrative officers, their staff, and other organizations around the globe	\$2,341.64
Angela Richardson	Chief of Staff	ICMA Conference	9/21 - 9/25/2024	Pennsylvania	ICMA offers membership, professional development programs, research, publications, data and information, technical assistance, and training to local government chief administrative officers, their staff, and other organizations around the globe	\$2,341.64

FY25 Travel Expenses (YTD)						
Name of Employees	Position Title		Dates of Travel or Training	Location	Reason for Travel	Amount of
N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Includes Conference/Training Fees

NABSW Conference - SouthWest Airlines

NABSW Conference -Hyatt Regency Hotel

NASW, Virginia Chapter K. Reed Virtue Conference Fee

(4) USA Aging Conference fees 2024 (Melaine, Levy, O'Bryant and Barma)

(4) USA Aging Conference 2024 (Hines, Richardson, Hubbard, Williams)

NASW Conference - 6 employees CEU's June 19-22 in DC

SouthWest Airlines - ACL- SHIP- 2024 OHIO Conference in New Orleans

ADVancing States- HCBS Conference 2024

ADVancing States- HCBS Conference 2024

NASW Conference fees 2 employees

NAPSA Conference Fees (non members) 5 employees

Therapy Express (Social Worker Conference fees) 18 CEU's

ICMA Conference Fee Hagos and Richardson

SouthWest Airlines -National Adult Protective Service Association - NAPSA Confe

South West Airlines - NAPSA Conference

International House of New Orleans - hotel

Sheraton New Orleans - hotel

Tampa Marriott Hotel - M Johnson & A Barma

Cambria Hotel - Pittsburgh Richardson and Hagos

Hotel Andaluz Albuquerque- Hilton

\$2,387.84	
\$3,780.00	
\$525.00	
\$2,175.00	
\$2,920.00	
\$4,710.00	
\$1,542.80	
\$3,360.00	
\$840.00	
\$998.00	
\$3,625.00	
\$219.97	
\$1,030.00	
	3,674.30
\$1,305.42	

\$1,460.36	
\$1,208.06	
\$1,662.08	
\$3,453.28	
\$4,710.36	

Leslie Bryd Sonia Damon

\$192.98 +189.00 *3=

\$759.98 for 4 days

Emailed Ajani for clarity-M. Dobson,
L. Holt, B. Willingham, C. Graves

K. O'Bryant, A. Barma, M.
Dobson, S. Ellerbe,

P. Watson

K. Sullivan and S. Wiles

J. Williams, E. Block, C.
O'Loughlin, D. Chase, C.
Floyd

Teresa Smith refund
(80.00)

NAPSA Conference

Joan and Cecily

Emailed Ajani for backup-
July 14- 18th (4
nights)Holt and Graves
Willingham and Dodson

NAPSA Conference- New
Mexico

Attachment Q5 - Intra- District Transfer in FY22					
Intra-District Transfers - From Other Agencies					
	FY22 Amount	Agency	Date Entered	Duration of Transfer	Description
	\$ 100,000	DHCF	2/9/2022	FY22	Long-Term Ombudsman Program
	\$ 128,958	DDS	1/24/2022	FY22	Independent Living Services for Deaf and Blind Seniors
	\$ 186,991	DHCF	1/18/2022	FY22	Money Follows the Person - MFPDP1
TOTAL	\$ 415,949				
Intra-District Transfers - To Other Agencies					
	FY22 Amount	Agency	Date Entered	Duration of Transfer	Description
	\$ 44,297	DPW	N/A (Citywide)	FY22	Fleet Management
	\$ 174,601	DGS	4/26/2022	FY22	Model Cities SWC Project
	\$ 400,000	DGS	4/21/2022	FY22	Model Cities SWC Project
	\$ 19,835	OCTO	4/6/2022	FY22	Events Booking Application Support Services
	\$ 60,000	OAG	3/28/2022	FY22	Legal Services for Adult Protective Services (APS)
	\$ 132,911	DGS	12/17/2021	FY22	DGS Congress Heights Senior Well Center Project Project
	\$ 410,000	DOH	11/2/2021	FY22	Commodity Supplemental Program
	\$ 173,412	DGS	10/20/2021	FY22	Security Services for the WellnessCenters
	\$ 99,884	OFRM	10/1/2021	FY22	Random Moment Time Study for Medicaid billing
	\$ 113,473	OFRM	10/1/2021	FY22	OFRM Financial Services
	\$ 7,157	DCHR	10/1/2021	FY22	Human Resources Services
TOTAL	\$ 1,635,570				

Attachment Q5 - Intra-District Transfers

	Intra-District Transfers			
	FY24 Amount	Agency	Date Entered	Duration of Transfer
	\$ 200,000.00	DHCF	11/22/2023	FY24
	\$ 128,958.00	DDS	11/22/2023	FY24
	\$ 534,866.00	DHCF	11/22/2023	FY24
TOTAL	\$ 863,824.00			
	Intra-District Transfers			
	FY24 Amount	Agency	Date Entered	Duration of Transfer
	\$ 45,379.69	DPW	N/A (Citywide)	FY24
	\$ 71,384.00	OFRM	1/11/2024	FY24
	\$ 135,420.58	OFRM	1/11/2024	FY24
	\$ 410,000.00	DOH	3/5/2024	FY24
	\$ 60,000.00	OAG	4/10/2024	FY24
	\$ 7,195.00	DCHR	11/22/2023	FY24
	\$ 331,695.00	DGS	1/24/2024	FY24
	\$ 19,385.00	OCTO	5/16/2024	FY24
	\$ 8,655.00	OCTO	5/16/2024	FY24
	\$ 443.34	DSLBD	2/1/2024	FY24
	\$ 483,782.35	DDS	11/8/2024	FY24
TOTAL	\$ 1,573,339.96			

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

Attachment Q5 - Intra- District Transfer in FY25 to Date

	Intra-District Transfers - From Other Agencies				
	FY25 Amount	Agency	Date Entered	Duration of Transfer	Description
	\$ 200,000.00	DHCF*	TBD	FY25	Long-Term Ombudsman Program
	\$ 128,958.00	DDS	12/18/2025	FY25	Independent Living Services for Deaf and Blind Seniors
	\$ 527,562.65	DHCF	1/28/2025	FY25	Money Follows the Person - MFPDP1
TOTAL	\$ 856,520.65				
	Intra-District Transfers - To Other Agencies				
	FY25 Amount	Agency	Date Entered	Duration of Transfer	Description
	\$ 43,404.61	DPW	N/A (Citywide)	FY25	Fleet Management
	\$ 71,384.00	TBD*	TBD	FY25	Random Moment Time Study for Medicaid billing
	\$ 135,420.58	OFRM*	TBD	FY25	OFRM Financial Services
	\$ 410,000.00	DOH*	TBD	FY25	Commodity Supplemental Program
	\$ 60,000.00	OAG*	TBD	FY25	Legal Services for Adult Protective Services (APS)
	\$ 7,195.00	DCHR	1/24/2025	FY25	Human Resources Services
	\$ 1,418.20	DGS	11/18/2024	FY25	Security Guards for Mayor's Event
	\$ 8,655.00	OCTO*	TBD	FY25	Phase II of Senior Mobile App. For DC Seniors
	\$ 443.34	DSLBD*	TBD	FY25	Lighting Platform starter unlimited access
	\$ 483,782.35	DDS	12/18/2025	FY25	Office Space & facilities at 250 E Street
TOTAL	\$ 1,221,703.08				

**In Process*

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The variance between the approved and revised budget is due to an increase in the local budget for community outreach and Home Delivered meals and Personnel activities. The spending variance is due to underspending in Information Technology, Contractual services, Feelt MOU, Commodity and Farmers Market MOU, and grant recipients.

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

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

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

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

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

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

		TRANSPORTATION	\$220,030.00	\$220,030.00	\$209,598.68	\$10,431.32	
4020 Total			\$3,338,032.80	\$10,979,779.38	\$3,203,731.60	\$2,776,047.78	
4025	EXECUTIVE OFFICE	EXECUTIVE ADMINISTRATION	\$1,382,069.95	\$1,382,069.95	\$257,221.00	\$1,124,848.05	The spending variance is due to DACL's Medicaid Cost Allocation Plan. Each day, a subset of DACL staff complete a random moment-in-time study (RMTs) that identifies whether or not they are working on Medicaid-related activities (federally reimbursable). Every quarter, DACL re-classes PS expenditures from Medicaid to Local due to low-Medicaid-related activities in order to comply with its cost allocation plan.
	OPERATIONS DEPARTMENT	COMMUNICATIONS	\$287,169.14	\$287,169.14	\$246,579.49	\$40,589.65	
	PROGRAMS DEPARTMENT	LEAD AGENCIES AND CASE MANAGEMENT	\$751,854.07	\$751,854.07	\$667,672.52	\$84,181.55	
		SENIOR WELLNESS/FITNESS	\$846,141.60	\$846,141.60	\$544,756.88	\$301,384.72	
4025 Total			\$3,267,234.76	\$3,267,234.76	\$1,716,230.79	\$1,551,003.97	
Grand Total			\$66,419,910.14	\$68,602,657.79	\$62,459,687.91	\$6,142,969.88	

Fiscal Year 2024							
Appropriated Fund	Cost Center	Program	Approved Budget	Revised Budget	Expenditure	Variance	
1010	COMMUNICATIONS DEPARTMENT	ASSISTANCE AND REFERRAL SERVICES	\$987,734.83	\$987,734.83	\$1,153,803.07	(\$166,068.24)	The variance between the approved and revised budget is due to a mid-year reduction in the local budget. The spending variance is due to underspending in MOIs, Contractual services, and grant recipients.
		COMMUNICATIONS	\$881,724.30	\$831,724.30	\$611,795.60	\$219,928.70	
	EXECUTIVE OFFICE	EXECUTIVE ADMINISTRATION	\$3,310,921.77	\$2,948,159.47	\$2,921,510.01	\$26,649.46	
		INFORMATION TECHNOLOGY SERVICES	\$1,240,189.07	\$1,278,632.06	\$1,048,322.62	\$230,309.44	Please note that some program lines may show under or overspending in the program area, however, these are accounted for in other activity lines across program areas for the entire agency. The spending variance is due to Personnel allocation across programs.
	PROGRAMS DEPARTMENT	ADVOCACY/ELDER RIGHTS	\$1,357,604.24	\$1,357,604.24	\$1,376,853.93	(\$19,249.69)	
		CAREGIVER SUPPORT SERVICES	\$931,810.97	\$931,810.97	\$922,743.51	\$9,067.46	
		COMMODITY AND FARMERS MARKET SERVICES	\$410,000.00	\$410,000.00	\$412,941.25	(\$2,941.25)	
		COMMUNITY DINING SERVICES	\$1,761,227.50	\$1,761,227.50	\$1,727,018.82	\$34,208.68	
		DAY PROGRAMS	\$1,218,258.85	\$1,218,258.85	\$1,179,601.06	\$38,657.79	
		HOME DELIVERED MEALS SERVICES	\$5,190,838.75	\$4,699,407.39	\$4,641,626.32	\$57,781.07	
		IN-HOME SERVICES	\$7,940,809.45	\$7,940,809.45	\$7,688,409.27	\$252,400.18	
		LEAD AGENCIES AND CASE MANAGEMENT	\$13,651,848.71	\$13,622,134.71	\$13,144,224.69	\$477,910.02	
		NUTRITION SUPPLEMENT SERVICES	\$777,177.00	\$777,177.00	\$699,459.19	\$77,717.81	
		SENIOR VILLAGES SERVICES	\$827,470.00	\$827,470.00	\$747,583.70	\$79,886.30	
		SENIOR WELLNESS/FITNESS	\$2,920,028.00	\$2,920,028.00	\$2,912,094.85	\$7,933.15	
		SUPPORTIVE RESIDENTIAL SERVICES	\$884,853.00	\$884,853.00	\$789,780.30	\$95,122.70	
		TRANSPORTATION	\$5,140,627.00	\$4,640,301.67	\$4,533,250.04	\$107,051.63	
	SOCIAL WORK/APS DIVISION	TRANSPORTATION	\$48,709.61	\$48,709.61	\$48,709.61	\$0.00	
1010 Total			\$49,481,833.05	\$49,086,043.05	\$46,559,676.04	\$1,526,366.21	
4021	COMMUNICATIONS DEPARTMENT	ASSISTANCE AND REFERRAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	The variance between approved and revised budgt is due to decrease in ARP funding. The remaining Federal funds will be spent in FY25.
		LEAD AGENCIES AND CASE MANAGEMENT	\$0.00	\$30,000.00	\$0.00	\$30,000.00	
		COMMUNICATIONS	\$0.00	\$0.00	\$0.00	\$0.00	
	EXECUTIVE OFFICE	INFORMATION TECHNOLOGY SERVICES	\$546,270.21	\$48,802.73	\$144,872.95	(\$96,070.22)	
	PROGRAMS DEPARTMENT	ADVOCACY/ELDER RIGHTS	\$139,300.00	\$92,263.41	(\$34,098.38)	\$126,961.79	
		CAREGIVER SUPPORT SERVICES	\$553,643.97	\$2,677.00	\$2,677.00	\$0.00	
		COMMUNITY DINING SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	
		HOME DELIVERED MEALS SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	
		LEAD AGENCIES AND CASE MANAGEMENT	\$530,000.00	\$455,602.17	\$455,602.17	\$0.00	
		SENIOR WELLNESS/FITNESS	\$178,610.00	\$80,358.49	\$80,358.52	(\$0.03)	
4021 Total			\$1,777,824.18	\$709,703.80	\$709,703.85	(\$1,068.05)	
4020	COMMUNICATIONS DEPARTMENT	ASSISTANCE AND REFERRAL SERVICES	\$219,968.31	\$112,481.44	\$91,595.52	\$20,885.92	The variance between the approved and revised budget is due an decrease in ARP federal funding.
		COMMUNICATIONS	\$8,856.00	\$0.00	\$0.00	\$0.00	
		INFORMATION TECHNOLOGY SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	
	EXECUTIVE OFFICE	EXECUTIVE ADMINISTRATION	\$3,103,583.05	\$887,541.78	\$1,028,583.34	(\$141,041.56)	
	PROGRAMS DEPARTMENT	ADVOCACY/ELDER RIGHTS	\$20,000.00	\$43,597.35	\$39,915.35	\$3,682.00	
		CAREGIVER SUPPORT SERVICES	\$1,238,100.85	\$852,263.50	\$852,263.50	\$0.00	
		COMMUNITY DINING SERVICES	\$3,405,108.00	\$3,022,742.64	\$3,022,742.63	\$0.01	
		HOME DELIVERED MEALS SERVICES	\$2,155,213.00	\$1,583,100.66	\$1,583,100.67	(\$0.01)	
		IN-HOME SERVICES	\$0.00	\$0.00	\$65,510.33	(\$65,510.33)	
		LEAD AGENCIES AND CASE MANAGEMENT	\$0.00	\$887,429.06	\$701,763.11	\$185,665.95	
		SENIOR WELLNESS/FITNESS	\$197,133.92	\$66,059.76	\$66,059.74	\$0.02	
		TRANSPORTATION	\$0.00	\$218,531.34	\$218,531.34	\$0.00	
4020 Total			\$10,347,943.13	\$7,673,767.53	\$7,670,085.53	\$3,682.00	
4025	EXECUTIVE OFFICE	EXECUTIVE ADMINISTRATION	\$1,442,553.63	\$281,077.26	\$515,851.39	(\$254,774.13)	The variance between revised budget and expenditure is due to the reclassification of Medicaid expenditures to Local expenditures based on RMTs analysis.
		ASSISTANCE AND REFERRAL SERVICES	\$0.00	\$720,880.40	\$0.00	\$720,880.40	
	OPERATIONS DEPARTMENT	COMMUNICATIONS	\$284,500.91	\$72,486.98	\$95,288.31	(\$22,801.33)	
	PROGRAMS DEPARTMENT	LEAD AGENCIES AND CASE MANAGEMENT	\$863,695.16	\$863,695.16	\$795,650.70	\$68,044.46	
		SENIOR WELLNESS/FITNESS	\$720,880.40	\$0.00	\$531,349.32	(\$531,349.32)	
4025 Total			\$3,311,630.10	\$1,938,139.80	\$1,938,139.72	\$0.08	
Grand Total			\$66,419,230.46	\$58,407,654.18	\$56,877,605.94	\$1,530,048.24	

Fiscal Year 2025							
Appropriated Fund	Cost Center	Program	Approved Budget	Revised Budget	Expenditure	Variance	
1010	COMMUNICATIONS DEPARTMENT	ASSISTANCE AND REFERRAL SERVICES	\$996,802.93	\$996,802.93	\$330,255.56	\$666,547.37	N/A. FY25 is currently in progress
		COMMUNICATIONS	\$819,130.38	\$819,130.38	\$236,413.57	\$582,716.81	
	EXECUTIVE OFFICE	ASSISTANCE AND REFERRAL SERVICES	\$174,412.79	\$174,412.79	\$0.00	\$174,412.79	
		EXECUTIVE ADMINISTRATION	\$3,030,775.32	\$3,030,775.32	\$799,831.52	\$2,230,943.80	
		HOME DELIVERED MEALS SERVICES	\$62,494.72	\$62,494.72	\$0.00	\$62,494.72	
		INFORMATION TECHNOLOGY SERVICES	\$1,289,678.08	\$1,289,678.08	\$84,481.67	\$1,205,196.41	
	PROGRAMS DEPARTMENT	ADVOCACY/ELDER RIGHTS	\$1,468,375.24	\$1,468,375.24	\$253,806.78	\$1,214,568.46	
		ASSISTANCE AND REFERRAL SERVICES	\$92,090.87	\$92,090.87	\$0.00	\$92,090.87	
		CAREGIVER SUPPORT SERVICES	\$1,381,810.97	\$1,381,810.97	\$264,774.33	\$1,117,036.64	
		COMMODITY AND FARMERS MARKET SERVICES	\$533,383.48	\$533,383.48	\$78,830.34	\$454,553.14	
		COMMUNITY DINING SERVICES	\$1,761,227.50	\$1,761,227.50	\$670,697.36	\$1,090,530.14	
		DAY PROGRAMS	\$1,218,258.85	\$1,218,258.85	\$564,736.67	\$653,522.18	
	EXECUTIVE ADMINISTRATION		\$271,312.56	\$271,312.56	\$0.00	\$271,312.56	
	HOME DELIVERED MEALS SERVICES		\$5,024,579.73	\$5,024,579.73	\$998,331.47	\$4,026,248.26	
	IN-HOME SERVICES		\$6,495,329.45	\$6,495,329.45	\$1,534,253.21	\$4,961,076.24	
	LEAD AGENCIES AND CASE MANAGEMENT		\$13,163,184.99	\$13,163,184.99	\$4,283,900.07	\$8,879,284.92	
	NUTRITION SUPPLEMENT SERVICES		\$777,177.00	\$777,177.00	\$146,746.86	\$630,430.14	
	SENIOR VILLAGES SERVICES		\$1,042,176.00	\$1,042,176.00	\$150,497.49	\$891,678.51	
	SENIOR WELLNESS/FITNESS		\$2,920,028.00	\$2,920,028.00	\$2,409,788.22	\$510,239.78	
	SUPPORTIVE RESIDENTIAL SERVICES		\$634,853.00	\$634,853.00	\$89,358.00	\$545,495.00	
	TRANSPORTATION		\$5,431,220.18	\$5,431,220.18	\$1,439,558.92	\$3,991,661.26	
	P-CARD CLEARING	AGENCY FINANCIAL OPERATIONS	\$0.00	\$0.00	\$6,223.94	(\$6,223.94)	
1010 Total			\$49,588,302.04	\$49,588,302.04	\$12,242,362.54	\$37,345,939.50	
4020	COMMUNICATIONS DEPARTMENT	ASSISTANCE AND REFERRAL SERVICES	\$376,635.97	\$376,635.97	\$12,115.64	\$364,520.33	
		COMMUNICATIONS	\$8,836.00	\$8,836.00	\$0.00	\$8,836.00	
	EXECUTIVE OFFICE	EXECUTIVE ADMINISTRATION	\$607,471.00	\$607,471.00	\$226,519.12	\$380,951.88	
		INFORMATION TECHNOLOGY SERVICES	\$346,270.21	\$346,270.21	\$35,254.32	\$309,015.89	
	PROGRAMS DEPARTMENT	ADVOCACY/ELDER RIGHTS	\$459,309.00	\$459,309.00	\$15,506.67	\$443,802.33	
		CAREGIVER SUPPORT SERVICES	\$2,011,116.97	\$2,011,116.97	\$173,248.77	\$1,837,868.20	

N/A. FY24 is currently in progress

		COMMUNITY DINING SERVICES	\$3,478,834.00	\$3,478,834.00	\$0.00	\$3,478,834.00	N/A. FY25 is currently in progress
		EXECUTIVE ADMINISTRATION	\$103,111.78	\$103,111.78	\$0.00	\$103,111.78	
		HOME DELIVERED MEALS SERVICES	\$2,630,103.00	\$2,630,103.00	\$169,210.43	\$2,460,892.57	
		IN-HOME SERVICES	\$525,887.00	\$525,887.00	\$0.00	\$525,887.00	
		LEAD AGENCIES AND CASE MANAGEMENT	\$1,913,583.00	\$1,913,583.00	\$0.00	\$1,913,583.00	
		SENIOR WELLNESS/FITNESS	\$370,887.00	\$370,887.00	\$0.00	\$370,887.00	
		TRANSPORTATION	\$330,045.00	\$330,045.00	\$0.00	\$330,045.00	
4020 Total			\$13,153,089.93	\$13,153,089.93	\$621,856.95	\$12,531,232.98	
4025	EXECUTIVE OFFICE	EXECUTIVE ADMINISTRATION	\$1,448,122.41	\$1,448,122.41	\$368,121.95	\$1,080,000.46	N/A. FY25 is currently in progress
	OPERATIONS DEPARTMENT	COMMUNICATIONS	\$274,189.15	\$274,189.15	\$72,829.62	\$201,359.53	
	PROGRAMS DEPARTMENT	LEAD AGENCIES AND CASE MANAGEMENT	\$857,243.48	\$857,243.48	\$213,219.78	\$644,023.70	
		SENIOR WELLNESS/FITNESS	\$694,371.80	\$694,371.80	\$197,489.92	\$496,881.88	
4025 Total			\$3,273,926.84	\$3,273,926.84	\$651,661.27	\$2,622,265.57	
Grand Total			\$65,015,318.81	\$65,015,318.81	\$13,715,880.76	\$51,299,438.05	

Attachment Q8d - FY 2024 Lapsed Grants Report							
Grant Name	Grant Number	Grant Phase	Grant Period	Total Grant Award Amount	Expenditures	Year-to-date Grant Balance	Comments
Congregate Meals	3C1712	24	10/1/2023 - 9/30/2025	\$ 2,772,522.00	\$ 1,957,878.31	\$814,643.69	Funds will be fully expended in FY2025
Home Delivered Meals	3C1713	24	10/1/2023 - 9/30/2025	\$ 1,870,510.00	\$ 1,358,494.38	\$512,015.62	Funds will be fully expended in FY2025
Family Caregivers Program	3E1719	22	10/1/2021 - 9/30/2023	\$ 960,525.00	\$ 956,333.60	\$4,191.40	Funds will be fully expended in FY2025
Family Caregivers Program	3E1719	24	10/1/2023 - 9/30/2025	\$ 972,324.00	\$ 74,541.60	\$897,782.40	Funds will be fully expended in FY2025
Preventive Helath	3F1717	24	10/1/2023 - 9/30/2025	\$ 130,378.00	\$ 39,876.46	\$90,501.54	Funds will be fully expended in FY2025
Elder Abuse prevention	7B1716	22	10/1/2021 - 9/30/2023	\$ 23,770.00	\$ 19,629.76	\$4,140.24	Funds will be fully expended in FY2025
Elder Abuse prevention	7B1716	23	10/1/2023 - 9/30/2025	\$ 23,579.00	\$ -	\$23,579.00	Funds will be fully expended in FY2025
Nutrition Services Incentive Program	NSIP01	23	10/1/2023 - 9/30/2025	\$ 855,168.00	\$ 771,982.53	\$83,185.47	Funds will be fully expended in FY2025
State Health Insurance Assistance Program (SHIP)	SHIP01	23	4/1/2022 - 3/31/2024	\$ 196,294.00	\$ 133,249.38	\$63,044.62	Funds will be fully expended in FY2025
State Health Insurance Assistance Program (SHIP)	SHIP01	24	4/1/2023 - 3/31/2024	\$ 206,109.00	\$ -	\$206,109.00	Funds will be fully expended in FY2025
Expanding Access to COVID-19 Vaccines (COVID)	DCVAC5	21	4/1/2021 - 9/30/2023	\$ 250,000.00	\$ 223,861.44	\$26,138.56	Funds expired in FY23
Supportive Services (ARPA)	DCSSC6	21	4/1/2021 - 9/30/2024	\$ 2,298,811.00	\$ 2,088,243.54	\$210,567.46	No Cost Extension request has been submitted.
Preventive Health (ARPA)	DCPHC6	21	4/1/2021 - 9/30/2024	\$ 218,900.00	\$ 216,767.70	\$2,132.30	Funds expired 9/30/2024
Family Caregivers Program (ARPA)	DCFCC6	21	4/1/2021 - 9/30/2024	\$ 724,052.00	\$ 721,375.00	\$2,677.00	Funds expired 9/30/2024
Adult Protective Services (ARPA)	DCAPC6	21	8/1/2021 - 9/30/2024	\$ 379,056.00	\$ 210,217.18	\$168,838.82	Funds will be fully expended in FY2025
Expanding the Public Health Workforce (ARPA)	DCSTPH	22	1/1/2022 - 9/30/2024	\$ 78,610.00	\$ 16,892.75	\$61,717.25	Funds will be fully expended in FY2025
Expanding the Public Health Workforce Support And Access (ARPA)	SHPHSA	22	4/1/2021 - 9/30/2024	\$ 116,757.00	\$ 111,817.64	\$4,939.36	Funds expired 9/30/2024
Adult Protective Services Formula Grant	DCEJAP	23	4/1/2023 - 3/31/2025	\$ 20,200.00	\$ -	\$20,200.00	Funds will be fully expended in FY2025
Adult Protective Services Formula Grant	DCEJAP	24	4/1/2024 - 3/31/2026	\$ 20,703.00	\$ -	\$20,703.00	Funds will be fully expended in FY2025
TOTAL				\$12,118,268.00	\$8,901,161.27	\$3,217,106.73	

Attachment Q8d - FY 2025 Lapsed Grants Report							
Grant Name	Grant Number	Grant Phase	Grant Period	Total Grant Award Amount	Expenditures	Year-to-date Grant Balance	Comments
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: please note that FY2025 is currently under way therefore there are no lapsed grants to report as the fiscal year has not ended.

Attachment Q9 – Federal/Local Funding by Program for 2024							
Program#	Program	A/B Funding Source - Funding Agency	C. Recurring/One-time	D. Contract/Grant Solicitation Method	E. Funds Moved out of Agency	%	FY2024
1000	Agency Management Services	Federal - Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	14.0%	\$ 887,541.78
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	0.8%	\$ 48,802.73
		Federal Medicaid	Recurring	Competitive Bid	N/A	5.6%	\$ 353,564.24
		Local - District	Recurring	Competitive Bid	N/A	79.7%	\$ 5,058,515.83
Total							\$ 6,348,424.58
9200	Consumer Info., Assistance and Outreach	Federal Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	4.7%	\$ 156,078.79
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	2.8%	\$ 92,263.41
		Federal Medicaid	Recurring	Competitive Bid	N/A	21.7%	\$ 720,880.40
		Local - District	Recurring	Competitive Bid	N/A	70.8%	\$ 2,345,339.07
							\$ 3,314,561.67
9400	Home and Community Based Support Program	Federal Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	5.5%	\$ 2,024,303.66
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	1.6%	\$ 568,637.66
		Federal Medicaid	Recurring	Competitive Bid	N/A	2.4%	\$ 863,695.16
		Local - District	Recurring	Competitive Bid	N/A	90.5%	\$ 33,034,376.26
							\$ 36,491,012.74
9500	Nutrition	Federal - Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	37.6%	\$ 4,605,843.30
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	0.0%	\$ -
		Local - District	Recurring	Competitive Bid	N/A	62.4%	\$ 7,647,811.89
							\$ 12,253,655.19
Grand Total							\$ 58,407,654.18

Attachment Q9 – Federal/Local Funding by Program for 2025							
Program#	Program	A/B Funding Source - Funding Agency	C. Recurring/One-time	D. Contract/Grant Solicitation Method	E. Funds Moved out of Agency	%	FY2025
1000	Agency Management Services	Federal - Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	7.4%	\$ 607,471.00
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	5.5%	\$ 449,381.99
		Federal Medicaid	Recurring	Competitive Bid	N/A	21.0%	\$ 1,722,311.56
		Local - District	Recurring	Competitive Bid	N/A	66.1%	\$ 5,410,896.34
Total							\$ 8,190,060.89
9200	Consumer Info., Assistance and Outreach	Federal Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	13.5%	\$ 463,079.55
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	6.9%	\$ 236,378.55
		Federal Medicaid	Recurring	Competitive Bid	N/A	0.0%	\$ -
		Local - District	Recurring	Competitive Bid	N/A	79.6%	\$ 2,731,681.83
							\$ 3,431,139.93
9400	Home and Community Based Support Program	Federal Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	10.0%	\$ 3,889,265.00
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	3.2%	\$ 1,262,253.97
		Federal Medicaid	Recurring	Competitive Bid	N/A	4.0%	\$ 1,551,615.28
		Local - District	Recurring	Competitive Bid	N/A	82.8%	\$ 32,286,861.44
							\$ 38,989,995.69
9500	Nutrition	Federal - Older Americans Act - Administration for Community Living	Recurring	Competitive Bid	N/A	42.8%	\$ 6,108,937.00
		Federal - American Rescue Plan Act - Administration for Community Living	One-Time	Competitive Bid	N/A	0.0%	\$ -
		Local - District	Recurring	Competitive Bid	N/A	57.2%	\$ 8,158,862.43
							\$ 14,267,799.43
Grand Total							\$ 64,878,995.94

*Note: FY25 federal funds are projections. Full amounts are determined later in the Fiscal Year once awards have been received from U.S. HHS and fully cleared the District's financial processes.

Attachment Q10

DACL FY25 Small Business Enterprise (SBE) Report			
Business Name	CBE Number	Is SBE?	CBE Status
GREAT AMERICAN CORP	LSZ76698052024	Y	Active
YELLOW CAB CO OF DC INC	LSZ71231062026	Y	Active
WASHINGTON INFORMER NEWSPAPER	LSDZRE69467062025	Y	Active
SENODA INC	LS96833052025	Y	Active

Attachment Q16

Provide a list of all publications, brochures and pamphlets prepared by or for the agency during FY24 and Q1 of FY25.

Paid Media:

Beacon Newspaper: The Living Boldly Column (Published Monthly)

The Washington Informer: The Living Boldly Column (Published Monthly)

SeniorZone (Published Quarterly)

Press Releases/Media Advisories:

Press Release: Mayor Bowser Breaks Ground on 93 Units of Affordable Senior Housing in Ward 3 – October 25, 2023

Media Advisory: Bowser Administration Combats Senior Isolation with the 25th Annual Senior Holiday Celebration – December 12, 2023

Press Release: DACL Announces the Recipients for the Alzheimer's Disease and Related Dementias (ADRD) Grant Program – January 16, 2024

Press Release: Mayor Bowser to Celebrate Valentine's Day with DC Seniors at Inaugural DACL Event – February 13, 2024

Press Release: Mayor Bowser Breaks Ground on Final Phase of Skyland Town Center, Delivering Townhomes, Affordable Senior Housing and Retail – June 20, 2024

Press Release: With Temperatures Forecast to Reach 100 Degrees on Saturday and Sunday, Extended Heat Emergency Plan to Remain Activated in Washington, DC -June 21, 2024

Press Release: Mayor Bowser to Host 13th Annual Senior Symposium- June 24, 2024

Media Advisory: Bowser Administration Celebrates Healthy Aging Month with the 38th Annual Centenarian Salute, and Citywide Events - September 19, 2024

Media Release: Mayor Bowser and DACL Celebrate Nearly a Decade of Progress for DC Seniors at the 26th Annual Senior Holiday Celebration – December 6, 2024

Press Release: Mayor Bowser Cuts Ribbon on New Joy Evans Therapeutic Recreation Center- December 23, 2024

Special Event Programs and Graphics:

ADRD Grant Announcement Graphic – October 10, 2023
Ms. Senior America Pageant – October 17, 2023
Mayor Bowser’s 36th Annual High Heel Race – October 25, 2023
Lisner-Louise-Dickson-Hurt Home Groundbreaking – October 25, 2023
Hattie Holmes Senior Wellness Center “Party N’ Pink” - October 26, 2023
Mayor’s Office of LGBTQ Affairs “Silver Soiree” Graphic - October 30, 2023
Wards 2 & 3 Wellness Center Taskforce- November 2, 2023
DPR Autumn Nights Line Dance Party Graphic - November 2, 2023
DC Motherhued National Caregivers Month Workshop – November 4, 2023
Mayor Bowser’s 25th Annual Senior Holiday Celebration Graphic - November 9, 2023
Model Cities Senior Wellness Center 5th Anniversary- November 16, 2023
Safeway and Events DC Feast of Sharing- November 22, 2023
Caregivers Lounge at Genevieve N. Johnson Day Care Center – November 30, 2023
Mayor Bowser’s 25th Annual Senior Holiday Celebration- December 13, 2023
Senior Wellness Center Holiday Celebrations- December 28, 2023
DACL 2023 Recap- December 31, 2023
Fresh Start 5K- January 2, 2024
Green Book FY 24 Unveiling- January 4, 2024
Ms. Senior DC Application Announcement Graphic - January 5, 2024
MLK Day Parade and Peace Walk- January 15, 2024
Cold Weather Emergency Notice- January 16, 2024
Cold Weather Emergency Notice- January 19, 2024
Senior SmarTrip cards- January 19, 2024
DACL Presents ADRD Grantees- January 19, 2024
Red, White, and You - January 19, 2024
Director Hines meets with Bernice Fonteneau Senior Wellness Center about Ward 1 seniors- January 22, 2024
Cameo Club Swearing In Ceremony- January 22, 2024
Director Hines talks about Ms. Senior Pageant on WHUR- January 23, 2024
Ward 2&3 Task Force Meeting – January 23, 2024
Queen Cerise promotes the senior SmarTrip card – January 24, 2024
Senior Service Network FY24 Grantee Meeting- January 24, 2024
Commission on Aging Meeting- January 24, 2024
“A Moment with DC Seniors”- January 29, 2024
Ms. Senior DC 2024 at FY 24 Performance Oversight Hearing- February 1, 2024
Director Hines and Senior Leadership after testifying at FY 24 Performance Oversight Hearing- February 2, 2024
Fairlawn Senior Wellness Center Community Interest Meeting- March 20, 2024
2024 Older Americans Month Calendar- April 24, 2024
DC Commission on Aging Interest Flyer –April 25, 2024
SeniorFest 2024- May 13, 2024
Mayor Bowser’s 13th Annual Senior Symposium Flyer- June 4, 2024
Ms. Senior DC Pageant- June 11, 2024

Mayor Bowser's Centenarian Salute Interest Flyer- July 10, 2024
National Night Out with MPD- August 6,2024
7th Annual Brain Games- September 3, 2024
Falls Prevention Awareness Day 2024- September 10,2024
Mayor Bowser's 38th Centenarian Salute- September 18,2024
Ms. Senior America Pageant- October 4, 2024
Mayor Bowser's 26th Annual Senior Holiday Celebration- November 12,2024
Safeway's Feast of Sharing- November 27,2024
Ms. Senior DC Pageant 2025 Interest Flyer- January 13,2025
Red, White, and You Flyer- January 16, 2025

Program Information Fact Sheets and Flyers:

ARDR Competitive Grant Flyer- October 10, 2023
Safe at Home 2.0 Update- November 15,2023
Get to Know the Director Update- December 12, 2023
Safe at Home 1.0 Update- December 21, 2023
Ms. Senior DC Pageant Info Flyer- January 4, 2024
Grantee Kickoff Flyer- January 4,2024
Get to Know the Director Flyer- January 10, 2024
FY24 ADRD Grantee Recipients- January 19,2024
Red, White, and You Flyer- January 19,2024
DACL FY23 Fact Sheet – January 30,2024
Budget Teletownhall- February 28, 2024
Fairlawn Senior Wellness Center Community Interest Meeting- March 20,2024
2024 Older Americans Month Calendar- April 24, 2024
DC Commission on Aging Interest Flyer –April 25, 2024
SeniorFest 2024- May 13, 2024
Mayor Bowser's 13th Annual Senior Symposium Flyer- June 4,2024
Ms. Senior DC Pageant- June 11,2024
Mayor Bowser's Centenarian Salute- July 10, 2024
7th Annual Brain Games- September 3, 2024
Falls Prevention Awareness Day 2024- September 10,2024
Mayor Bowser's 26th Annual Senior Holiday Celebration- November 12,2024
Ms. Senior DC Pageant 2025 Interest Flyer- January 13,2025
Red, White, and You Flyer- January 16, 2025

Electronic Publications:

DACL External Newsletter (Monthly publication to 8,646 subscribers)
DACL Ambassador Newsletter (Monthly publication to 210 subscribers)
DACL Internal Newsletter (Quarterly publication to 106 subscribers)

New Lead Agency Announcement – October 1, 2023

FY 2024 Alzheimer's Disease and Related Dementias (ADRD) Request for Applications (RFA) E-blast – October 10, 2023

DACL Senior Holiday Celebration Thank You E-blast – December 14, 2023

New Ward 8 Senior Wellness Center E-blast- March 26, 2024

Join Us at Franklin Park for Darrell Green's Key to the City- October 17, 2024

DACL Senior Programming Closed- January 6, 2025

Important Notice: Closure of DACL Senior Centers TODAY due to Snowfall- January 7, 2024

Important Notice: Closure of DACL Senior Centers TODAY due to Snowfall- February 12, 2025



DEPARTMENT OF AGING AND COMMUNITY LIVING FY 2024 PERFORMANCE PLAN

DECEMBER 6, 2023

CONTENTS

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1 Department of Aging and Community Living	3
2 2024 Objectives	4
3 2024 Operations	5
4 2024 Strategic Initiatives	7
5 2024 Key Performance Indicators and Workload Measures	8

1 DEPARTMENT OF AGING AND COMMUNITY LIVING

Mission: The mission of the Department of Aging and Community Living is to advocate, plan, implement, and monitor programs in health, education, and social services for the elderly; to promote longevity, independence, dignity, and choice for aged District residents, District residents with disabilities regardless of age, and caregivers; to ensure the rights of older adults and their families, and prevent their abuse, neglect, and exploitation; to uphold the core values of service excellence, respect, compassion, integrity, and accountability; and to lead efforts to strengthen service delivery and capacity by engaging community stakeholders and partners to leverage resources.

Services: DACL provides information, assistance, and outreach to District seniors, adults living with disabilities, and their caregivers in order to increase awareness and access to services and supports that will enable them to maintain their independence and quality of life in the community. The agency also offers adult day care, advocacy and legal services, caregiver respite and support, case management, education, fitness, health and wellness promotion, in-home support, long-term care counseling and support, nutrition counseling, recreation, and essential medical transportation that allow older District residents to age in place. Additionally, the agency management gives administrative support and the required tools to achieve operations and programmatic results, which is standard for all agencies using performance-based budgeting.

2 2024 OBJECTIVES

Strategic Objective

Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.

Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.

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

3 2024 OPERATIONS

Operation Title	Operation Description	Type of Operation
Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.		
Advocacy/Elder Rights	Provide legal and advocacy support and protective services for District residents age 60 or older in need of assistance with long-term care planning, quality of care disputes, estate and financial planning, and civil disputes.	Daily Service
Community Outreach and Special Events	Provide engaging socialization opportunities and community service and support awareness campaigns for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that combat social isolation, improve access to services, address the needs of LGBT seniors, and project a positive image of aging and people with disabilities.	Daily Service
Adult Protective Services	Adult Protective Services (APS) receives and investigates reports of alleged cases of abuse, neglect, and exploitation and self-neglect of vulnerable adults 18 years of age or older. APS conducts assessments and provides linkages to supports and provides services to mitigate against abuse, neglect, self-neglect, and exploitation.	Daily Service
Assistance and Referral, and Community Transition Services	Provide information on, connection to, and assistance with accessing home and community-based services, long-term care options, and public benefits for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers. Provide Community Transition Service.	Daily Service
Customer Information, Assistance and Outreach	Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.	Daily Service
Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.		
Nutrition Program	Provide prepared meals, fresh foods, and nutrition assistance to District residents age 60 or older that maintains or improves health and the ability to remain independent in the community.	Daily Service
Transportation	Provide transportation services to essential non-emergency medical appointments and social/recreational group trips.	Daily Service

(continued)

Operation Title	Operation Description	Type of Operation
In-home Services	Provide in-home adaptations, homemaker services and caregiver support for District residents age 60 or older to help manage activities of daily living, keep the home safe and prevent caregiver burnout.	Daily Service
Case Management and Nursing Home Transition Services	Provide core services and supports, such as case management and counseling services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers.	Daily Service
Senior Wellness Center/Fitness & Kingdom Care Village	Provide socialization, physical fitness, and wellness programs for District residents age 60 or older that promote healthy behaviors.	Daily Service
Create and maintain a highly efficient, transparent, and responsive District government.		
Create and maintain a highly efficient, transparent, and responsive District government	Create and maintain a highly efficient, transparent, and responsive District government	Key Project

4 2024 STRATEGIC INITIATIVES

Title	Description	Proposed Completion Date
Implement a new Lead Agency service delivery model for DACL community dining sites.	In FY 24 DACL will develop and implement more robust programming and services at all of our community dining sites with the goal of identifying isolated seniors and connecting them to services and resources. We will work to increase daily participation at our dining sites by 10%.	9/30/2024
Combat Senior Isolation through digital programming	In FY24, DACL will provide homebound, home delivered meal clients with iPads, in-home wifi connection, tech support, and the opportunity to participate in a virtual dinning site and wellness center that will feature virtual programming specifically designed for older adults with limited mobility.	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
Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.					
Percent of residents working with D.C. Long-Term Care Ombudsman Program that self-report a satisfactory resolution to a complaint, concern, or problem	Up is Better	84%	87%	83%	85%
Percent of callers looking for information and assistance that heard about DACL services through the agency's outreach efforts	Up is Better	35%	26%	25%	25%
Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.					
Percent of family caregivers participating in D.C. Caregivers Institute that self-report an improved ability to provide care	Up is Better	96%	97%	100%	90%
Percent of residents attending Senior Wellness Centers that self-report an increase in awareness and practices of health habits	Up is Better	81%	89%	90%	80%
Percent of Emergencies Responded to Within 24 Hours by Adult Protective Services	Up is Better	100%	100%	100%	100%
Percent of referrals in non-emergency cases where initial client contact and investigation takes place within ten working days by Adult Protective Services	Up is Better	100%	90%	85%	85%

Workload Measures

Measure	FY 2021	FY 2022	FY 2023
Adult Protective Services			
Number of court Appointed Guardians/Conservators	42	50	42
Number of referrals received in Adult Protective Services	1,764	1,922	2,167
Number of cases investigated in Adult Protective Services	1,071	1,121	1,292
Advocacy/Elder Rights			
Number of hours of advocacy and legal support provided to residents	9,369.3	12,384.5	13,146.7
Number of hours of Long-Term Care Ombudsman services provided to residents	1,339.6	1,633.6	1,666.5
Assistance and Referral, and Community Transition Services			
Number of clients assisted under the State Health Insurance Program	3,417	3,485	5,342
Number of residents served by DACL's Medicaid Enrollment Staff	2,106	1,902	1,514
Number of family/resident council meetings attended at nursing facilities (to include virtual events during the PHE)	9	276	277
Number of referrals from Nursing Facilities	270	315	250
Number of community transition team cases closed	141	139	121
Average days to transition from Nursing Facilities (for clients who have housing to return to)	126.5	116	190.8
Average days to transition from Nursing Facilities (for clients without housing to return to)	297.5	259.3	282.8
Number of calls received for information, referral, and assistance through the Aging and Disability Resource Center	31,628	32,386	34,906
Community Outreach and Special Events			
Number of community outreach events held by the External Affairs and Communications Team, to include virtual programming during the public health emergency (PHE)	168	209	203
Number of State Health Insurance Program-specific events, to include virtual events during the PHE	6	19	11
Case Management and Nursing Home Transition Services			

Workload Measures (continued)

Measure	FY 2021	FY 2022	FY 2023
Number of residents receiving case management	2,020	886	1,136
Number of residents transitioned from an institutional setting to the community	79	133	118
Number of residents receiving options counseling	2,506	3,161	3,129
In-home Services			
Number of residents receiving homemaker services	241	254	234
Number of residents receiving home adaptations	958	942	1,027
Nutrition Program			
Number of residents attending community dining sites	1,826	3,537	4,084
Number of residents receiving home-delivered meals	8,357	5,530	3,855
Number of residents participating in Eat Well, Live Better program	New in 2023	New in 2023	1,049
Senior Wellness Center/Fitness & Kingdom Care Village			
Number of residents participating in Senior Wellness Center programs (not unduplicated)	1,589	2,178	1,997
Number of residents participating in Kingdom Care Village	New in 2023	New in 2023	60
Transportation			
Number of residents provided transportation to medical appointments	1,264	1,272	1,312
Number of residents provided transportation to social and recreational activities	0	1,270	1,799
Number of residents participating in Connector Card Program	New in 2023	New in 2023	2,512



DEPARTMENT OF AGING AND COMMUNITY LIVING FY 2025 PERFORMANCE PLAN

NOVEMBER 26, 2024

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1 INTRODUCTION

This document presents the Fiscal Year 2025 Performance Plan for the Department of Aging and Community Living.

This Performance Plan is the first of two agency performance documents published each year. The Performance Plan is published twice annually – preliminarily in March when the Mayor’s budget proposal is delivered, and again at the start of the fiscal year when budget decisions have been finalized. A companion document, the Performance Accountability Report (PAR), is published annually in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

Performance Plan Structure: Performance plans are comprised of agency Objectives, Administrative Structures (such as Divisions, Administrations, and Offices), Activities, Projects and related performance measures. The following describes these plan components, and the types of performance measures agencies use to assess their performance.

Objectives: Objectives are statements of the desired benefits that are expected from the performance of an agency’s mission. They describe the goals of the agency.

Administrative Structures: Administrative Structures represent the organizational units of an agency, such as Departments, Divisions, or Offices.

Activities: Activities represent the programs and services an agency provides. They reflect what an agency does on a regular basis (e.g., processing permits).

Projects: Projects are planned efforts that end once a particular outcome or goal is achieved.

Measures: Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can answer broad questions about an agency’s overall performance or the performance of an organizational unit, a program or service, or the implementation of a major project. Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below. Measures are printed throughout the Performance Plan, as they may be measuring an objective, an administrative structure, an activity, or be related to the agency performance as a whole.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”

(continued)

Measure Type	Measure Description	Example
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	"Percent of claims processed within 10 business days"
Outcome	Outcome measures assess the results or impact of an agency's work. These measures describe the intended ultimate benefits associated with a program or service.	"Percent of families returning to homelessness within 6-12 months"
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Agencies set targets for most performance measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in the subsequent Performance Accountability Report. Not all measures are associated with a target. For example, newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Additionally, change in some quantity or context measures and District-wide indicators may not indicate better or worse performance, but are "neutral" measures of demand or input, or are outside of the agency's direct control. In some cases the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 DEPARTMENT OF AGING AND COMMUNITY LIVING OVERVIEW

Mission: The mission of the Department of Aging and Community Living is to advocate, plan, implement, and monitor programs in health, education, and social services for the elderly; to promote longevity, independence, dignity, and choice for aged District residents, District residents with disabilities regardless of age, and caregivers; to ensure the rights of older adults and their families, and prevent their abuse, neglect, and exploitation; to uphold the core values of service excellence, respect, compassion, integrity, and accountability; and to lead efforts to strengthen service delivery and capacity by engaging community stakeholders and partners to leverage resources.

Summary of Services: DACL provides information, assistance, and outreach to District seniors, adults living with disabilities, and their caregivers in order to increase awareness and access to services and supports that will enable them to maintain their independence and quality of life in the community. The agency also offers adult day care, advocacy and legal services, caregiver respite and support, case management, education, fitness, health and wellness promotion, in-home support, long-term care counseling and support, nutrition counseling, recreation, and essential medical transportation that allow older District residents to age in place. Additionally, the agency management gives administrative support and the required tools to achieve operations and programmatic results, which is standard for all agencies using performance-based budgeting.

Objectives:

1. Customer Information, Assistance and Outreach
2. Home and Community-Based Supports
3. Efficient, Transparent, and Responsive Government

Activities:

1. Advocacy/Elder Rights
2. Community Outreach and Special Events
3. Transportation
4. In-home Services
5. Adult Protective Services
6. Assistance and Referral, and Community Transition Services
7. Senior Wellness Center/Fitness & Kingdom Care Village
8. Create and maintain a highly efficient, transparent, and responsive District government
9. Customer Information, Assistance and Outreach
10. Nutrition Program
11. Case Management and Nursing Home Transition Services

3 OBJECTIVES

3.1 CUSTOMER INFORMATION, ASSISTANCE AND OUTREACH

Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Percent of callers looking for information and assistance that heard about DACL services through the agency's outreach efforts	Outcome	Up is Better	25%	29%	25%
Percent of residents working with D.C. Long-Term Care Ombudsman Program that self-report a satisfactory resolution to a complaint, concern, or problem	Outcome	Up is Better	83%	87%	85%

3.2 HOME AND COMMUNITY-BASED SUPPORTS

Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Percent of Emergencies Responded to Within 24 Hours by Adult Protective Services	Efficiency	Up is Better	100%	100%	100%
Percent of referrals in non-emergency cases where initial client contact and investigation takes place within ten working days by Adult Protective Services	Outcome	Up is Better	85%	86%	85%
Percent of residents attending Senior Wellness Centers that self-report an increase in awareness and practices of health habits	Outcome	Up is Better	90%	90%	80%

3.3 EFFICIENT, TRANSPARENT, AND RESPONSIVE GOVERNMENT

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

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years	Outcome	Up is Better	45%	93.33%	No Target Set
Percent of employees that are District residents	Outcome	Up is Better	39.25%	42.48%	No Target Set
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	Outcome	Up is Better	38.6%	21.43%	No Target Set
Percent of new hires that are District residents	Outcome	Up is Better	75.7%	72.73%	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time	Outcome	Up is Better	0%	No incidents	No Target Set

4 ACTIVITIES

4.1 ADVOCACY/ELDER RIGHTS

Provide legal and advocacy support and protective services for District residents age 60 or older in need of assistance with long-term care planning, quality of care disputes, estate and financial planning, and civil disputes.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of hours of advocacy and legal support provided to residents	Quantity	Up is Better	13146.7	14,447	*
Number of hours of Long-Term Care Ombudsman services provided to residents	Quantity	Neutral	1666.49	1,501	*

*Specific targets are not set for this measure

4.2 COMMUNITY OUTREACH AND SPECIAL EVENTS

Provide engaging socialization opportunities and community service and support awareness campaigns for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that combat social isolation, improve access to services, address the needs of LGBT seniors, and project a positive image of aging and people with disabilities.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of community outreach events held by the External Affairs and Communications Team	Quantity	Up is Better	203	259	*
Number of State Health Insurance Program-specific events	Outcome	Up is Better	11	8	*

*Specific targets are not set for this measure

4.3 TRANSPORTATION

Provide transportation services to essential non-emergency medical appointments and social/recreational group trips.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents participating in Connector Card Program	Outcome	Up is Better	2,512	2,661	*

(continued)

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents provided transportation to medical appointments	Outcome	Up is Better	1,312	1,281	*
Number of residents provided transportation to social and recreational activities	Outcome	Up is Better	1,799	2,270	*

*Specific targets are not set for this measure

4.4 IN-HOME SERVICES

Provide in-home adaptations, homemaker services and caregiver support for District residents age 60 or older to help manage activities of daily living, keep the home safe and prevent caregiver burnout.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents receiving home adaptations	Quantity	Up is Better	1,027	796	*
Number of residents receiving homemaker services	Outcome	Up is Better	234	193	*

*Specific targets are not set for this measure

4.5 ADULT PROTECTIVE SERVICES

Adult Protective Services (APS) receives and investigates reports of alleged cases of abuse, neglect, and exploitation and self-neglect of vulnerable adults 18 years of age or older. APS conducts assessments and provides linkages to supports and provides services to mitigate against abuse, neglect, self-neglect, and exploitation.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of cases investigated in Adult Protective Services	Outcome	Neutral	1,292	1,193	*
Number of court Appointed Guardians/Conservators	Outcome	Neutral	42	31	*
Number of referrals received in Adult Protective Services	Outcome	Neutral	2,167	2,266	*

*Specific targets are not set for this measure

4.6 ASSISTANCE AND REFERRAL, AND COMMUNITY TRANSITION SERVICES

Provide information on, connection to, and assistance with accessing home and community-based services, long-term care options, and public benefits for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers. Provide Community Transition Service.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Average days to transition from Nursing Facilities (for clients who have housing to return to)	Outcome	Down is Better	190.8	236	*
Average days to transition from Nursing Facilities (for clients without housing to return to)	Outcome	Down is Better	282.8	439	*
Number of calls received for information, referral, and assistance through the Aging and Disability Resource Center	Outcome	Neutral	34,906	35,551	*
Number of clients assisted under the State Health Insurance Program	Outcome	Up is Better	5,342	5,546	*
Number of community transition team cases closed	Outcome	Up is Better	121	145	*
Number of family/resident council meetings attended at nursing facilities (to include virtual events during the PHE)	Outcome	Up is Better	277	411	*
Number of referrals from Nursing Facilities	Outcome	Up is Better	250	264	*
Number of residents served by DACL's Medicaid Enrollment Staff	Quantity	Up is Better	1,514	1,680	*

*Specific targets are not set for this measure

4.7 SENIOR WELLNESS CENTER/FITNESS & KINGDOM CARE VILLAGE

Provide socialization, physical fitness, and wellness programs for District residents age 60 or older that promote healthy behaviors.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents participating in Kingdom Care Village	Quantity	Up is Better	60	70	*

(continued)

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents participating in Senior Wellness Center programs (not unduplicated)	Quantity	Up is Better	1,997	1,975	*

*Specific targets are not set for this measure

4.8 CREATE AND MAINTAIN A HIGHLY EFFICIENT, TRANSPARENT, AND RESPONSIVE DISTRICT GOVERNMENT

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

No Related Measures

4.9 CUSTOMER INFORMATION, ASSISTANCE AND OUTREACH

Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.

No Related Measures

4.10 NUTRITION PROGRAM

Provide prepared meals, fresh foods, and nutrition assistance to District residents age 60 or older that maintains or improves health and the ability to remain independent in the community.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents attending community dining sites	Outcome	Up is Better	4,084	4,443	*
Number of residents participating in Eat Well, Live Better program	Quantity	Up is Better	1,049	840	*
Number of residents receiving home-delivered meals	Quantity	Up is Better	3,855	2,961	*

*Specific targets are not set for this measure

4.11 CASE MANAGEMENT AND NURSING HOME TRANSITION SERVICES

Provide core services and supports, such as case management and counseling services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of residents receiving case management	Outcome	Up is Better	1,136	1,480	*
Number of residents receiving options counseling	Quantity	Up is Better	3,129	1,752	*
Number of residents transitioned from an institutional setting to the community	Outcome	Up is Better	118	103	*

*Specific targets are not set for this measure

5 PROJECTS

5.1 EXPAND SENIOR VILLAGES SERVICES IN WARD 7

Proposed Completion Date: September 30, 2025

This initiative aims to ensure that seniors in Ward 7 have equitable access to the senior village service model that is available in other wards of the city. Senior villages provide a comprehensive support network, including transportation, home maintenance, social activities, and health programs, allowing seniors to age in place with dignity and independence. By expanding these services to Ward 7, we aim to bridge the gap in resources and support, fostering a community where all seniors can thrive regardless of their geographic location.

5.2 EXPAND ALZHEIMER'S DISEASE AND RELATED DEMENTIAS (ADRD) SERVICES AMONG SENIORS ACROSS THE DISTRICT

Proposed Completion Date: September 30, 2025

This initiative focuses on providing comprehensive support to seniors across the District affected by Alzheimer's Disease and Related Dementias (ADRD). It aims to increase access to early diagnosis, specialized care, and community-based resources while offering robust support and education for caregivers. This initiative strives to improve the quality of life for seniors with ADRD and their families through partnerships with healthcare providers and public awareness campaigns.

**COMPENSATION COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

EFFECTIVE October 1, 2017 through September 30, 2021

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(July 26, 2010)	

PREAMBLE

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

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

ARTICLE 1: WAGES

SECTION A: FISCAL YEAR 2018:

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

SECTION B: FISCAL YEAR 2019:

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

SECTION C: FISCAL YEAR 2020:

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

SECTION D: FISCAL YEAR 2021:

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

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

ARTICLE 2: METRO PASS

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

ARTICLE 3: PRE-PAID LEGAL PLAN

SECTION A:

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

SECTION B:

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

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

SECTION A:

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

SECTION B:

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

SECTION C:

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

SECTION D:

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

ARTICLE 5: BENEFITS COMMITTEE

SECTION A:

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

SECTION B: RESPONSIBILITIES:

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

SECTION C:

The Committee shall:

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

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

ARTICLE 6: BENEFITS

SECTION A: LIFE INSURANCE:

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

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

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

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

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

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

SECTION B: **HEALTH INSURANCE:**

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

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

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

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

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

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

SECTION C: **OPTICAL AND DENTAL:**

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

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

SECTION D: **SHORT-TERM DISABILITY INSURANCE PROGRAM**

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

SECTION E: **ANNUAL LEAVE:**

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

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

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

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

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

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

SECTION F: **SICK LEAVE:**

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

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

SECTION G: OTHER FORMS OF LEAVE:

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

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

3. Funeral Leave:

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

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

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

SECTION H: PRE-TAX BENEFITS:

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

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

SECTION I: **RETIREMENT:**

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

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

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

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

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

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

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

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

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

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

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

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

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

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

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

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

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

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

(b) Composition of the JLMTAPRC

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

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

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

(d) Duration of the Committee

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

4. TIAA-CREF PLAN:

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

SECTION J: HOLIDAYS:

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

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

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

ARTICLE 7: OVERTIME

SECTION A: Overtime Work:

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

SECTION B: Compressed, Alternate and Flexible Schedules:

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

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

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

ARTICLE 8: INCENTIVE PROGRAMS

PART I - SICK LEAVE INCENTIVE PROGRAM:

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

SECTION A:

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

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

SECTION B:

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

SECTION F:

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

PART II – PERFORMANCE INCENTIVE PILOT PROGRAM:

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

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

SECTION A: CALL-BACK

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

SECTION B: **CALL-IN**

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

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

SECTION C: **ON-CALL**

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

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

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

SECTION D: **HOLIDAY PAY**

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

SECTION E: **NIGHT DIFFERENTIAL**

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

SECTION F: **PAY FOR SUNDAY WORK**

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

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

SECTION G: **ADDITIONAL INCOME ALLOWANCE FOR CHILD AND FAMILY SERVICES**

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

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

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

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

ARTICLE 10: MILEAGE ALLOWANCE

SECTION A:

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

SECTION B:

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

SECTION C:

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

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

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

SECTION D:

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

SECTION E:

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

ARTICLE 11: ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT

SECTION A:

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

SECTION B:

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

ARTICLE 12: BACK PAY

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

ARTICLE 13: DUTY STATION COVERAGE

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

ARTICLE 14: GRIEVANCES

SECTION A:

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

SECTION B:

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

ARTICLE 15: LOCAL ENVIRONMENT PAY

SECTION A:

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

SECTION B:

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

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

- High Work

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

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

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

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

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

SECTION F:

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

ARTICLE 16: NEWLY CERTIFIED BARGAINING UNITS

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

ARTICLE 17: TERM AND TEMPORARY EMPLOYEES

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

SECTION A:

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

SECTION B:

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

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

SECTION F:

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

SECTION G:

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

SECTION H:

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

ARTICLE 18: ADMINISTRATIVE CLOSING

SECTION A:

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

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

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

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

SECTION B:

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

ARTICLE 19: SAVINGS CLAUSE

SECTION A:

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

SECTION B:

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


ARTICLE 20: DURATION

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


Compensation Units One and Two Collective Bargaining Agreement


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

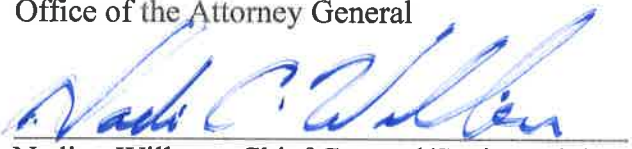
FOR THE DISTRICT OF COLUMBIA GOVERNMENT


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


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


Eugene A. Adams, Director
Office of Administrative Hearings
Office

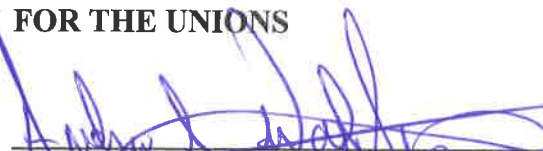

Karl Racine, Attorney General
Office of the Attorney General



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



Tanya Royster, MD, Director
Department of Behavioral Health

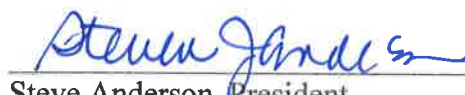

Brendolyn McCarty-Jones, Labor Liaison
Department of Behavioral Health

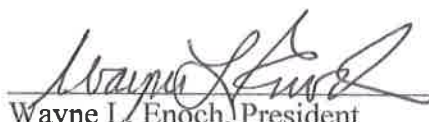
FOR THE UNIONS



Andrew Washington, Executive Director
AFSCME, District Council 20

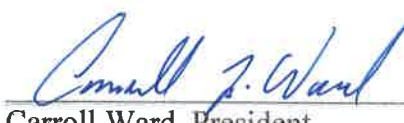

Eric Bunn, Sr. National Vice President
AFGE, District 14


Lee Blackmon, National Representative
NAGE, District of Columbia Regional


Steve Anderson, President
AFGE, Local 1403


Wayne L. Enoch, President
AFSCME, Local 2401


Beth McBride, President
AFGE, Local 383


Carroll Ward, President
AFGE, Local 2978




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



Barry Carey, President
AFSCME, Local 2091


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



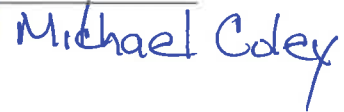
Wanda Shelton Martin, Area Director
1199 NUHHCE



Roger A. Mitchell, Jr. MD, Chief Medical
Examiner
Office of the Chief Medical Examiner




~~Reginald Walker, President~~
AFSCME, Local 1200



Michael Coley



Beverly Fields, Labor Liaison
Office of the Chief Medical Examiner



Miranda Gillis, President
AFGE, Local 2725

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




John Rosser, Chairperson
FOP/DOCLC

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

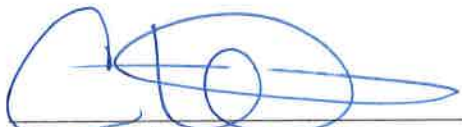
Keith Washington, President
AFSCME, Local 2092



Brenda Donald, Director
Child and Family Services Agency



Lisa Blackwell, Executive President
AFGE, Local 1000



Nina McIntosh-Jones, Labor Liaison
Child and Family Services Agency

Christal Williams

Melinda M. Bolling, Director
Department of Consumer and
Regulatory Affairs



Aretha Lyles, President
AFGE, Local 3721



Gina Walton, President
AFGE, Local 1975

Don Tatum, Labor Liaison
Department of Consumer and
Regulatory Affairs

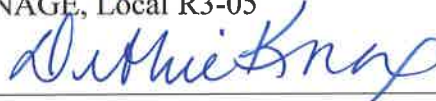
Lisa Wallace, Vice President
1199 SEIU/UHWE



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

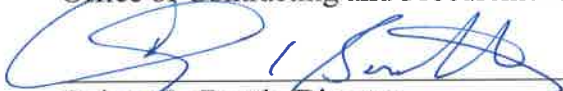


Harvey Cannon, President
NAGE, Local R3-05

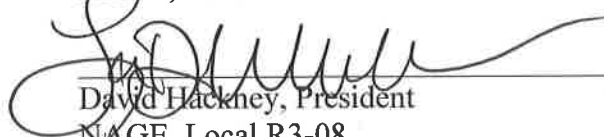


Debbie Knox, President
NAGE, Local R3-07

Gina Toppin, Labor Liaison
Office of Contracting and Procurement



Quincy L. Booth, Director
Department of Corrections



David Hackney, President
NAGE, Local R3-08




Paulette Hutchings-Johnson, Labor Liaison
Department of Corrections



LaToya McDowney, President
NAGE, Local R3-09

Andrew Reese, Director
Department on Disability Services



Barbara Milton, President
AFGE, Local 631

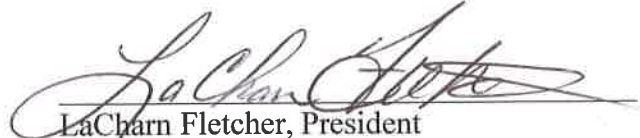


Jessica Gray, Labor Liaison
Department on Disability Services



Barbara Jones, President
AFGE, Local 2741

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



LaCharn Fletcher, President
FOP/DC Protective Services-PDLC

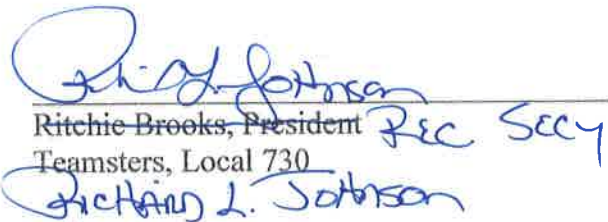
Van Freeman, Deputy Chief of Staff
D.C. Department of Employment
Services

Thomas Ratliff, President
Teamsters, Local 639

Tommy Wells, Director
Department of Energy and the
Environment

Michael Flood, President
AFSCME, Local 2921

Talisha Pitt, Labor Liaison
Department of Energy and the
Environment



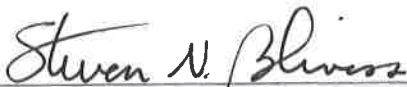
Ritchie Brooks, President
Teamsters, Local 730
Rec Secy
Richard L. Johnson



Gregory Dean, Chief
Fire and Emergency Medical Services
Department



Felicia Dantzler, President
AFSCME, Local 2743



Steven N. Blivess, Esq., Labor Liaison
Fire and Emergency Medical Services
Department

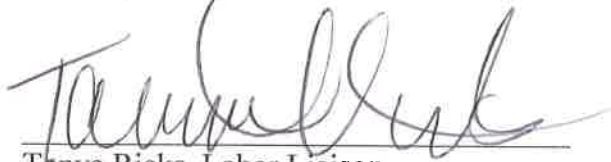
Corey Upchurch, President
AFSCME, Local 1959



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



Debra Walker, President
AFSCME, Local 709

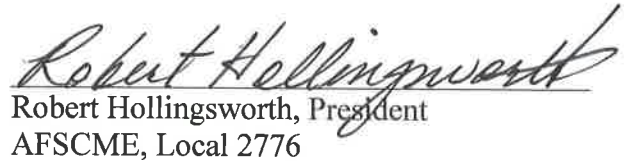


Tonya Ricks, Labor Liaison
D.C. Department of For-Hire Vehicles



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

Jenifer Smith, PhD, Director
Department of Forensic Sciences



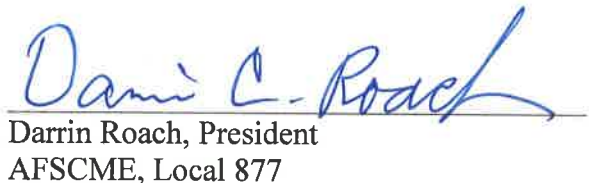
Robert Hollingsworth, President
AFSCME, Local 2776

Rasheed Raj, General Counsel
Department of Forensic Sciences

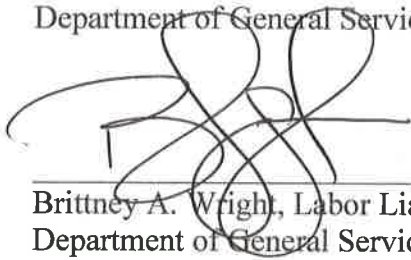


Antoinette White-Richardson, President
AFSCME, Local 1808

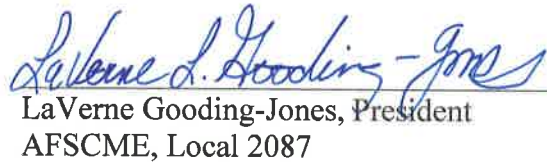
Greer Johnson Gillis, Director
Department of General Services



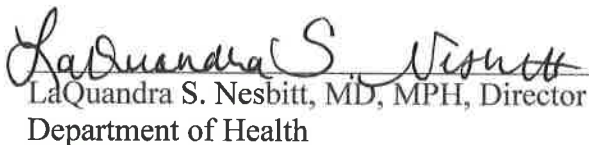
Darrin Roach, President
AFSCME, Local 877



Brittney A. Wright, Labor Liaison
Department of General Services

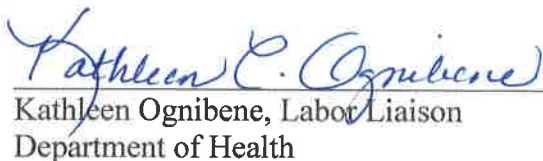


LaVerne Gooding-Jones, President
AFSCME, Local 2087



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


Larry Doggett, Business Manager
Public Service Employees, Local 572



Kathleen Ognibene, Labor Liaison
Department of Health

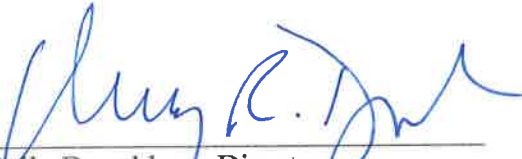
Perlisha Gales, President
Alliance of Independent Workers Union

Christopher Rodriguez, Director
Homeland Security and Emergency
Management Agency



George Barksdale, President
AFGE, Local 3444

Anthony Crispino, Labor Liaison
Homeland Security and Emergency
Management Agency



Pelly Donaldson, Director
Department of Housing and
Community Development

Drew Hubbard, Labor Liaison
Department of Housing and
Community Development



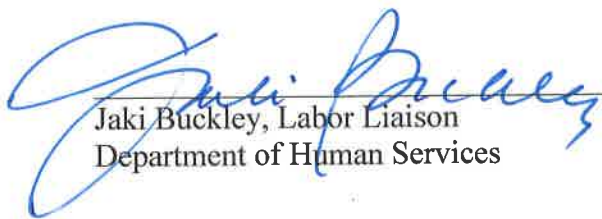
Monica Palacio, Director
D.C. Office of Human Rights

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



Laura Zeilinger, Director
Department of Human Services




Jaki Buckley, Labor Liaison
Department of Human Services

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

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

Lucinda Babers, Director
Department of Motor Vehicles

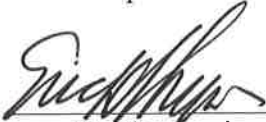
Odessa Nance, Labor Liaison
Department of Motor Vehicles


Peter Newsham, Chief
D.C. Metropolitan Police Department

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

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


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



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


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

Antwan Wilson, Chancellor
D.C. Public Schools

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


For Christopher Shorter, Director
Department of Public Works


Gail Heath, Labor Liaison
Department of Public Works

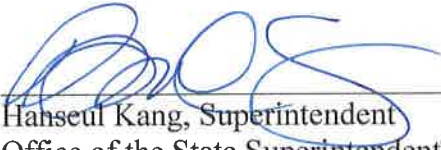


Jed Ross, Chief Risk Officer
Office of Risk Management



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

MAHAR
CARLOS



Hanseul Kang, Superintendent
Office of the State Superintendent
Of Education



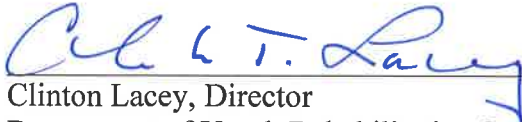
Quiyana Hall, Labor Liaison
Office of the State Superintendent
Of Education

Jeff Marootian, Director
District Department of Transportation

Nana Bailey, Labor Liaison
District Department of Transportation

Karima Holmes, Director
Office of Unified Communications

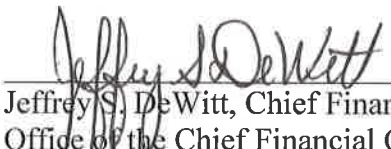
Yvonne McManus, Labor Liaison
Office of Unified Communications




Clinton Lacey, Director
Department of Youth Rehabilitation Services




Trey Stanback, Labor Liaison
Department of Youth Rehabilitation Services



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



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



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



Barbara Kirven, Labor Liaison
D.C. Public Libraries

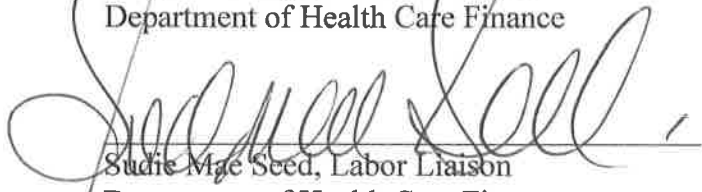
Veronica Ahern, Executive Director
D.C. Public Service Commission

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

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

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


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


Stodie Mae Seed, Labor Liaison
Department of Health Care Finance

APPROVAL

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


Muriel Bowser
Mayor

APPENDIX 1

Management's Proposal

7/26/10

INSERT DATE

Firstname Lastname

Position/Title

Department/Division

RE: On-Call Notification

Dear Mr./Ms. Lastname:

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

Sincerely,

SUPERVISOR/MANAGER NAME

SUPERVISOR POSITION/TITLE



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

February 23, 2018

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

Dear Mayor Bowser:

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

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

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

Sincerely,

Phil Mendelson
Chairman of the Council

cc: Committee on Labor and Workforce Development



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



Fiscal Year: 2018 Service Code Definition: Professional and Scientific

Effective Date: October 1, 2017 Series:
 Union/Nonunion: Union Affected CBU/Service Code(s):

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

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2018 **Service Code Definition:** Technical and Paraprofessional

Effective Date: October 1, 2017 **Series:**

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0078
X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 1, 2017 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
X03

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year:		2018	Service Code Definition: Corrections and Other Occupation Groups												
Effective Date:		October 1, 2017													
Union/Nonunion:		Union	Job Series:		0006 Correctional Program Specialist 0081 Fire Protection Specialist 0101 Correctional Treatment Specialist 0390 Telecommunications Equipment Operator 1802 Cellblock Technician (Cellblock Only) 1811 Criminal Investigator 2151 Dispatcher (OUC Only)										
Pay Plan/Schedule:		CS													
Peoplesoft Schedule:		DS0067 X04													
% Increase:		3.0%													
Resolution Number:															
Date of Resolution:															
Grade		1	2	3	4	Step		5	6	7	8	9	10	Between Steps	
4	\$	38,024	\$ 39,080	\$ 40,136	\$ 41,192	\$ 42,248	\$	43,304	\$ 44,360	\$ 45,416	\$ 46,472	\$ 47,528	\$	1,056	
5	\$	43,731	\$ 44,912	\$ 46,093	\$ 47,274	\$ 48,455	\$	49,636	\$ 50,817	\$ 51,998	\$ 53,179	\$ 54,360	\$	1,181	
6	\$	46,094	\$ 47,413	\$ 48,732	\$ 50,051	\$ 51,370	\$	52,689	\$ 54,008	\$ 55,327	\$ 56,646	\$ 57,965	\$	1,319	
7	\$	49,751	\$ 51,216	\$ 52,681	\$ 54,146	\$ 55,611	\$	57,076	\$ 58,541	\$ 60,006	\$ 61,471	\$ 62,936	\$	1,465	
8	\$	51,851	\$ 53,477	\$ 55,103	\$ 56,729	\$ 58,355	\$	59,981	\$ 61,607	\$ 63,233	\$ 64,859	\$ 66,485	\$	1,626	
9	\$	55,496	\$ 57,289	\$ 59,082	\$ 60,875	\$ 62,668	\$	64,461	\$ 66,254	\$ 68,047	\$ 69,840	\$ 71,633	\$	1,793	
10	\$	61,116	\$ 63,091	\$ 65,066	\$ 67,041	\$ 69,016	\$	70,991	\$ 72,966	\$ 74,941	\$ 76,916	\$ 78,891	\$	1,975	
11	\$	65,004	\$ 67,166	\$ 69,328	\$ 71,490	\$ 73,652	\$	75,814	\$ 77,976	\$ 80,138	\$ 82,300	\$ 84,462	\$	2,162	
12	\$	77,891	\$ 80,488	\$ 83,085	\$ 85,682	\$ 88,279	\$	90,876	\$ 93,473	\$ 96,070	\$ 98,667	\$ 101,264	\$	2,597	
13	\$	92,619	\$ 95,708	\$ 98,797	\$ 101,886	\$ 104,975	\$	108,064	\$ 111,153	\$ 114,242	\$ 117,331	\$ 120,420	\$	3,089	
14	\$	109,467	\$ 113,112	\$ 116,757	\$ 120,402	\$ 124,047	\$	127,692	\$ 131,337	\$ 134,982	\$ 138,627	\$ 142,272	\$	3,645	

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



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

Effective Date: October 1, 2017

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 1, 2017

Service Codes: A15, A39

Union/Nonunion: Union

Job Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0069
X06

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Step												Between Steps
	1	2	3	4	5	6	7	8	9	10			
5	\$ 40,980	\$ 42,093	\$ 43,206	\$ 44,319	\$ 45,432	\$ 46,545	\$ 47,658	\$ 48,771	\$ 49,884	\$ 50,997	\$	\$	1,113
6	\$ 45,422	\$ 46,655	\$ 47,888	\$ 49,121	\$ 50,354	\$ 51,587	\$ 52,820	\$ 54,053	\$ 55,286	\$ 56,519	\$	\$	1,233
7	\$ 48,842	\$ 50,223	\$ 51,604	\$ 52,985	\$ 54,366	\$ 55,747	\$ 57,128	\$ 58,509	\$ 59,890	\$ 61,271	\$	\$	1,381
8	\$ 53,878	\$ 55,399	\$ 56,920	\$ 58,441	\$ 59,962	\$ 61,483	\$ 63,004	\$ 64,525	\$ 66,046	\$ 67,567	\$	\$	1,521
9	\$ 59,283	\$ 60,966	\$ 62,649	\$ 64,332	\$ 66,015	\$ 67,698	\$ 69,381	\$ 71,064	\$ 72,747	\$ 74,430	\$	\$	1,683
10	\$ 65,076	\$ 66,920	\$ 68,764	\$ 70,608	\$ 72,452	\$ 74,296	\$ 76,140	\$ 77,984	\$ 79,828	\$ 81,672	\$	\$	1,844
11	\$ 71,483	\$ 73,515	\$ 75,547	\$ 77,579	\$ 79,611	\$ 81,643	\$ 83,675	\$ 85,707	\$ 87,739	\$ 89,771	\$	\$	2,032
12	\$ 85,661	\$ 88,095	\$ 90,529	\$ 92,963	\$ 95,397	\$ 97,831	\$ 100,265	\$ 102,699	\$ 105,133	\$ 107,567	\$	\$	2,434

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



Fiscal Year:	2018	Service Code Definition:	Maintenance, Trades, & Labor
Effective Date:	October 1, 2017		
Union/Nonunion:	Union	Affected CBU/Service Code(s):	B01 Regular B02 Leader
Pay Plan/Schedule:	RW		
Peoplesoft Schedule:	WS0029		
	WS0034-	Leaders	
	X07 (Leaders previously X08)		
% Increase:	3.0%		
Resolution Number:			
Date of Resolution:			

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

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



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

Effective Date: October 1, 2017

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 14, 2018

Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2019 Service Code Definition: Technical and Paraprofessional

Effective Date: October 14, 2018 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0078
X02

% Increase: 2.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 36,153	\$ 37,412	\$ 38,671	\$ 39,930	\$ 41,189	\$ 42,448	\$ 43,707	\$ 44,966	\$ 46,225	\$ 47,484	\$ 1,259
6	\$ 40,058	\$ 41,454	\$ 42,850	\$ 44,246	\$ 45,642	\$ 47,038	\$ 48,434	\$ 49,830	\$ 51,226	\$ 52,622	\$ 1,396
7	\$ 44,389	\$ 45,931	\$ 47,473	\$ 49,015	\$ 50,557	\$ 52,099	\$ 53,641	\$ 55,183	\$ 56,725	\$ 58,267	\$ 1,542
8	\$ 48,746	\$ 50,299	\$ 51,852	\$ 53,405	\$ 54,958	\$ 56,511	\$ 58,064	\$ 59,617	\$ 61,170	\$ 62,723	\$ 1,553
9	\$ 53,620	\$ 55,333	\$ 57,046	\$ 58,759	\$ 60,472	\$ 62,185	\$ 63,898	\$ 65,611	\$ 67,324	\$ 69,037	\$ 1,713
10	\$ 58,823	\$ 60,709	\$ 62,595	\$ 64,481	\$ 66,367	\$ 68,253	\$ 70,139	\$ 72,025	\$ 73,911	\$ 75,797	\$ 1,886
11	\$ 64,603	\$ 66,679	\$ 68,755	\$ 70,831	\$ 72,907	\$ 74,983	\$ 77,059	\$ 79,135	\$ 81,211	\$ 83,287	\$ 2,076

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



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

Effective Date: October 14, 2018

Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
X03

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 14, 2018

Union/Nonunion: Union **Job Series:** 0006 Correctional Program Specialist
 0081 Fire Protection Specialist
 0101 Correctional Treatment Specialist
 0390 Telecommunications Equipment Operator
 1802 Cellblock Technician (Cellblock Only)
 1811 Criminal Investigator
 2151 Dispatcher (OUC Only)

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0067
 X04

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 14, 2018

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

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

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2019 Service Code Definition: Health Care Occupations

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

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0069
X06

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year:	2019	Service Code Definition:	Maintenance, Trades, & Labor
Effective Date:	October 14, 2018	L- Leader	
Union/Nonunion:	Union	Affected CBU/Service Code(s):	B01 Regular B02 Leader
Pay Plan/Schedule:	RW		
Peoplesoft Schedule:	WS0029		
	WS0034-	Leaders	
	X07 (Leaders previously X08)		
% Increase:	2.0%		
Resolution Number:			
Date of Resolution:			

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

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



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

Effective Date: October 14, 2018

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

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

% Increase: 2.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2020 Service Code Definition: Professional and Scientific

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

3.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2020 Service Code Definition: Technical and Paraprofessional

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0078
X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 13, 2019 Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
X03

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2020 **Service Code Definition:** Corrections and Other Occupation Groups

Effective Date: October 13, 2019

Union/Nonunion: Union

Job Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0067
X04

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
4	\$ 39,946	\$ 41,056	\$ 42,166	\$ 43,276	\$ 44,386	\$ 45,496	\$ 46,606	\$ 47,716	\$ 48,826	\$ 49,936	\$ 1,110
5	\$ 45,943	\$ 47,184	\$ 48,425	\$ 49,666	\$ 50,907	\$ 52,148	\$ 53,389	\$ 54,630	\$ 55,871	\$ 57,112	\$ 1,241
6	\$ 48,429	\$ 49,814	\$ 51,199	\$ 52,584	\$ 53,969	\$ 55,354	\$ 56,739	\$ 58,124	\$ 59,509	\$ 60,894	\$ 1,385
7	\$ 52,269	\$ 53,808	\$ 55,347	\$ 56,886	\$ 58,425	\$ 59,964	\$ 61,503	\$ 63,042	\$ 64,581	\$ 66,120	\$ 1,539
8	\$ 54,476	\$ 56,184	\$ 57,892	\$ 59,600	\$ 61,308	\$ 63,016	\$ 64,724	\$ 66,432	\$ 68,140	\$ 69,848	\$ 1,708
9	\$ 58,307	\$ 60,190	\$ 62,073	\$ 63,956	\$ 65,839	\$ 67,722	\$ 69,605	\$ 71,488	\$ 73,371	\$ 75,254	\$ 1,883
10	\$ 64,208	\$ 66,283	\$ 68,358	\$ 70,433	\$ 72,508	\$ 74,583	\$ 76,658	\$ 78,733	\$ 80,808	\$ 82,883	\$ 2,075
11	\$ 68,295	\$ 70,566	\$ 72,837	\$ 75,108	\$ 77,379	\$ 79,650	\$ 81,921	\$ 84,192	\$ 86,463	\$ 88,734	\$ 2,271
12	\$ 81,834	\$ 84,562	\$ 87,290	\$ 90,018	\$ 92,746	\$ 95,474	\$ 98,202	\$ 100,930	\$ 103,658	\$ 106,386	\$ 2,728
13	\$ 97,307	\$ 100,552	\$ 103,797	\$ 107,042	\$ 110,287	\$ 113,532	\$ 116,777	\$ 120,022	\$ 123,267	\$ 126,512	\$ 3,245
14	\$ 115,004	\$ 118,834	\$ 122,664	\$ 126,494	\$ 130,324	\$ 134,154	\$ 137,984	\$ 141,814	\$ 145,644	\$ 149,474	\$ 3,830

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



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

Effective Date: October 13, 2019

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Grade	Step										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 43,051	\$ 44,221	\$ 45,391	\$ 46,561	\$ 47,731	\$ 48,901	\$ 50,071	\$ 51,241	\$ 52,411	\$ 53,581	\$ 1,170
6	\$ 47,718	\$ 49,014	\$ 50,310	\$ 51,606	\$ 52,902	\$ 54,198	\$ 55,494	\$ 56,790	\$ 58,086	\$ 59,382	\$ 1,296
7	\$ 51,313	\$ 52,764	\$ 54,215	\$ 55,666	\$ 57,117	\$ 58,568	\$ 60,019	\$ 61,470	\$ 62,921	\$ 64,372	\$ 1,451
8	\$ 56,604	\$ 58,202	\$ 59,800	\$ 61,398	\$ 62,996	\$ 64,594	\$ 66,192	\$ 67,790	\$ 69,388	\$ 70,986	\$ 1,598
9	\$ 62,287	\$ 64,054	\$ 65,821	\$ 67,588	\$ 69,355	\$ 71,122	\$ 72,889	\$ 74,656	\$ 76,423	\$ 78,190	\$ 1,767
10	\$ 68,370	\$ 70,307	\$ 72,244	\$ 74,181	\$ 76,118	\$ 78,055	\$ 79,992	\$ 81,929	\$ 83,866	\$ 85,803	\$ 1,937
11	\$ 75,103	\$ 77,237	\$ 79,371	\$ 81,505	\$ 83,639	\$ 85,773	\$ 87,907	\$ 90,041	\$ 92,175	\$ 94,309	\$ 2,134
12	\$ 89,996	\$ 92,553	\$ 95,110	\$ 97,667	\$ 100,224	\$ 102,781	\$ 105,338	\$ 107,895	\$ 110,452	\$ 113,009	\$ 2,557

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



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

Service Code Definition: Maintenance, Trades, & Labor

L- Leader

B01 Regular
B02 Leader

Affected CBU/Service Code(s):

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

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



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

Effective Date: October 13, 2019

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2021 Service Code Definition: Professional and Scientific

Effective Date: October 11, 2020 Series:

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077

X01

3.5%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2021 **Service Code Definition:** Technical and Paraprofessional

Effective Date: October 11, 2020 **Series:**

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0078
X02

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Steps										Between	
	1	2	3	4	5	6	7	8	9	10	Steps	
5 \$	38,538	\$ 39,881	\$ 41,224	\$ 42,567	\$ 43,910	\$ 45,253	\$ 46,596	\$ 47,939	\$ 49,282	\$ 50,625	\$	1,343
6 \$	42,704	\$ 44,192	\$ 45,680	\$ 47,168	\$ 48,656	\$ 50,144	\$ 51,632	\$ 53,120	\$ 54,608	\$ 56,096	\$	1,488
7 \$	47,317	\$ 48,962	\$ 50,607	\$ 52,252	\$ 53,897	\$ 55,542	\$ 57,187	\$ 58,832	\$ 60,477	\$ 62,122	\$	1,645
8 \$	51,964	\$ 53,620	\$ 55,276	\$ 56,932	\$ 58,588	\$ 60,244	\$ 61,900	\$ 63,556	\$ 65,212	\$ 66,868	\$	1,656
9 \$	57,162	\$ 58,988	\$ 60,814	\$ 62,640	\$ 64,466	\$ 66,292	\$ 68,118	\$ 69,944	\$ 71,770	\$ 73,596	\$	1,826
10 \$	62,707	\$ 64,718	\$ 66,729	\$ 68,740	\$ 70,751	\$ 72,762	\$ 74,773	\$ 76,784	\$ 78,795	\$ 80,806	\$	2,011
11 \$	68,870	\$ 71,083	\$ 73,296	\$ 75,509	\$ 77,722	\$ 79,935	\$ 82,148	\$ 84,361	\$ 86,574	\$ 88,787	\$	2,213

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



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

Effective Date: October 11, 2020 **Series:**

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
X03

% Increase: 3.5%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2021 **Service Code Definition:** Corrections and Other Occupation Groups

Effective Date: October 11, 2020

Union/Nonunion: Union

Job Series:

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0067
X04

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	5	6	7	8	9	10	Between Steps
4	\$ 41,344	\$ 42,493	\$ 43,642	\$ 44,791	\$ 45,940	\$ 47,089	\$ 48,238	\$ 49,387	\$ 50,536	\$ 51,685	\$ 1,149
5	\$ 47,549	\$ 48,834	\$ 50,119	\$ 51,404	\$ 52,689	\$ 53,974	\$ 55,259	\$ 56,544	\$ 57,829	\$ 59,114	\$ 1,285
6	\$ 50,119	\$ 51,554	\$ 52,989	\$ 54,424	\$ 55,858	\$ 57,293	\$ 58,728	\$ 60,163	\$ 61,598	\$ 63,033	\$ 1,435
7	\$ 54,098	\$ 55,691	\$ 57,284	\$ 58,877	\$ 60,470	\$ 62,063	\$ 63,656	\$ 65,249	\$ 66,842	\$ 68,435	\$ 1,593
8	\$ 56,382	\$ 58,150	\$ 59,918	\$ 61,686	\$ 63,454	\$ 65,222	\$ 66,990	\$ 68,758	\$ 70,526	\$ 72,294	\$ 1,768
9	\$ 60,347	\$ 62,296	\$ 64,245	\$ 66,194	\$ 68,143	\$ 70,092	\$ 72,041	\$ 73,990	\$ 75,939	\$ 77,888	\$ 1,949
10	\$ 66,454	\$ 68,602	\$ 70,750	\$ 72,898	\$ 75,046	\$ 77,194	\$ 79,342	\$ 81,490	\$ 83,638	\$ 85,786	\$ 2,148
11	\$ 70,687	\$ 73,037	\$ 75,387	\$ 77,737	\$ 80,087	\$ 82,437	\$ 84,787	\$ 87,137	\$ 89,487	\$ 91,837	\$ 2,350
12	\$ 84,700	\$ 87,523	\$ 90,346	\$ 93,169	\$ 95,992	\$ 98,815	\$ 101,638	\$ 104,461	\$ 107,284	\$ 110,107	\$ 2,823
13	\$ 100,711	\$ 104,070	\$ 107,429	\$ 110,788	\$ 114,147	\$ 117,506	\$ 120,865	\$ 124,224	\$ 127,583	\$ 130,942	\$ 3,359
14	\$ 119,029	\$ 122,993	\$ 126,957	\$ 130,921	\$ 134,885	\$ 138,849	\$ 142,813	\$ 146,777	\$ 150,741	\$ 154,705	\$ 3,964

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



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

Effective Date: October 11, 2020

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

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

% Increase: 3.5%

Resolution Number:

Date of Resolution:

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

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



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

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

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0069
X06

% Increase: 3.5%

Resolution Number:

Date of Resolution:

Grade	Step												Between Steps
	1	2	3	4	5	6	7	8	9	10			
5	\$ 44,558	\$ 45,769	\$ 46,980	\$ 48,191	\$ 49,402	\$ 50,613	\$ 51,824	\$ 53,035	\$ 54,246	\$ 55,457	\$ 56,668	\$ 57,879	\$ 1,211
6	\$ 49,386	\$ 50,728	\$ 52,070	\$ 53,412	\$ 54,754	\$ 56,096	\$ 57,438	\$ 58,780	\$ 60,122	\$ 61,464	\$ 62,806	\$ 64,148	\$ 1,342
7	\$ 53,108	\$ 54,610	\$ 56,112	\$ 57,614	\$ 59,116	\$ 60,618	\$ 62,120	\$ 63,622	\$ 65,124	\$ 66,626	\$ 68,128	\$ 69,630	\$ 1,502
8	\$ 58,585	\$ 60,239	\$ 61,893	\$ 63,547	\$ 65,201	\$ 66,855	\$ 68,509	\$ 70,163	\$ 71,817	\$ 73,471	\$ 75,125	\$ 76,779	\$ 1,654
9	\$ 64,470	\$ 66,298	\$ 68,126	\$ 69,954	\$ 71,782	\$ 73,610	\$ 75,438	\$ 77,266	\$ 79,094	\$ 80,922	\$ 82,750	\$ 84,578	\$ 1,828
10	\$ 70,762	\$ 72,767	\$ 74,772	\$ 76,777	\$ 78,782	\$ 80,787	\$ 82,792	\$ 84,797	\$ 86,802	\$ 88,807	\$ 90,812	\$ 92,817	\$ 2,005
11	\$ 77,734	\$ 79,942	\$ 82,150	\$ 84,358	\$ 86,566	\$ 88,774	\$ 90,982	\$ 93,190	\$ 95,398	\$ 97,606	\$ 99,814	\$ 102,022	\$ 2,208
12	\$ 93,144	\$ 95,791	\$ 98,438	\$ 101,085	\$ 103,732	\$ 106,379	\$ 109,026	\$ 111,673	\$ 114,320	\$ 116,967	\$ 119,614	\$ 122,261	\$ 2,647



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

Fiscal Year:		2021		Service Code Definition:					Maintenance, Trades, & Labor				
Effective Date:		October 11, 2020		L- Leader									
Union/Nonunion:		Union		Affected CBU/Service Code(s):					B01 Regular B02 Leader				
Pay Plan/Schedule:		RW											
Peoplesoft Schedule:		WS0029											
		WS0034- X07 (Leaders previously X08)											
% Increase:		3.5%											
Resolution Number:													
Date of Resolution:													

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



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

Effective Date: October 11, 2020

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

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

% Increase: 3.5%

Resolution Number:

Date of Resolution:

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

MASTER AGREEMENT

BETWEEN

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

AND

**THE GOVERNMENT OF THE
DISTRICT OF COLUMBIA**

EFFECTIVE THROUGH SEPTEMBER 30, 2010

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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.

Section 5 – Unit Clarification(s):

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

ARTICLE 2

MANAGEMENT RIGHTS

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

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

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

Section 2 - Impact of the Exercise of Management Rights:

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

ARTICLE 3

UNION RIGHTS AND SECURITY

Section 1 – Exclusive Agent:

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

Section 2 – Meeting Space:

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

Section 3 – Access to Employees:

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

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

Section 4 - Dues Checkoff:

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

Section 5 - Service Fees:

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

Section 6 – Cost of Processing:

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

Section 7 - Hold Harmless:

The Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands and other forms of liability, which may arise from the operation of this Article. In any case in which a judgment is entered against the Employer as a result of the deduction of dues or other fees, the amount held to be improperly deducted from an employee's pay and actually transferred to the Union by the Employer, shall be returned to the Employer or conveyed by the Union to the employee(s), as appropriate.

ARTICLE 4

LABOR-MANAGEMENT MEETINGS

Section 1 – Labor-Management Partnerships:

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

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

Section 2 – Labor-Management Contract Review Committee:

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

ARTICLE 5

DISCRIMINATION

Section 1 – General Provisions:

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

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

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

Section 2 – Equal Employment Practices:

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

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

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

Section 3 – Discrimination Charges:

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

ARTICLE 6 **UNION RIGHTS AND RESPONSIBILITIES**

Section 1 – Union Stewards:

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

Section 2 – Performance of Duties:

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

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

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

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

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

Section 4 – Visits by Union Representatives:

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

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

Section 5 – Union Insignia:

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

Section 6 – Official Time:

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

REPRESENTATIONAL FUNCTIONS OF OFFICIAL TIME (Activity)

Page 2 of 2

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

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

ARTICLE 7 **DISCIPLINE**

Section 1:

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

Section 2:

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

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

Section 3:

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

Section 4:

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

Section 5:

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

Section 6:

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

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

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

Section 7:

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

Section 8:

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

Section 9:

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

Section 10:

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

Section 11:

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

Section 12:

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

Section 13:

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

Section 14:

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

Section 15:

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

Section 16 – Troubled Employees:

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

Section 17:

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

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

ARTICLE 8

TRAINING AND CAREER LADDER

Section 1 – Basic Training:

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

Section 2 - Continued Training Opportunities:

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

Section 3 - Career Ladder:

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

Section 4 - Experience Verification:

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

Section 5 - Union Sponsored Career Advancement Programs:

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

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

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

ARTICLE 9

SAFETY AND HEALTH

Section 1 - Working Conditions:

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

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

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

Section 2 - Employees Working Alone:

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

Section 3 - Corrective Actions:

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

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

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

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

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

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

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

Section 5 - Safety Devices and Equipment:

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

Section 6 - Safety Training:

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

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

Section 7 - Information on Toxic Substances:

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

Section 8 - Safety Committees:

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

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

C. The Safety Committee shall:

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

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

3. Receive appropriate health and safety training.

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

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

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

Section 9 - Medical Qualification Requirements:

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

Section 10 - Light Duty:

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

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

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

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

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

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

Section 11 - Excessive Temperatures in Buildings:

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

Section 12 - Employee Health Services:

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

Section 13 - Maintenance of Health Records:

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

Section 14:

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

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

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

Section 15:

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

ARTICLE 10 **GENERAL PROVISIONS**

Section 1 – Work Rules:

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

Section 2 - Distribution of Agreement:

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

ARTICLE 11

BULLETIN BOARDS

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

ARTICLE 12

PERSONNEL FILES

Section 1 - Official Files:

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

Section 2 - Right to Examine:

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

Section 3 – Right to Respond:

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

Section 4 - Right to Copy:

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

Section 5 – Access by Union:

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

Section 6 – Confidential Information:

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

Section 7 - Employee to Receive Copies:

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

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

Section 8 – Access by Others:

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

ARTICLE 13 **SENIORITY**

Section 1 - Definition:

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

Section 2 - Breaks in Continuous Service:

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

Section 3 - Seniority Lists:

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

Section 4 - Reassignments:

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

Section 5 - Promotions:

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

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

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

Section 6 - Change to Lower Grade:

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

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

Section 7 - Individual Work Schedules:

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

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

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

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

B. This provision shall not apply to training programs.

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

ARTICLE 14

INCLEMENT WEATHER CONDITIONS

Section 1 – Inclement Weather Work:

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

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

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

- 1.** Volunteers
- 2.** In the inverse order of seniority

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

Section 2 - Reporting Time:

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

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

ARTICLE 15

HOURS OF WORK

Section 1 - Workday:

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

Section 2 - Workweek:

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

Section 3 - Continuous Operations and Shifts:

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

Section 4 - Changes in Work Schedules:

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

Section 5 - Flexible/Alternative Work Schedules:

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

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

ARTICLE 16

ADMINISTRATION OF LEAVE

Section 1 – General:

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

Section 2 - Annual Leave:

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

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

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

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

Section 3 - Sick Leave:

A. Requests:

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

2. Sick leave shall be requested and approved in advance for visits to and/or appointments with doctors, dentists, practitioners, opticians, and chiropractors for the purpose of securing diagnostic examinations, treatments and x-rays.

3. Employees shall not be required to furnish a doctor's certificate to substantiate requests for approval of sick leave unless such sick leave exceeds three work days continuous duration. However, if Management has given written notice to an employee that there is a good reason to believe that the employee has abused sick leave privileges, then the employee must furnish a doctor's certificate for each absence from work, which is claimed as sick leave regardless of its duration. The Union will encourage employees to conserve sick leave for use during periods of extended illness.

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

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

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

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

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

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

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

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

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

Section 4 – Other Paid Leave:

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

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

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

B. **Court Leave:** Employees shall be granted leave of absence with pay anytime they are required to report for jury duty or to appear as a witness on behalf of the District of Columbia Government, or the Federal or a State or Local Government, in accordance with personnel rules and regulations.

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

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

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

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

Section 5 - Leave Without Pay:

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

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

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

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

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

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

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

ARTICLE 17

ADMINISTRATION OF OVERTIME

Section 1 -Distribution:

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

Section 2:

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

ARTICLE 18

WAGES

Section 1:

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

Section 2:

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

ARTICLE 19 **REDUCTION-IN-FORCE**

Section 1 - Definition:

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

Section 2 – Consultation:

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

Section 3 - Procedure:

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

Section 4 – Impact and Effects Bargaining:

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

Section 5 - Review of Procedures:

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

ARTICLE 20

CONTRACTING OUT

Section 1:

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

Section 2:

When there will be adverse impact to bargaining unit employees, the Employer shall consult with the Union thirty (30) days prior to final action, except in emergencies. The Union shall have full opportunity to make its recommendations known to the Employer who will duly consider the Union's position and give reasons in writing to the Union for any contracting out action. The Agency shall consult with the Union to determine if the needs of the Government may be met by means other than contracting out work traditionally performed by bargaining unit employees.

ARTICLE 21

STRIKES AND LOCKOUTS

Section 1 - Definition:

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

Section 2 - Strikes:

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

Section 3 - Lockouts:

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

Section 4 - Other Considerations:

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

ARTICLE 22 **GRIEVANCE PROCEDURES**

Section 1:

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

Section 2 - Procedure:

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

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

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

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

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

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

Section 3 - Union Participation:

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

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

Section 4 - Who May Grieve:

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

Section 5 - Selection of the Arbitrator:

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

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

Section 6 - Decision of the Arbitrator:

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

Section 7 - Expenses of the Arbitrator:

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

Section 8 - Time Off For Grievance Hearings:

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

Section 9 – Time Limits:

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

Section 10:

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

Section 11:

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

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

ARTICLE 23
EMPLOYEE RIGHTS

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

ARTICLE 24
NEW TECHNOLOGY AND EQUIPMENT

Section 1:

Whenever new equipment or technological changes will significantly affect operations, the Employer shall provide notice to the Union at least 60 days in advance. This time limit does not apply to the introduction of equipment or technological changes on an experimental basis. When the Employer introduces such equipment or technological changes on an experimental basis the Employer will notify the Union upon introduction as where the experiment is being conducted and its nature and intended duration and will provide 60 days notice if the experiment is to be instituted permanently.

Section 2:

The Employer shall provide any reasonable training for affected employees to acquire the skills and knowledge necessary for new equipment or procedures. The training shall be held during working hours, when reasonably available. The Employer shall bear the expense of the training.

Section 3:

If training is required by the Agency for employment and the training is held outside the employee's normal tour of duty, the employee shall receive compensatory time.

ARTICLE 25
JOB DESCRIPTIONS

Each employee within the unit shall receive a copy of his/her current job description upon request. When an employee's job description is changed, the employee and the Union shall be provided a copy of the new job description.

ARTICLE 26

SAVINGS CLAUSE

In the event any Article, Section or portion of the Agreement shall be held invalid and unenforceable by any court or higher authority of competent jurisdiction, such decision shall apply only to the specific Article, Section, or portion thereof specified in the decision, and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated Article, Section or portion thereof.

ARTICLE 27

DURATION AND FINALITY

Section 1 - Duration of Agreement:

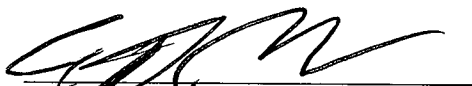
This Agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the CMPA (Section 1-617.15(a), D.C. Official Code, 2001 Edition). This Agreement shall be effective as of the day of final approval, and shall remain in full force and effect until the 30th day of September, 2010. Should either party desire to renegotiate, renew, extend or modify this Contract, notice will be given in writing in accordance with the requirements of the Comprehensive Merit Personnel Act. This Agreement shall remain in full force and effect during the period of negotiations.

Section 2 - Finality:

This Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable non-compensation issues, and contains the full agreement of the parties as to all such non-compensation issues that were or could have been negotiated. The Agreement shall not be reconsidered during its life unless by mutual consent or as required by law.

On this ____ day of October, 2006 and in witness to this Agreement, the parties hereto set their signatures.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**



Edward Reiskin
Interim City Administrator/
Deputy Mayor for Public Safety
And Justice

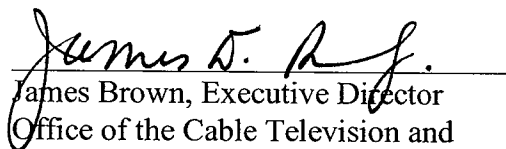


Natasha Campbell, Esq.
Supervisory Attorney Advisor
Office of Labor Relations
and Collective Bargaining

Carol Mitten, Director
Office of Property Management

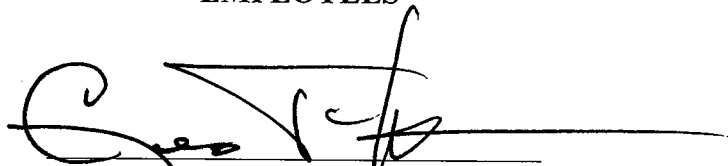


Benita Anderson, Labor Liaison
Office of Property Management

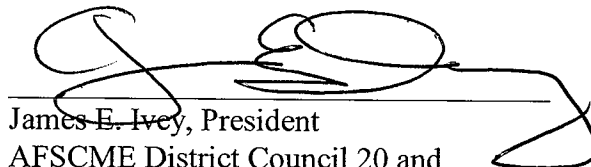


James Brown, Executive Director
Office of the Cable Television and
Telecommunications

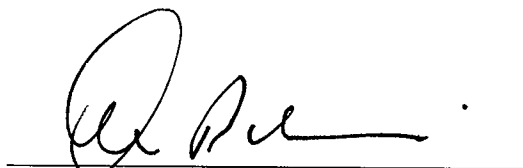
**FOR THE AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES**



Geo T. Johnson, Executive Director
AFSCME District Council 20



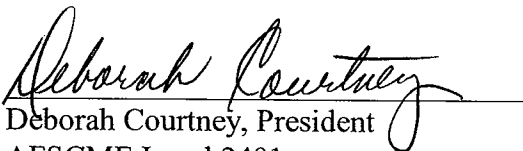
James E. Ivey, President
AFSCME District Council 20 and
AFSCME Local 2091



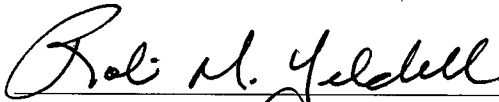
Al Bilik, Executive Assistant
AFSCME District Council 20



Brenda Featherstone, President
AFSCME Local 1200



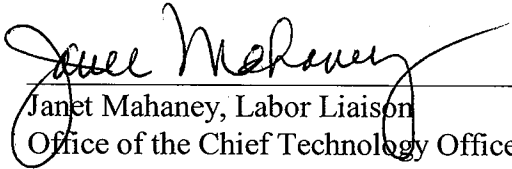
Deborah Courtney, President
AFSCME Local 2401



Robin Yeldell, Labor Liaison
Office of Cable Television and
Technology



Suzanne Peck, Chief Technology Officer
Office of the Chief Technology Officer



Janet Mahaney, Labor Liaison
Office of the Chief Technology Officer



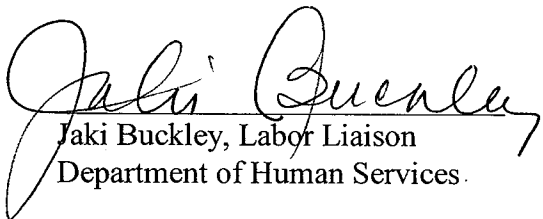
William Howland, Director
Department of Public Works



Bertha Guerra, Labor Liaison
Department of Public Works



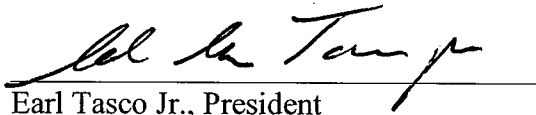
Brian Wilbon, Interim Director
Department of Human Services



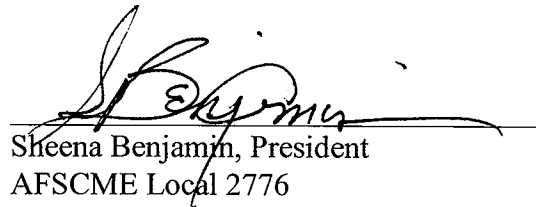
Jaki Buckley, Labor Liaison
Department of Human Services



Cliff Dedrick, President
AFSCME Local 2743

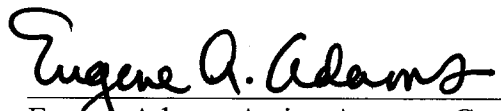



Earl Tasco Jr., President
AFSCME Local 2092




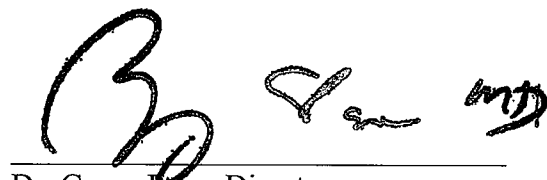
Sheena Benjamin, President
AFSCME Local 2776

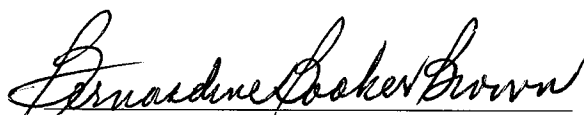


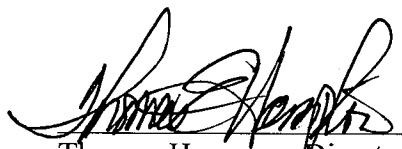

Eugene Adams, Acting Attorney General
Office of the Attorney General

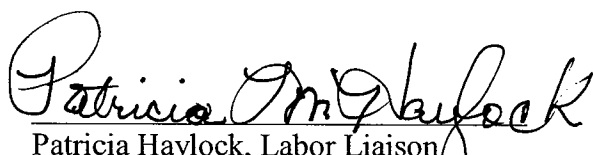

Patricia Higgins, Labor Liaison
Department of Health


Gail Elkins Davis, Labor Liaison
Office of the Attorney General


Dr. Gregg Fane, Director
Department of Health


Bernadine Booker-Brown, Labor Liaison
Department of Health


Thomas Hampton, ~~Director~~ *Commissioner*
Department of Insurance, Securities
and Banking

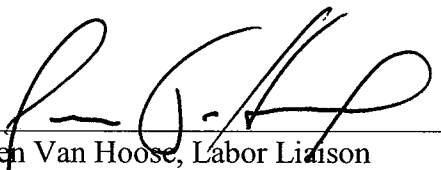

Patricia Haylock, Labor Liaison
Department of Insurance, Securities
and Banking

Dr. Patrick Canavan, Director
Department of Consumer and
Regulatory Affairs


Deborah Bonsack, Labor Liaison
Department of Consumer and
Regulatory Affairs



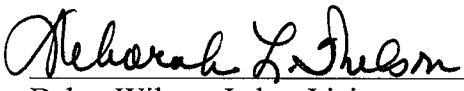
Dr. Natwar Gandhi, Chief Financial Officer
Office of the Chief Financial Officer



Ben Van Hoose, Labor Liaison
Office of the Chief Financial Officer



Uma Ahluwalia, Interim Director
Child and Family Services Agency



Debra Wilson, Labor Liaison
Child and Family Services Agency

**D.C. Commission on Aging
Wednesday, October 25, 2023
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Thelma Burless, Director – Genevieve N. Johnson Senior Day Care Program
 - b) Jamal Holtz, Special Assistant – OCTO
 - c) Congress Heights Wellness Center Advisory Board
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

D.C. Commission on Aging
Wednesday, November 29, 2023
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Angela Richardson – DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

**D.C. Commission on Aging
Wednesday, January 24, 2024
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Charon P.W. Hines – Director, DACL
 - b) Cathy Borris-Hales – DC Health
 - c) Edenbridge – PACE Program
 - d) DPR – Marcus Coates
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

D.C. Commission on Aging
Wednesday, May 22, 2024
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
 - b) FY25 Budget Discussion – Chief Operating Officer, DACL
- IV. Ex-Officio Updates/Presentations
- V. COA Ward and Committee Reports
- VI. Adjournment

**D.C. Commission on Aging
Wednesday, June 26, 2024
10:00 a.m.**

AGENDA

- I. Swearing In Ceremony – Mayor’s Office of Talents & Appointments (MOTA)
- II. Call to Order
- III. Review and Approval of Minutes Commissioners
- IV. Presentation: Office of the Attorney General (OAG)
- V. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
- VI. Ex-Officio Updates/Presentations
- VII. COA Ward and Committee Reports
- VIII. Adjournment

**D.C. Commission on Aging
Thursday, September 26, 2024
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. Adjournment

**D.C. Commission on Aging
Meeting Minutes
Wednesday October 25, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Carolyn Matthews, Maria Wilson, Hattie Pierce

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Regat Hagos (Interim Chief Operating Officer), Mark Bjorge (Community Outreach Specialist)

Ex-Officio Members Present

David Quick (DCPL), Zachary Smith (DDOT), Mary Terrell (DOES)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am.

II. **Review and Approval of Minutes**

Meeting minutes are pending approval because there isn't a full quorum.

III. **Presentations**

A. Charon P.W. Hines, Director, DACL

Miss Senior America Pageant happened last week in Atlantic City at the Tropicana. Our local queen from DC Cerise Turner was present to compete. Cerise did an excellent job representing the District of Columbia, although she did not place, she received favorable feedback from the judges. A new representative will be sent to the national pageant next year. The new Miss Senior DC will be selected in June, District residents 60+ are able to compete for the crown. Once the flyer is ready it will be shared with the commissioners to help with the promotion. Members from our new lead agency Genevieve and Johnson are present and bring a lot of energy and excitement as a new lead agency this fiscal year.

The lead agencies for FY24 are as follow:

- Ward 1: East River Family Strengthening Collaborative (ERFSC)
- Ward 2 & 3: Iona Senior Services
- Ward 4: Genevieve N. Johnson Senior Day Care Program (GNJ)
- Ward 5 & 6: Seabury Resources for Aging
- Ward 7 & 8: East River Family Strengthening Collaborative (ERFSC)

Right now, DACL has a Request for Proposal out that closes Oct 31st. The agency has received one-time funding from the council for ADRD Alzheimer, dementia and related diseases and we have received lots of interest from organizations that do this valuable and critical work. DACL should have an update regarding this funding by the next meeting in November or December. We have new staff who have joined our IR&A, Community Transition (CTT) teams. We have Melanie Johnson as our new Chief Programs Officer, Melanie has a strong background in healthcare administration. Angela Richardson has officially been confirmed as the agency's new Chief of Staff.

B. Thelma Burless, Director, Genevieve and Johnson Senior Daycare Center

Ms. Burless has been the director of G&J for approximately 5 years. It has been an exciting experience. Prior to Ms. Burless, Ms. Virginia Johnson served in that role for about 25 years until her retirement. Ms. Burless is joined by her executive assistant, a nutritionist and a social worker. Genevieve and Johnson has been around for 41 years. For 41 years they have been a senior center in Ward 4 and the only senior center who has a dual program that engages both well-seniors and those who suffer from memory loss. Genevieve and Johnson offers recreation and socialization, case management, counseling, and nutrition programs to seniors. G&J also offers 4 hours of geriatric day-care, allowing caregivers some rest. Now as a new lead agency G&J will be able to expand their programming to other Ward 4 dining services. G&J is located at 4817 Blagdon Ave NW. Zion Community Enterprise oversees G&J programming. More information regarding G&J can be found by visiting their website at <https://gnjseniordaycare.com/>.

To become a member of G&J participants must be 60+ and a DC resident. For more information G&J can be reached at 202-723-8537. As a lead agency, G&J will oversee First Baptist Senior Center, Hattie Holmes, Lamond, Fort Stevens, Colony House and Karen House. G&J nutritionist will be overseeing the nutrition education in these centers as well as providing nutrition counseling 101 as well as aiding in the distribution of the nutritional program, Ensure.

C. Ward 8 Advisory Committee

Angeline McAllister, representing Congress Heights Senior Wellness Center as the Chair of their Advisory Board. The Advisory Board is concerned because the Deaf and Hard-of-Hearing Program is coming to their center, not to be integrated but as a stand-alone program. This is a decision that was made without considering the impact that it would have on the Congress Heights Senior Center. Currently the center has approximately 600 members, not all of them come out daily, but a significant number of them do to enjoy their programming. The concern is in regard to the space that will be taken to accommodate the new Deaf and Hard-of-Hearing Program. The center is also trying to institute a virtual exercise program, which they just got an expansion for after years of advocating for and for it. With the proposed relocation of the Deaf

and Hard-of-Hearing Program the center feels like this newly gained space is being taken away and it will shift the dynamic of all their thriving programs they currently have. The committee's ask is to reconsider the location of the program to be integrated and not as a stand-alone program as it will impact their current programming at the center.

Another concern is that the front door at the center has been broken since June. There are safety and accessibility concerns as the door does not work for people on wheelchairs.

IV. **Ex-Officio Updates**

Adrian Sutton – OCTO

OCTO is the tech agency of the government. Adrian Sutton is the Digital Inclusion Coordinator and travels around senior centers to teach seniors how to be millennials with smart devices. Since 2020 the program has expanded to include residents with disabilities, returning citizens from jail and any working-class resident who may not have digital skills. Jamal joins Adrian Sutton from OCTO, Jamal helps Link Strategies. Link Strategies is a social impact community group. Link Strategies received funds during COVID to rethink broadband in DC, how we can make infrastructure changes to get more communities free or low-cost internet. In order to accomplish this goal, Link Strategies has developed a survey to get feedback on ways to expand internet for DC residents. When you look across the District of Columbia, where you see the gaps with people with the least number of households with internet, they are mainly located in wards 5, 7 and 8. How do we close the digital divide in the District of Columbia? DC has allocated 100 million dollars to implement a digital equity plan.

Commissioners share feedback.

OCTO is trying to provide ongoing tech support for inter-ready devices like tablets and smartphones. Jamal encourages commissioners to complete online or paper surveys and to attend their future listening sessions. They can be contacted at digitalequity@dc.gov.

David Quick, DCPL

DCPL provides services at all 26 locations, some of the upcoming events at the library include, Banned Books Scavenger Hunt which will highlight books that are being challenged as a society, Art All Night.

The library's Adult Learning Department has our computer training lab where they're doing a lot of tech and computer related courses that go all the way up to kind of higher level things like learning Google Suite or Microsoft Office, but also have basic computing focus classes that can be things like Techie Tuesdays where you come in with a device and just get a little bit of assistance if you're from folks who want to feel more comfortable using their iPhone or their Android as well as a class called Computer Comfort.

Sheila Jones, Department of Human Services

The Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V), the pandemic emergency program for medically vulnerable individuals, is coming to an end. The last site Skyline at 10 I St SW is destined to close no later than December 1, 2023. Individuals who are currently still on the site, approximately 155 are being issued rapid re-housing subsidies or permanent supportive housing vouchers, so they're guaranteed to have a place to move to. The department is working to have individuals who require a high level of care move into assisted living placements or senior living apartments. The goal is for individuals not to return to shelter unless they agree to do so.

Mary Terrell, DOES

Mary Terrell shares that The National Telecommunications and Information Administration has money to help minority communities who have no access to broadband. Taniesha Pierce provides a brief job opportunity relevant to seniors. The Senior Employment Program is trying to see how they can expand the program to all wards and senior communities.

Zachary Smith, DDOT

DDOT have upcoming meetings about their bus priority program. Bus priority program is the red painted streets on the side of the road to allow buses more quickly, they are essentially bus-only lanes. No cars can travel during specified times, usually during peak-hours. One of the meeting is this afternoon and the next one is happening virtually November 29th at 6PM for Florida Ave NW and NE. Both of these are in the planning stages, so no final design has been done. Also Georgia Ave we have a bus priority meeting at the Bernice Fontenau Senior Wellness Center next Friday, November 3rd, and that'll be in person from 11:00 AM to 12:00 PM.

V. **Adjournment: 12:00 pm**

**D.C. Commission on Aging
Meeting Minutes
Wednesday November 29, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Carolyn Matthews, Mary Taylor, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Chandra Goodman (DOES), David Quick (DCPL), Danilo Pelletiere (DHCD), Mary Terrell (DOES), Sheila Jones (DHS)

Members of the Public

Heather Foote, Edgar Sheppard

I. Call to Order

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. Review and Approval of Minutes

October meeting minutes were reviewed and approved.

III. Presentations/Discussion

A. Charon P.W. Hines, Director, DACL

Chairman Bobo discusses with Director Hines that when they were appointed to the commission, they received emails but have not need able to access them. Director Hines will look into getting them access to it. Director will work with the Mayor's Office of Talents and Appointments and OCTO to get this resolved.

Chairman Bobo is also advocating to have more case managers, and have a case manager come to the senior wellness centers to assist seniors with their needs, maybe 1 day a week for about 4 hours like they have in Congress Heights. Director Hines will explore the availability of our current case managers to see if this is feasible at the moment to develop a model/pilot with the team to have "Case Manager Hours" at senior wellness centers.

Announcements from Director Hines:

- DACL is deep into FY2025 budget formulations. The team at DACL has been working diligently in making sure we remain equitable in all of our programs and services to keep them running. At the moment we are not anticipating any shortages in programs and services and expect to maintain the services we currently have.
- DACL is currently exploring ways to expand collaboration with ACL, our federal government partners through available grant opportunities that may be relevant to our programs and services in our agency.
- Director Hines has upcoming meetings with other sister agencies' directors to further look and explore ways to partner and collaborate. We want to find ways to educate our seniors on the different programs and services offered through other sister government agencies that they have access to.
- On Monday we have an event called "Pass The Sash," where Seabury is passing the administration of Ms. Senior DC to East River. Women who are 60+ years old and want to talk about their philosophy of life are encouraged to apply to the Ms. Senior DC Pageant which has typically been held in June at UDC, admission tickets have been about \$20. The event is recorded by the DC Office of Cable Television, Film, Music and Entertainment and shown a few weeks later.
- The 25th Mayor Bowser's Senior Holiday Celebration is Wednesday December 13th at The Armory. Cameo Club will have a table at the event to meet the new pageant's administrators.
- A new senior leader has been hired as the Chief Operating Officer: Regat Hagos who has served as an interim in the position for the past few months as well as the Resource Allocation Officer.
- As part of the National Caregivers Month, which is the month of November, Director Hines will be attending the Genevieve and Johnson's, our Ward 4 Lead Agency caregiver's lounge which they have every other Wednesday from 5pm to 7pm.
- Cameo Club will continue meeting at Model Cities. When contestants come for the information session, when they are selected, orientation, those meetings will happen at East River.

Director Hines will work with DOEE regarding the LIHEAP Program to find a way seniors can stay informed and receive updates on their LIHEAP applications. Director Hines will also propose the idea of having a LIHEAP representative on certain days/hours at Senior Wellness Centers to inform and help seniors with the application.

Director Hines will talk with DC Health about getting COVID tests for distribution at senior wellness centers.

Heather Foote suggests that agencies should consolidate transportation information available to seniors. These agencies include WMATA, DACL, DFHV, DDOT. Heather Foote has developed a sheet for seniors to know to which agency to go for the different programs offered but it continues to be very confusing for seniors to navigate. These agencies should collaborate with one another to streamline information regarding their transportation programs available to seniors. Another challenge is that even though a lot of money is put into the Connector Card, seniors have difficulty using it because it's not intuitive.

B. Gail Kohn, Age-Friendly DC

Age-Friendly DC differentiates from DACL that it is concerned and focused on lifelong aging, including those individuals in their younger years who will be a future older adults. DACL exclusively serves those seniors who are 60+ years of age and those with disabilities. We are in the final process of producing a 5-year report. One of the 14 domains in the report is about caregiving. Caregiving is about unpaid caregivers, relatives or friends of the people they are helping. Age-Friendly DC works with the Caregiver Association run by Home Care Partners. The association can provide respite for people who are unpaid caregivers. Age-Friendly worked to get people who were in public housing trained as caregiver and it was done through agencies that are training caregivers. That program produced a small number of caregivers of people who were interested in becoming caregivers. That number then got even smaller because in order to become a caregiver, participants had to be able to read and calculate on an eighth-grade level. About 20 people became certified over the last 5-years since Age-Friendly DC began working on this program. The people that went through the program are working as caregivers through Home Care Partners who were involved in the training and certification of these individuals. The licensing issue brought up by the commission, arises from people having difficulty getting certified because DC Health has been facing challenges with their contractor.

C. Aimellia Siemson, DC Council

The pilot program that allows for a property tax monthly payment plan will be reintroduced to the council this week. The bill will establish a pilot program at the Office of Tax and Revenue (OTR), for property taxes that are not mortgaged, especially benefiting seniors that have been in their property for so long, and are now on a fixed income, this will allow them to enroll in the program for monthly billing instead of semi-annual billing, allowing them to budget better for the expense. In addition the Council introduced the public sector workers comp bill on Monday.

IV. Ex-Officio Updates

David Quick, DCPL

DCPL is having their annual DC Reads Program which is 1 city, 1 book, where the library tries to get the whole District reading one book. This year it will be three different books, written by local DC female authors. Discussion will happen through online book clubs and one big author talk in February.

Rapid COVID tests are being distributed at DCPL again.

Chandra Goodman, DOES

DOES has the Senior Community Service Employment Program (SCSEP) and is currently looking for new participants and anyone who is actively looking for employment. DOES centers are available to assist with resume writing and job training needed to return to work.

Sheila Jones, DHS

The final date for demobilization and closure of PET-V sites is December 15, 2023. The agency is expecting all clients to be out of the sites on or before that date. Over the entire pandemic and the upcoming closure of the sites, DHS has found housing for over 1000 individual clients, most of whom were seniors. Many of them received housing vouchers, whether it is permanent supportive housing vouchers or emergency housing vouchers, or other different types of vouchers.

During this transition Bridge Housing was created for individuals that have housing vouchers but are waiting for a lease or inspection. They are in constant communication with their assigned housing provider and housing case manager. Individuals in the respite program which is for the frail and medically vulnerable individuals will not return to shelter. Unity Healthcare will be taking 20 of these individuals to 801 for respite care. Less than 40 people will be returning to shelters because individuals have indicated that is their choice and others have declined to engage in the housing process.

Mary Terrell, DOES

The Public Adjusters are people who stand between insurer and insured, they are a wonderful resource for resolving claims with insurance companies. They are paid by contractors, not directly by the individual seeking their service. Public Adjuster: Wayne Harris, (301) 684 0540.

There is a thriving apprenticeship program at DOES across many sectors.

The entrepreneurship program in the District is thriving and there are funds available for people who want to go into entrepreneurship and want to launch some kind of small or large business project. Currently the population involved in entrepreneurship are people within the 50 and up. These are people with experience, expertise and potential funding.

Danilo Pelletiere, DHCD

The Heirs Program is up and running. The program allows families that have had someone pass away, be able to resolve the issues around their family's home that would benefit the family of the deceased. This is also a resource for seniors thinking about what will happen with their own home.

The Home-Owners Assistance Program is a federal program started during COVID and has helped 1,133 households with \$24.2 million, and the average assistance has been \$21,413. That's \$19 million in mortgage payments, \$3.1 million in housing association dues payments, \$1.2 million in insurance and taxes, and \$849,000 in utilities and Internet charges. For more information about the HAF program individuals can call (202) 442-7200, to contact Danilo: danilo.pelletiere@dc.gov.

V. **Adjournment:** 12:02 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday January 24, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Carolyn Matthews, Mary Taylor, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Chandra Goodman (DOES), David Quick (DCPL), Danilo Pelletiere (DHCD), Mary Terrell (DOES), Sheila Jones (DHS)

Members of the Public

Heather Foote, Edgar Sheppard

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

November meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Cathy Borris-Hale, DC Health

Cathy Borris-Hale is the Nurse Specialist for Discipline and Practice for the Board of Nursing at DC Health. Ms. Borris Hale answered some questions that were forwarded to her in advance by the commission:

What is the process to become a certified home-health aide?

Ms. Borris-Hale: The first step is for participants to attend a home health aide training program listed on our website. We have a listing of all those programs that have been approved and participants must successfully complete the program. After completion of the program, participants must submit an online application. Nursing students who have completed the fundamentals of nursing may also apply. Part of the online application process involves uploading documents, for example: government ID, photo ID, and also pay the corresponding fee.

Once the application is received, we will conduct a criminal background check and review all their credentials. Once everything is verified and approved applicants will receive their certification online.

How is the need of multilingual home health aides handled?

Ms. Borris-Hale: We have a vendor called Credentia that works with our applicants for the testing and examination part of the process. The only other language the test is offered in at the moment is Spanish.

What is the process for home health aides to become certified if they're limited English proficiency?

Ms. Borris-Hale: Applicants must have a minimum of a fifth grade English level. If appropriate we may refer applicants for English lessons at schools like Carlos Rosario. This is particularly important because the applicants don't know what clients they may get assigned to.

To report concerns regarding home-health aides performance on the job, the first step is to call their Home Health Aide agency. DC Health also takes complaints which are reviewed by the Board of Nursing and appropriate action is taken.

To contact Ms. Borris-Hale:

Cathy Borris-Hale, Nurse Specialist for Discipline & Practice, DC BON, cathy.borris-hale@dc.gov; 202-724-8691.

B. Jasmine Bailey, PACE Program

The Program of AllInclusive Care for the Elderly (PACE) provides medical and social services to eligible elderly residents. A team of health care professionals provides PACE participants with coordinated care across both Medicare and Medicaid benefits. For most PACE participants, PACE services enable them to remain in the community rather than receive care in a nursing home.

PACE covers all Medicare- and Medicaid-covered care and services and other services that the PACE team decides are necessary to improve and maintain your health. This includes prescription drugs, as well as any other medically necessary care, like doctor or health care provider visits, transportation, home care, hospital visits, and even nursing home stays when necessary. The PACE program becomes your "one-stop shop" for all your health care services.

PACE provides all the care and services covered by Medicare and Medicaid if authorized by your health care team. If your health care team decides you need care and services that Medicare and Medicaid doesn't cover, PACE may still cover them.

At the moment, the program is bringing in an average of 8 participants/month from Wards 7 and 8.

C. Charon P.W. Hines, Director, DACL Council

Updates provided by Director Hines:

1. Email access to the commissioners has been granted thanks to the collaboration between Director Hines, MOTA and OCTO. Email addresses and password access were provided.
2. DACL's Performance Oversight hearing is next Thursday, February 1 at 9:30am at the Wilson Building on Pennsylvania Avenue. Commissioner Bobo and Commissioner Matthews will be testifying.
3. Ms. Senior DC Pageant is accepting applications until the end of February.
4. Red, White & You is a Valentine Day celebration in partnership with DPR which will be held in February. The event will be hosted at two different DPR locations for convenience: Edgewood Recreation Center and Deanwood Recreation Center. The event will be from 11am-2pm.
5. The Gallery Place Chinatown taskforce has been launched by the mayor.
6. On Monday, January 22, the mayor announced the 2024 Marion Barry Summer Youth Employment Program also known as the MBSYEP. This is the 45th year of MBSYEP. This is a great opportunity for young adults, nieces, nephews, grandchildren, up to the age of 24.
7. Regarding sister-agency collaborations, Director Hines has been working with Director Bolling from the Department of For-Hire Vehicles (DFHV) for possible additional transportation programs both agencies can partner on to increase the access for transportation.

Director Hines has also been in communication with the Department of Healthcare Finance regarding the EDP waiver process and making sure families and applicants are provided with updates on their application.

Director Hines is also working with DC Housing Authority and exploring options for possible collaboration since we have a lot of our seniors live in DCHA properties. Director Hines also had an opportunity to speak with Director Jacson at DOEE about the LIHEAP program. Director Hines worked internally with our case management team to get the list of seniors that have called in requesting an update on their LIHEAP application and sent it over to Director Jackson.

WMATA has eliminated the fee to receive the Senior Smartrip card. Director Hines is working with them to have them come to our senior wellness sites to assist seniors with the application.

DC Health – Dr. Bennett will have COVID tests distributed to senior wellness centers.

IV. Ex-Officio Updates

Marcus Coates, DPR

Marcus Coates is the Deputy Director of Recreation Services at DPR. Mr. Coates oversees all of the recreation centers, the aquatics facilities and programs that go into both the recreation and aquatics facilities. Under his purview is also the permits and registration division as well as the programs that go throughout our inventory.

Marion Speight is the representative for senior services at DPR.

For senior programming please contact Marion Speight at marion.speight@dc.gov, 202-255-1369. Among the many different programs we have at DPR for our seniors include:

- Various levels of Aquatics programs for senior, specifically from learning how to swim level 1 to media, a media levels of level 2, learning to swim and then a more advanced level of swim, which is a Level 3 senior swim.
- Water aerobics.
- We have a partnership with University of District of Columbia and they have a fitness program called Body Wise Water Aerobics that they facilitate at several locations.
- Competitive swim team that senior specific.
- Senior tennis
- Computer training
- Pickleball
- Fall Prevention program that helps seniors maintain their mobility to reduce the risk of falls.

In addition to the diverse programming, DPR also has signature events like Senior Fest, Senior Games, Senior Spring City Tour, etc.

David Quick, DCPL

Tax assistance will be happening again this year at DCPL. Tax assistance will be by appointment only. For more information please visit:

<https://www.dclibrary.org/using-the-library/tax-preparation>

As part of our Black History month programming we will have NPR journalist Ayesha Rascoe speak about her new book “HBCU Made: A Celebration of the Black College Experience.”

Zachary Smith, DDOT

Starting January 29, DDOT will start Phase II of the Clear Lanes project. This is for streets with red bus only lanes.

Enforcement of no driving, no standing, no parking, and our bus zones or bus only lanes during certain times will start. Starting next Monday, if you are traveling in those lanes during the restricted hours and they vary between the bus lanes, you may receive a ticket

Chandra Goodman, DOES

American Job Center workshop can prepare seniors for interviews as well as assist them with their resumes to be a successful applicant for the Senior Community Service Employment Program (SCSEP), for more information please visit:

<https://ncba-aging.org/scsep/>

Sheila Jones, DHS

The final date for demobilization and closure of PET-V sites is December 15, 2023. The agency is expecting all clients to be out of the sites on or before that date. Over the entire pandemic and the upcoming closure of the sites, DHS has found housing for over 1000 individual clients, most of whom were seniors. Many of them received housing vouchers, whether it is permanent supportive housing vouchers or emergency housing vouchers, or other different types of vouchers.

During this transition Bridge Housing was created for individuals that have housing vouchers but are waiting for a lease or inspection. They are in constant communication with their assigned housing provider and housing case manager. Individuals in the respite program which is for the frail and medically vulnerable individuals will not return to shelter. Unity Healthcare will be taking 20 of these individuals to 801 for respite care. Less than 40 people will be returning to shelters because individuals have indicated that is their choice and others have declined to engage in the housing process.

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Gail Kohn, Age-Friendly DC

Please register for the upcoming final 2023-24 taskforce meeting by going to the Age-Friendly DC website. Jacqueline Gould from the Department of Healthcare

Finance will be present to speak more on the PACE program for all-inclusive care for the elderly and about the program money follows the person which is a very important program for people to be able to hire their relatives and friends to provide services to them if they need personal care needs.

V. **Adjournment:** 12:02 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday, May 22, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce

DACL Staff Present

Charon P.W. Hines (Director), Angela Richardson (Chief of Staff), Elaine Block (General Counsel), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

David Quick (DCPL), Sheila Jones (DHS), Tesha Coleman (DC Health), Zachary Smith (DDOT), Roland Nicholas (DFHV)

Members of the Public

Heather Foote, Edgar Sheppard, Carolyn Matthews, Karen Zuckerstein, Frances Johnson, Reginald Watson, Maria Elena Anderson, Jeannette Mobley

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

January meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Charon P.W. Hines, Director, DACL

The DACL's budget for FY2024 increased by a total of \$3,090,500 This budget includes three significant enhancements approved by the Mayor:

- \$1,500,000 to support the Connector Card Program.
- \$1,000,000 to support the Safe at Home Program
- \$340,500 to support the iPad Program

Additionally, the budget includes one key enhancements approved by the Council:

- \$250,000 to support a Dementia Care Navigator Program.

The DACL's budget for FY2025 increased by a total of \$1,159,000. This budget includes two significant enhancements proposed by the Mayor:

- \$450,000 to support a Dementia Care Navigator Program.
- \$350,000 for Senior Villages Services.

Additionally, the budget includes two key enhancements approved by the Council:

- \$112,999 for a Legal Counsel Hotline Attorney FTE.
- \$247,000 for the Connector Card Program.

Discussion: Senior Villages are non-profit organizations in neighborhoods across the city. They are not senior centers; the villages typically partner with other organizations. Think of senior villages as miniature-hubs of DACL. Some of their activities may include: social activities like book clubs, guest speakers, fitness and wellness activities. The fundamental concept of villages is neighbors-helping-neighbors, doing 1:1 assistance with technology, assembling things, etc.

Announcements:

- We have a new food vendor for Wards 1 and 2 seniors: Ocean Pro, started May 16th. DACL nutrition team has been on-site at our different dining sites onboarding our new food vendor.
- May is Older Americans Month, this year's theme is "Power by Connection"
- Senior Fest in partnership with DPR is at UDC at 10am Wednesday May 29th.
- June is Elder Abuse Awareness Month. Mayor Bowser's 13th Annual Senior Symposium will be Tuesday June 25 at Ballou Senior High School. This year's theme is "Empowerment through Awareness," focusing on elder abuse prevention and strategies to combat fraud and scams targeting seniors. OAG will be a partner for Senior Symposium this year.
- June 8th DACL will participate in the Capital Pride parade with a trolley. In 2025 World Pride will be hosted in DC.
- Miss Senior DC Pageant will be on Saturday June 15th at UDC. Ms. Senior America will be in attendance as a special guest.

IV. **Ex-Officio Updates**

David Quick, DCPL

Summer programming at the library is about to start. Discover Summer is for young people and adults. Please encourage nieces, nephews, grandkids, etc. to participate. There are prizes and activities all summer. DCPL is always looking for ways to connect library services with DACL and to increase the quality of those connections. Any feedback from seniors is welcome.

Zachary Smith, DDOT

DDOT is hosting public meetings for various projects in the works. First public meeting in South Dakota Ave, where we are working on a safety project from Riggs Rd NE to Bladensburg Rd NE. Virtual meeting for this project will be May 20th and in-person meeting will be Saturday, June 1.

Tesha Coleman, DC Health

The DC Brain Health 2024-28 Plan has been published and available on the DC Health website. Dementia ads are currently running on TV and on buses in the neighborhood. DC Health has an upcoming public hearing on June 12 for their preventative health block grant, partners and community members are welcome to share their feedback on DC Health's overall prevention plan.

Chandra Goodman, DOES

DOES has the Senior Community Service Employment Program (SCSEP) and is currently looking for new participants and anyone who is actively looking for employment. DOES centers are available to assist with resume writing and job training needed to return to work.

Sheila Jones, DHS

PET-V sites have completely shut down. DHS is working with the remaining 40 individuals at bridge housing locations to continue to make sure these individuals get housing, most of them have been granted vouchers and are currently in various stages of the DCH process. DHS is working to remove barriers to ensure that individuals who have vouchers or are expecting to receive them are getting housed and getting moved out of low barrier shelters.

Since PET-V sites closure, DHS has housed over 2000 individuals.

Nicholas Roland, DFHV

Neighborhood Connect is being cut from the 2025 budget and no longer continue after the end of FY24.

DFHV will reach out to YellowCab regarding their card readers, and why they are not taking cards without chips.

To report complains, residents can submit a complaint to DFHV Complaints Department via their website <https://dfhv.dc.gov/service/dfhv-complaints-and-compliments>, by emailing dfhv.complainst@dc.gov or by calling Call: (855) 484-4966 or (202) 645-7300 (Press 2 for Complaints).

V. **Adjournment:** 12:03 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday, June 26, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce, Karen Zuckerstein, Roxeanna Moreland, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard, Reginald Watson, Maria Elena Anderson

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Outreach Specialist), Elaine Block (General Counsel)

Ex-Officio Members Present

Roland Nicholas (DFHV), Donti McField (DOES), Zachary Smith (DDOT)

Members of the Public

Carolyn Matthews

- I. **Swearing Ceremony of New Commissioners – MOTA**
Karen Zuckerstein, Roxeanna Moreland, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard, Reginald Watson, and Maria Elena Anderson were into the Commission on Aging by the Mayor’s Office of Talents and Appointments.
- II. **Call to Order**
Chairperson Bobo called the meeting to order at 10:15 am. He began the meeting with a moment of silence.
- III. **Review and Approval of Minutes**
May meeting minutes were reviewed and approved.
- IV. **Presentations/Discussion**
 - A. **Office of the Attorney General (OAG)**
 - OAG presents on their Mediation Program which tries to resolve consumer and tenant complaints without the need to go to court. This is a free program for District residents. OAG Mediation can try to help when the consumer/tenant is a DC Resident **or** the business/landlord is located or headquartered in the District. This is a voluntary service by both parties involved, meaning that the consumer and the business must choose to

engage. Some of the disputes the mediation program can help mediate are billing disputes, landlord/tenant issues, contract disputes, social media lockout, credit repair and scams. To submit a complaint, residents can the OAG Hotline, 202.442.9828, submit a Consumer Complaint Online at oag.dc.gov/consumer-protection or email at consumer.protection@dc.gov

B. Charon P.W. Hines, Director, DACL

Discussion with Director Hines revolved around safety in residential buildings – senior buildings or building with a predominant senior population. Director Hines, offered to be the connection between those buildings where seniors are facing safety concerns and MPD, as well as continuing to be an advocate for the overall safety of seniors.

Director Hines, also invites the commissioners to take part in the Age-Friendly DC livability survey that will help inform the 2024-2028 Strategic Plan.

V. **Ex-Officio Updates**

Zachary Smith, DDOT

No updates provided.

Donti McField, DOES

No updates provided.

Nicholas Roland, DFHV

No updates.

V. **Adjournment:** 12:33 pm.

**D.C. Commission on Aging
Meeting Minutes
Thursday, September 26, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce, Karen Zuckerstein, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard

DACL Staff Present

Angela Richardson (Chief of Staff), Estefani Legge (Outreach Specialist),

Ex-Officio Members Present

Zachary Smith (DDOT), David Quick (DCPL), Sheila Jones (DHS), Jenna Nguyen (OP)

Members of the Public

Carolyn Matthews

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:15 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

June meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Angela Richardson, Chief of Staff, DACL

The 7th Annual Brain Games happened Wednesday, September 25 at the MLK library. It was the most attended Brain Games that DACL has hosted to-date, we had about 90 seniors in attendance. We had teams from almost every ward. Team Cerebral, from Ward 6, based off Hayes Senior Wellness Center were this year's champions. Second place was Ward 8, Congress Heights, and 3rd place was Ward 1 "Silver Stunners." Also, this month we had our 38th Annual Centenarian Salute, where we honored over 55 seniors over the age of 100 in the District of Columbia, about 20 of those attended the event in-person.

The agency is wrapping up the FY2024 fiscal year and getting ready to launch FY25, the Villages received an increase of \$350K from the mayor, we are also launching the Dementia Navigators Program which will go to IONA Senior Services, Sibley Senior Association and Geneveive & Johnson Senior Daycare, combined they are receiving

\$450,000 to operate the Navigator Program for our seniors who are experiencing Alzheimer's disease and related dementias.

Also, for FY25, DACL received an additional \$750,000 for the Connector Card Program. The week of September 29th, Ms. Senior DC Janet Corbitt, will be traveling to Atlantic City to represent the District of Columbia in the Ms. Senior America Pageant.

Beginning October 1st, East River Family Strengthening Collaborative will be the Ward 1 Lead Agency and IONA will be the new Ward 4 Lead Agency. IONA will now service wards 2, 3, and 4.

Our Grantee Kick-Off is happening October 23rd, where all grantees come together, and we provide any technical assistance they may need.

If the Commission has suggestions in regard to locations for future congregate dining sites please direct them to us. Congregate dining sites must have a minimum of 25 senior participants.

An issue of concern that was brought up by Ms. Matthews is drug addiction among the senior population. There was a recommendation made that all directors of senior wellness centers should receive the training provided by FEMS which also involves training on the usage of NARCAN for any potential overdoses on-site.

The issue of drug-dealing on senior sites is constantly flagged to Chief of Police, Pamela Smith.

B. Jenna Nguyen, OP

Jenna presented an oversight of her upcoming presentation at the Commission's October meeting. Jenna explains that all data to be presented is extracted from the U.S. Census data.

C. John Fanning, DC Council

With budget season coming up, it is a good time to have a conversation in the aging in place community about budget priorities, particularly what the Commission wants to see funded. With the discontinuation of the Circulator, it's possible that we might need more funding for the Connector Card Program.

Creating a Public Safety Task Force for senior buildings with the Chief of Police to share information is a great idea.

The Commission would like to see more Engagement Forums with DOB to discuss building code violations at senior facilities. The Council is willing to support this initiative.

D. Sheila Jones, DHS

No major updates. DHS continues to work veraciously to place participants from the PEP-V program into permanent supportive housing. There 10 individuals remaining that need housing placements to prevent them from going back to shelter.

IV. **Ex-Officio Updates**

David Quick, DCPL

Early voting will take place at some library locations, including the MLK Library. Begging of November DCPL will host a travelling exhibition from the Smithsonian about the Green Book, it's one of their rotating exhibitions that go around the country to different locations. The exhibit will be located on the main floor at the MLK library starting in November.

Zachary Smith, DDOT

Open Streets on Saturday, Oct. 5 <https://openstreets.dc.gov/>
DDOT is winding down the DC Circulator program.

V. **Adjournment:** 11:45 pm.

DEPARTMENT OF AGING AND COMMUNITY LIVING
Training and Continuing Education: FY24 and Q1, FY25

Date	Training	Trainer	# Of Employees in Attendance
November 2, 2023	Annual Conference	AIRS	1
March 1, 2024	Training Workshop- Healer, Heal Thyself	Michelle LeVere	20
March 13, 2024	End of Life and Grief Training- Nursing QI	Quality Care In-services and Consulting	15
March 26, 2024	2024 Annual Conference	National Ass. of Black Social Workers (NABSW)	4
April 7, 2024	Acing the Social Work Licensing Exam	Therapy Express	1
April 18, 2024	2024 Annual Conference- Advancing the Practice of Social Work	National Association of Social Workers (NASW)- DC Chapter	1
May 6, 2024	2024 Annual Conference	National Council on Aging (NCOA)	4
May 23, 2024	Grief Treatment Training	PESI	1
May 29, 2024	Language Line Training	Lizbeth Roman	20
June 19, 2024	2024 Annual Conference	National Association of Social Workers (NASW)	6
July 8, 2024	2024 Annual Conference	USAgings Conference	8
July 15, 2024	2024 Annual Conference	Administration of Community Living (ACL)	4

DEPARTMENT OF AGING AND COMMUNITY LIVING
Training and Continuing Education: FY24 and Q1, FY25

July 30, 2024	Annual Summer Conference	Therapy Express	1
August 18, 2024	2024 Annual Conference	Advancing States- HCBS	5
September 15, 2024	2024 Annual Conference	National Adult Protective Service Ass. (NAPSA)	5
September 19, 2024	Substance Abuse and the Older Adult	University of Maryland School of Social Work	6
September 21, 2024	2024 Annual Conference	ICMA	2
September 24, 2024	Supervision Strategies for Development of Social Workers	University of Maryland School of Social Work	2
September 26, 2024	Older Adults Thriving	Aetna	1
November 18, 2024	Food Protection Manager Course	ServSafe	4
December 31, 2024	Cybersecurity Training	KnowBe4.com	All Staff

DEPARTMENT OF AGING AND COMMUNITY

Employee Evaluation Rating- FY24

Job Title	Duties	Grade ID	Salary	Hire Date
Facilities Services Specialist	Day to day management of DACL facilities and coordination w/DGS to maintain SWCs; management of DACL fleet, Ad-hoc administrative duties	12	\$ 100,827.00	2/12/1984
SUPERVISORY SOCIAL WORKER	Intake I Supervisor over 4 MSW Investigators & 1 Hotline MSW, Hotline oversight.	13	\$ 122,950.72	1/21/1986
Program Manager	Oversight and management of Invoicing.	14	\$ 125,697.07	12/15/1986
Social Worker	Continuing Services MSW, court representator	12	\$ 112,802.00	10/1/1987
Social Worker	Intake I MSW Investigator	12	\$ 118,558.00	6/4/1990
Social Worker	Intake I MSW Investigator	12	\$ 109,924.00	1/12/1998
Social Worker	Continuing Services MSW, court representator	12	\$ 118,558.00	4/10/2000
Program Support Specialist	Counseling clients on navigating the health insurance process (Medicare, Medicaid, and how it interacts to with other insurances); assistance with balanced billing; working with partners – GW, Howard, Unity Clinics, Georgetown, etc. – to assist clients with connecting to resources; outreach upon request; enrollments and re-enrolments assistance, etc.	12	\$ 103,333.00	6/16/2003
Social Worker	Intake I MSW Investigator	11	\$ 103,763.00	9/26/2003
Social Worker	Continuing Services MSW, court representator	11	\$ 96,545.00	11/1/2004
Resource Allocation Analyst	Responsible for agency/grantee budget formulation, tracking, monitoring, and forecasting expenditures. Process and reconcile P-card transactions, mileage reimbursements, local and out of town travels. Prepare and submit Federal reports.	13	\$ 116,933.00	4/3/2005
Resource Allocation Analyst	Responsible for agency/grantee budget formulation, tracking, monitoring, and forecasting expenditures. Process and reconcile P-card transactions, mileage reimbursements, local and out of town travels. Prepare and submit Federal reports.	13	\$ 119,916.00	5/29/2005
Community Outreach Coordinator	Provides Community Outreach to Long Term Care Facilities and Options counseling to all potential community transition participants	12	\$ 95,816.00	6/20/2005
SUPERVISORY SOCIAL WORKER	Intake II Supervisor over 5 MSW Investigators, Financial Exploitation Unit, DBH liaison.	13	\$ 122,418.02	7/10/2006

Social Worker	Intake I MSW Investigator	12	\$ 118,558.00	11/13/2007
Program Analyst	Ward 7 Senior Coordinator, Nutrition Assessment	11	\$ 75,775.00	1/7/2008
Case Manager	Provides transition services to LTC facilities residents to return to community living	12	\$ 98,322.00	3/17/2008
Social Worker	Intake II MSW Investigator	11	\$ 96,545.00	12/22/2008
Program Manager	Manage program operation for Community Transition team, Case Management, Housing and the Medicaid Enrollemt Service team. .	14	\$ 131,359.00	6/25/2012
Human Resources Officer II		14	\$ 152,544.99	10/22/2012
Social Worker	Intake I Hotline SW	12	\$ 107,046.00	12/3/2012
Social Worker	Intake II MSW Investigator, Financial Exploitation case Investigator	12	\$ 107,046.00	1/28/2013
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	\$ 103,333.00	9/9/2013
Housing Coordinator	Assist with housing voucher application, shallow subsidy application, coordinate with DCHA regarding application procedure and completion, trouble shoot any voucher issues, assist CM/CTT with client needing assist with locating and applying to affordable housing units. provide resources and connections to DC landlords, attend outreach events, assist with call-n-talk.	12	\$ 98,322.00	1/13/2014
Chief Operating Officer	Provides oversight and management of key agency functions in budget and performance management, finance and invoicing, information technology, and administrative support	15	\$ 154,084.00	4/21/2014
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	\$ 98,322.00	9/8/2014
IT Specialist (Data Management	Database maintenance, support, and reporting; Manages SharePoint, Federal and State reports, and Zoom Grants	14	\$ 120,569.00	10/6/2014
Social Services Assistant	Clerical & Administrative duties (shopping for clients, taking messages from the Hotline rollover calls, CallINTalk, home visits to Home Care Partner clients	08	\$ 67,315.00	12/29/2014
Facilities Services Specialist	Day to day management of DACL facilities and coordination w/DGS to maintain SWCs; management of DACL fleet, Ad-hoc administrative duties	12	\$ 100,827.00	1/20/2015
Customer Service Specialist	EPD Waiver Enrollment	11	\$ 82,069.00	1/26/2015
Customer Service Specialist	EPD Waiver Enrollment	11	\$ 77,873.00	5/11/2015
Social Worker	Intake I MSW Investigator	12	\$ 104,168.00	8/24/2015
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	\$ 85,794.00	6/27/2016

Medicaid Enrollment Specialist	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 77,873.00	2/6/2017
Program Analyst	Ward 1,2,3 Senior Coordinator, Nutrition Assessment	12	\$ 88,300.00	2/6/2017
Customer Service Communication	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 75,775.00	3/20/2017
Chief of Staff	Provides policy advice to the Director; leadership on legislative strategy	15	\$ 165,461.00	10/18/2017
Human Resources Specialist	Training and Travel tracking and processing; Agency-wide Purchase Card processing; reconciliation of purchases in system; Classification – revising and rewriting of position descriptions; personnel reports/spreadsheets; special projects.	13	\$ 102,018.00	10/30/2017
Human Resources Specialist	Recruitment; Pay and Leave; personnel action processing and reports (PeopleSoft)	13	\$ 99,035.00	1/8/2018
COMMUNITY OUTREACH SPEC	Develops and implements outreach strategy, targeting Ward 7 and 8 seniors, tracks and measures quantitative success of outreach efforts; supports EAC high profile events and initiatives.	12	\$ 88,300.00	1/22/2018
Program Analyst	Ward 5 Senior Coordinator, Nutrition Assessment	12	\$ 85,794.00	2/20/2018
Social Worker	Continuing Services MSW, court representator	12	\$ 104,168.00	5/29/2018
Customer Service Specialist	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 67,383.00	7/16/2018
Program Coordinator	Assisting seniors and individuals with disabilities aged 18-59 with accessing available benefits, programs and other supports through referrals, application assistance and monitoring, and advocacy.	13	\$ 110,967.00	7/23/2018
Case Manager	Provides goal driven case management to caseload of clients of seniors and person with disabilities	12	\$ 90,805.00	8/20/2018
Case Manager	Provides goal driven case management to caseload of clients of seniors and person with disabilities	12	\$ 90,805.00	10/1/2018

Customer Service Communication	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 75,775.00	10/1/2018
Customer Service Communication	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 73,677.00	10/1/2018
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	\$ 95,816.00	1/7/2019
IT SPEC (DATAMGT/CUSTSPT)	Manage desktops, laptops, and printers; Inventory equipment and software	12	\$ 90,805.00	3/4/2019
Social Worker	Intake II MSW Investigator, Financial Exploitation case Investigator	12	\$ 104,168.00	3/4/2019
Events Coordinator	Manages EAC event vendors and contracts, tracks EAC internal budget and expenditures, manages high-profile and public facing events	12	\$ 103,333.00	3/11/2019
Resource Allocation Analyst	Responsible for agency/grantee budget formulation, tracking, monitoring, and forecasting expenditures. Process and reconcile P-card transactions, mileage reimbursements, local and out of town travels. Prepare and submit Federal reports.	13	\$ 110,967.00	7/8/2019
Case Manager	Provides goal driven case management to caseload of clients of seniors and person with disabilities	12	\$ 90,805.00	9/3/2019
Communications Specialist	Creates and maintains agency social media strategy, measures overall success across various social media platforms, manages DACL website, serves as agency photographer and videographer.	13	\$ 102,018.00	9/23/2019
Community Outreach Specialist	Organizes community engagement efforts that promote agency programs and initiatives.	12	\$ 80,784.00	6/1/2020
Information Technology Special	Manage desktops, laptops, and printers; Agency ATC	12	\$ 93,311.00	1/4/2021
Case Manager	Provides goal driven case management to caseload of clients of seniors and person with disabilities	12	\$ 93,311.00	3/1/2021
Case Manager	Assisting seniors and individuals with disabilities aged 18-59 with accessing available benefits, programs and other supports through referrals, application assistance and monitoring, and advocacy.	12	\$ 93,311.00	9/27/2021

Program Support Specialist	Counseling clients on navigating the health insurance process (Medicare, Medicaid, and how it interacts to with other insurances); assistance with balanced billing; working with partners – GW, Howard, Unity Clinics, Georgetown, etc. – to assist clients with connecting to resources; outreach upon request; enrollments and re-enrolments assistance, etc.	11	\$ 71,579.00	9/27/2021
SUPERVISORY SOCIAL WORKER	Supervise a staff of 7 case manager, assigned case, monitor CM case load, review cases, respond to clients question and concerns, support staff on difficult cases, respond to counsel request, and inquires, review RMTS reports, attend outreach events, attend monthly senior service network meeting, facilitate bi-weekly all team meeting	13	\$ 119,416.32	9/27/2021
Case Manager	Provides goal driven case management to caseload of clients of seniors and person with disabilities	12	\$ 88,300.00	10/12/2021
SUPERVISORY SOCIAL WORKER	Supervisor to 7 case manager, assigned case, monitor CM case load, review cases, respond to clients question and concerns, support staff on difficult cases, respond to counsels request, inquire, review RMTS reports, attend outreach events, attend monthly senior service network meeting, facilitate bi-weekly all team meeting	13	\$ 99,513.95	10/12/2021
Case Manager	Provides Community Outreach to Long Term Care Facilities and Options counseling to all potential community transition participants	12	\$ 88,300.00	10/25/2021
Case Manager	Assisting seniors and individuals with disabilities aged 18-59 with accessing available benefits, programs and other supports through referrals, application assistance and monitoring, and advocacy.	12	\$ 85,794.00	11/8/2021
Case Manager	Assisting seniors and individuals with disabilities aged 18-59 with accessing available benefits, programs and other supports through referrals, application assistance and monitoring, and advocacy.	12	\$ 90,805.00	11/22/2021
Program Manager	Manage program operation and services for Case Management team .	14	\$ 134,208.38	12/6/2021
Program Analyst	Ward 8 Senior Coordinator, Nutrition Assessment	11	\$ 67,383.00	12/20/2021
Program Analyst	Ward 4 Senior Coordinator, Nutrition Assessment	11	\$ 71,579.00	12/20/2021
Program Analyst	Ward 7 Senior Coordinator, Unit Data Processor, Nutrition Assessment	12	\$ 88,300.00	1/31/2022
Information Technology Special	Database maintenance and support; IT training; Amazon Web Services	12	\$ 85,794.00	2/14/2022
Program Analyst	Ward 7 Senior Coordinator, Unit Data Processor, Nutrition Assessment	11	\$ 69,481.00	2/14/2022
Customer Service Communication	EPD Waiver Enrollment	11	\$ 69,481.00	2/28/2022
Customer Service Communication	EPD Waiver and ADHP Enrollment	11	\$ 69,481.00	3/14/2022

Program Analyst	Responsible for monitoring and analyzing (16) grantees invoices for accurate billing reimbursement for services provided. Process monthly vendor payments timely and efficiently, provide responsive and effective communication with grantees and contractors as it relates to their billing inquiries.	12	\$ 83,289.00	3/28/2022
Information, Referral and Assi	Managing the I&R/A team by collecting data, monitoring systems, and coordinating training and information sharing activities	13	\$ 114,441.25	6/6/2022
Program Manager	Managing the State Health Insurance Program (SHIP) Units by ensuring the timely and efficient processing of SHIP referrals; serving as a liaison between DACL and other District agencies.	13	\$ 119,416.00	6/6/2022
Chief Program Officer	Chief Programs Officer provides oversight and management of key agency programs in programs and grants, Entry services, Information & Referral, Medicaid Enrollment, State Health Insurance Program, and Nutrition Services.	15	\$ 155,000.00	7/5/2022
SUPERVISORY SOCIAL WORKER	Continuing Services Supervisor over 4 MSWs, Home Care Partner liaison, Assistant Attorney General liaison.	13	\$ 116,503.00	10/24/2022
Customer Service Specialist	Handling daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 67,383.00	1/3/2023
Customer Service Specialist	Counseling clients on navigating the health insurance process (Medicare, Medicaid, and how it interacts to with other insurances); assistance with balanced billing; working with partners – GW, Howard, Unity Clinics, Georgetown, etc. – to assist clients with connecting to resources; outreach upon request; enrollments and re-enrolments assistance, etc.	11	\$ 67,383.00	1/3/2023
Case Manager	Assisting seniors and individuals with disabilities aged 18-59 with accessing available benefits, programs and other supports through referrals, application assistance and monitoring, and advocacy.	12	\$ 85,794.00	1/30/2023
Case Manager	Provides goal driven case management to caseload of clients of seniors and person with disabilities	12	\$ 80,784.00	2/13/2023
Clinical Services Officer	Clinical Services Division is one of the direct service arms of DACL. This division includes DACL's Case management, Adult Protective Services, and Nursing home transition.	15	\$ 155,000.00	8/14/2023

Customer Service Specialist	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 67,383.00	9/25/2023
Customer Service Specialist	Handing daily inbound and outbound calls to the DACL Information and Referral Assistance line; processing referrals and providing information to callers; providing excellent customer service. Subject Matter Expert for Caregiver Support/ Nursing Home to Community Living Transition.	11	\$ 67,383.00	9/25/2023
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	\$ 83,289.00	11/20/2023
Customer Service Communication	EPD Waiver Enrollment	11	N/A	N/A
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	N/A	N/A
Community Outreach Specialist	Develops and implements outreach strategy, targeting seniors, tracks and measures quantitative success of outreach efforts; supports EAC high profile events and initiatives.	12	\$ 93,311.00	10/5/2020
Executive Assistant	Principle liaison between the Executive Official, internal organizational staff, and officials outside of the organization.	12	\$ 88,300.00	9/11/2023
Program Analyst	Grant Monitor responsible for analyzing current and proposed operating program(s) to evaluate their actual or potential effectiveness in achieving objectives, and monitoring projects and special assignments.	12	\$ 80,784.00	5/6/2024
Public Health Nutritionist	Ward 1-8 Program Nutritionist, Nutrition Assessment	12	\$ 83,289.00	2/26/2024
Program Analyst	Grant Monitor for Mary's Center Bernice Fonteneau Senior Wellness Center, Mary's Center Hatties Holmes Senior Wellness Center, Howard University Hayes Senior Wellness Center, Seabury Model Cities Senior Wellness Center Ward 5, Washington Senior Wellness Center, Congress Heights Senior Wellness Center, and YMCA	12	\$ 80,784.00	9/16/2019
Program Analyst	Responsible for monitoring and analyzing grantees invoices for accurate billing reimbursement for services provided. Process monthly vendor payments timely and efficiently, provide responsive and effective communication with grantees and contractors as it relates to their billing inquiries.	12	\$ 83,289.00	6/29/1986
Public Health Nutritionist	Ward 1-8 Program Nutritionist, Nutrition Assessment	12	\$ 83,289.00	9/9/2024

Program Analyst	Grant Monitor for Iona Lead Agency, Home Care Partners Safe at Home, Rebuilding Together Safe at Home, American University Safe at Home 2.0, Jewish Social Services Agency, and 1st Baptist Senior Center	12	\$ 93,311.00	11/8/2021
Program Analyst	Grant Monitor responsible for analyzing current and proposed operating program(s) to evaluate their actual or potential effectiveness in achieving objectives, and monitoring projects and special assignments.	12	\$ 80,784.00	10/21/2024
Public Health Nutritionist	Ward 1-8 Program Nutritionist, Nutrition Assessment	12	\$ 103,333.00	3/11/2024
Program Manager	Manage the program operation of the Programs & Grants team and provides oversight of grant contracts for grantees in the Senior Service Network.	14	\$ 137,329.00	10/17/2022
Staff Assistant	Responsible for planning, developing, initiating, coordinating and conducting a variety of special assignments, studies and projects, requiring the application of analytical techniques.	08	\$ 138,184.00	3/31/2008
Community Outreach Specialist	Develops and implements outreach strategy, targeting seniors, tracks and measures quantitative success of outreach efforts; supports EAC high profile events and initiatives.	12	\$ 80,784.00	11/18/2024
Supervisory Public Health Nutr	Manage program operation of the Nutrition team; oversees the nutrition service and food distribution activities of DACL grantees and District partners.	13	\$ 119,416.00	7/29/2013
Customer Service Specialist	EPD Waiver Enrollment	11	\$ 65,285.00	9/23/2024
Special Assistant		12	\$ 80,784.00	7/29/2024
Public Health Nutritionist	Ward 1-8 Program Nutritionist, Nutrition Assessment	12	\$ 83,289.00	2/13/2023
Transition Care Specialist	Provides transition services to LTC facilities residents to return to community living	12	\$ 80,784.00	5/20/2024
Program Analyst	Grant Monitor for Seabury Ward 5 & 6 Lead Agency, DC Yellow Cab Senior Med Express and Connector Card, DC Center, Mary's House for Older Adults, Senior Villages, and Capitol Hill Village	12	\$ 90,805.00	6/19/2017
Program Analyst	Grant Monitor for East River Family Strengthening Collaborative Ward 7 & 8 Lead Agency, Zion Baptist Adult Day Care, Home Care Partners Homemaker, Sibley Hospital, Iona Alzheimer's, and Iona Ward 8 Adult Day Care	12	\$ 93,311.00	5/15/2017
Social Worker	Intake II MSW Investigator, Financial Exploitation case Investigator	12	\$ 109,924.00	6/2/1997
Human Resources Specialist	FLMA- ADA coordinator, personnel action processing and reports; special projects.	13	\$ 102,018.00	9/9/2024

LIVING

Fiscal Year ID	Rating FY24	FY24 Separation
2024	3.78	
2024	4.07	
2024	3.3	
2024	3.8	
2024	3.75	
2024	3.35	
2024	3.8	
2024	3	
2024	3.1	
2024	3.4	
2024	3.47	
2024	3.49	
2024	3.8	
2024	4.06	

2024	3.8	
2024	3.45	
2024	3	
2024	3.2	
2024	3.82	
2024	4.07	
2024	3.55	
2024	3.55	
2024	3.6	
2024	3.5	
2024	4.1	
2024	3.95	
2024	4.9	
2024	2.9	
2024	3.8	
2024	3.25	
2024	2.6	
2024	3.6	
2024	3.3	

2024	3.2	
2024	3.1	
2024	3.8	
2024	4.2	
2024	3.9	
2024	3.78	
2024	3.58	
2024	3.1	
2024	4.2	
2024	3.1	
2024	3.5	
2024	2.9	
2024	3.1	

2024	3.1	
2024	3.7	
2024	2.3	
2024	2.8	
2024	3.7	
2024	3.43	
2024	4.4	
2024	3	
2024	3.27	
2024	3.6	
2024	3.65	
2024	2.9	
2024	3.3	

2024	3.3	
2024	3.34	
2024	2.9	
2024	3.42	
2024	3.7	
2024	3.8	
2024	3.3	
2024	3.5	
2024	1.8	
2024	3.1	
2024	3.43	
2024	4.85	
2024	3.1	
2024	2.6	
2024	2.6	

2024	3.27	
2024	3.18	
2024	3.08	
2024	4.13	
2024	4.36	
2024	2.8	
2024	3.49	
2024	3.8	
2024	0	
2024	4.13	

[illegible]

[illegible]

FY24/FY25 Program Priorities	Program Initiation Date	Staffing Numbers	Expenditures	Outreach	Outcomes
Connector Card	October 2018	3	\$2,128,175	Limited outreach due to limited funds to sign up new clients.	In FY24 there were 2,312 clients and in FY25 there are 1,982
Safe at Home 1.0	March 2016	10	\$5,056,694.91	Provided by DACL Communications team and grantees	FY24, Completed in-home adaptation projects for 801 clients resulting in 2,309 installations.
Safe at Home 2.0	January 2023	11	\$366,185.47	Provided by DACL Communications team and grantees	FY24, 176 exercise/balance & strength training classes, 80 medication reviews, and 107 vision screenings.
Alzheimer's Disease and Related Dementia	October 2015	3	\$404,000	Provided by DACL Communications team and grantees	<i>Behavioral Symptom Management (BSM) Trainings, FY24 - 12 trainings took place Dementia Navigators Money Management program FY24 - 815 clients served; Money management Home visits FY24 - 66 clients served</i>
Alzheimer's Disease and	October 2023	3	\$75,000	Provided by DACL	Weekly Alzheimer's

Related Dementia				Communications team and grantees	Support Group, FY24 YTD clients 28
Alzheimer's Disease and Related Dementia	October 2015	10	\$504,882.00	Provided by DACL Communications team and grantees	643 Seniors take part in the Club Memory program.
Senior Connect Tech Pilot	December 2020	6	\$316,777.56	Limited outreach to only seniors who take part in the program.	2,153 seniors take part in the program.
Food for Choice	October 2022	3	\$618,360.66	Limited outreach to program participants.	450 seniors have autonomy over the nutritious food they consume
Eat Well Live Well Senior Nutrition Program	October 2020	4	\$764,782.18	Monthly outreach to program participants.	750 seniors receive a nutritious food box each month

30. Has DACL conducted a deep dive into where seniors prefer to age? For those seniors who prefer to age in place, what options are available to them? Has DACL conducted a comprehensive report on senior's desire to age at home or in their neighborhood?

The District of Columbia's Department of Aging and Community Living (DACL) has actively engaged in understanding seniors' preferences regarding aging in place. Through the "Future of Aging" initiative, DACL gathered insights from over 400 residents, including seniors, adults with disabilities, and caregivers, to inform our 2024-2027 State Plan on Aging. This engagement highlighted a strong desire among seniors to remain in their homes and communities as they age.

While DACL has not published a standalone comprehensive report solely focused on seniors' desires to age at home or within their neighborhoods, the findings from the "Future of Aging" initiative are integrated into the broader State Plan. Additionally, DACL offers options counseling for individuals inquiring about long-term care. During these consultations, staff assess preferences for aging in the community, ensuring that individual desires are recognized and supported.

To support seniors who prefer to age in place, DACL provides various programs and services, including:

- **Safe at Home Program:** This initiative offers home accessibility adaptations, such as grab bars, hand railings, and stair lifts, to reduce the risk of falls and support daily activities. The program has expanded to include medication management, vision screenings, and balance/strength training.
- **Transportation Services:** DACL's Senior MedExpress program provides eligible residents aged 60 and over with free round-trip transportation to essential medical appointments. Additionally, the Connector Card Program offers a cost-sharing debit card for ground transportation services to destinations of the senior's choice.
- **Senior Villages:** These are community-based membership organizations that help seniors live safely, comfortably, and actively in their own homes by connecting them with neighbors and offering various support services.

Through these initiatives and ongoing community engagement, DACL demonstrates its commitment to supporting seniors' preferences to age in place, ensuring they have access to the necessary resources and services to do so safely and comfortably.



DEPARTMENT OF AGING AND COMMUNITY LIVING

FY 2024 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 6, 2025

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1 DEPARTMENT OF AGING AND COMMUNITY LIVING

Mission: The mission of the Department of Aging and Community Living is to advocate, plan, implement, and monitor programs in health, education, and social services for the elderly; to promote longevity, independence, dignity, and choice for aged District residents, District residents with disabilities regardless of age, and caregivers; to ensure the rights of older adults and their families, and prevent their abuse, neglect, and exploitation; to uphold the core values of service excellence, respect, compassion, integrity, and accountability; and to lead efforts to strengthen service delivery and capacity by engaging community stakeholders and partners to leverage resources.

Services: DACL provides information, assistance, and outreach to District seniors, adults living with disabilities, and their caregivers in order to increase awareness and access to services and supports that will enable them to maintain their independence and quality of life in the community. The agency also offers adult day care, advocacy and legal services, caregiver respite and support, case management, education, fitness, health and wellness promotion, in-home support, long-term care counseling and support, nutrition counseling, recreation, and essential medical transportation that allow older District residents to age in place. Additionally, the agency management gives administrative support and the required tools to achieve operations and programmatic results, which is standard for all agencies using performance-based budgeting.

2 2024 ACCOMPLISHMENTS

Accomplishment	Impact on Agency	Impact on Residents
The Adult Protective Services (APS) division received reaccreditation from the Council on Accreditation, recognizing the team's exemplary dedication to the community and resource provision.	This reaccreditation assures residents that APS services meet high national standards, ensuring the protection and care of vulnerable adults in the District.	This reaccreditation assures residents that APS services meet high national standards, ensuring the protection and care of vulnerable adults in the District.
The Connector Card program was restructured to ensure seniors submitted verification information, creating greater equity within the program and allowing the agency to reevaluate and prioritize seniors who need the program most.	The revisions improve the agency's ability to manage the program efficiently, ensuring that resources are allocated fairly, while streamlining the enrollment process for future participants.	This restructuring ensures that resources are distributed equitably, helping those most in need of transportation services. In FY25, it will enable the agency to enroll more seniors off the waitlist.
Utilizing a \$340,000 FY24 Mayoral investment, the agency distributed 400 iPads to seniors, addressing the digital divide.	The distribution strengthened the agency's commitment to digital inclusion and innovation, fostering further support for technology-driven programs for seniors.	This initiative bridged the digital gap for seniors, enhancing their access to services, virtual events, and family connections.
The Community Transition team transitioned 76 seniors, exceeding the Centers for Medicare and Medicaid Services' (CMS) goal of 50, as part of the Money Follows the Person program.	Exceeding the CMS goal by 52% demonstrates the agency's efficiency and effectiveness in senior care, strengthening its standing with federal partners and positioning the agency for future funding opportunities.	This achievement allowed more seniors to successfully transition from nursing homes back to community-based living, enhancing their quality of life and independence.

3 2024 OBJECTIVES

Strategic Objective

Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.

Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.

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

4 2024 OPERATIONS

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

5 2024 STRATEGIC INITIATIVES

In FY 2024, Department of Aging and Community Living had 2 Strategic Initiatives and completed 100%.

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

6 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
Customer Information, Assistance and Outreach: Provide information, assistance and outreach to District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promotes awareness and access to services and supports offered in the District.											
Percent of residents working with D.C. Long-Term Care Ombudsman Program that self-report a satisfactory resolution to a complaint, concern, or problem	Up is Better	87%	83%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	87%	85%	Met	
Percent of callers looking for information and assistance that heard about DACL services through the agency's outreach efforts	Up is Better	26%	25%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	29%	25%	Met	
Home and Community-Based Supports: Provide direct services and supports in the community, including nutrition services, for District residents age 60 or older, people with disabilities between the ages of 18 and 59, and caregivers that promote living well in the District.											
Percent of family caregivers participating in D.C. Caregivers Institute that self-report an improved ability to provide care	Up is Better	97%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	96%	90%	Met	
Percent of residents attending Senior Wellness Centers that self-report an increase in awareness and practices of health habits	Up is Better	89%	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	90%	80%	Met	
Percent of Emergencies Responded to Within 24 Hours by Adult Protective Services	Up is Better	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	100%	Met	
Percent of referrals in non-emergency cases where initial client contact and investigation takes place within ten working days by Adult Protective Services	Up is Better	90%	85%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	86%	85%	Met	

Workload Measures

Measure	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024
Adult Protective Services							
Number of court Appointed Guardians/Conservators	50	42	Annual Measure	Annual Measure	Annual Measure	Annual Measure	31
Number of referrals received in Adult Protective Services	1,922	2,167	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2266
Number of cases investigated in Adult Protective Services	1,121	1,292	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1193
Advocacy/Elder Rights							
Number of hours of advocacy and legal support provided to residents	12,384.5	13,146.7	Annual Measure	Annual Measure	Annual Measure	Annual Measure	14,447
Number of hours of Long-Term Care Ombudsman services provided to residents	1,633.6	1,666.5	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1501
Assistance and Referral, and Community Transition Services							
Number of clients assisted under the State Health Insurance Program	3,485	5,342	1,241	1,539	1,311	1,455	5546
Number of residents served by DACL's Medicaid Enrollment Staff	1,902	1,514	320	708	311	352	1691
Number of calls received for information, referral, and assistance through the Aging and Disability Resource Center	32,386	34,906	7,795	9,428	8,951	9,377	35,551
Number of family/resident council meetings attended at nursing facilities (to include virtual events during the PHE)	276	277	55	122	113	121	411
Number of referrals from Nursing Facilities	315	250	75	73	107	68	323
Number of community transition team cases closed	139	121	24	29	32	40	125
Average days to transition from Nursing Facilities (for clients who have housing to return to)	116	190.8	200	159	276	248	220.8
Average days to transition from Nursing Facilities (for clients without housing to return to)	259.3	282.8	377	483	401	553	453.5
Community Outreach and Special Events							

Workload Measures (continued)

Measure	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024
Number of community outreach events held by the External Affairs and Communications Team, to include virtual programming during the public health emergency (PHE)	209	203	43	60	62	94	259
Number of State Health Insurance Program-specific events, to include virtual events during the PHE	19	11	0	0	8	0	8
Case Management and Nursing Home Transition Services							
Number of residents receiving case management	886	1,136	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1480
Number of residents transitioned from an institutional setting to the community	133	118	27	16	34	28	105
Number of residents receiving options counseling	3,161	3,129	519	539	352	345	1755
In-home Services							
Number of residents receiving homemaker services	254	234	Annual Measure	Annual Measure	Annual Measure	Annual Measure	193
Number of residents receiving home adaptations	942	1,027	155	294	244	109	802
Nutrition Program							
Number of residents participating in Eat Well, Live Better program	New in 2023	1,049	Annual Measure	Annual Measure	Annual Measure	Annual Measure	840
Number of residents attending community dining sites	3,537	4,084	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4443
Number of residents receiving home-delivered meals	5,530	3,855	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2961
Senior Wellness Center/Fitness & Kingdom Care Village							
Number of residents participating in Kingdom Care Village	New in 2023	60	Annual Measure	Annual Measure	Annual Measure	Annual Measure	70
Number of residents participating in Senior Wellness Center programs (not unduplicated)	2,178	1,997	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1975
Transportation							
Number of residents provided transportation to medical appointments	1,272	1,312	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1281
Number of residents provided transportation to social and recreational activities	1,270	1,799	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2270

Workload Measures (continued)

Measure	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024
Number of residents participating in Connector Card Program	New in 2023	2,512	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2661

C. Safe at Home

32. Please provide the following information pertaining to the Safe at Home program.

- Total number of applications **received** in FY22 - **2,071**
- Total number of applicants that were **approved** in FY22, FY23, FY24, and Q1 of FY25, with a breakdown by Ward.

FY22- 942 (Wd 1- 42, Wd 2- 23, Wd 3- 17, Wd 4-171, Wd 5-191, Wd 6- 106, Wd 7- 217, Wd 8-175)

FY23- 1,026 (Wd 1- 64, Wd 2- 34, Wd 3-18, Wd 4-155, Wd 5-203, Wd 6- 111, Wd 7- 271, Wd8-170)

FY24- 801 (Wd 1- 40, Wd 2- 26, Wd 3-17, Wd 4-132, Wd 5-165, Wd 6- 76, Wd 7- 203, Wd8-142)

FY25 Q1 -146 (Wd 1- 5, Wd 2- 5, Wd 3 -4, Wd 4-25, Wd 5-25, Wd 6- 12, Wd 7- 32, Wd8-38)

- Timeline from application approval to project commencement and completion.
 - Application Approval to Project Commencement (OT 1st Visit)
 - FY22: 14.54 Days
 - FY23: 26.45 Days
 - Referral to Project Completion
 - FY22: 60.53 Days
 - FY23: 82.68 Days
 - FY24: 59.34 Days
 - FY25 Q1: 38.94 Days
- Please provide the age breakdown of the participants of the Safe at Home program.
 - FY24:
 - <50: 26
 - >=50 and <65: 129
 - >=65 and <80: 555
 - >=80 and <95: 450
 - >=95: 83
 - FY25 Q1:

- <50: 12
 - >=50 and <65: 27
 - >=65 and <80: 140
 - >=80 and <95: 135
 - >=95: 22
- Please provide a category breakdown of the in-home adaptations completed in the homes in FY22, FY23, FY24, and Q1 of FY25.

See Attached Templates

[FY22 SAH Attachment A Adaptation Type.docx](#)

[FY23 SAH Attachment A Adaptation Type.xlsx](#)

[FY24 SAH Attachment A Adaption Type.xlsx](#)

[FY25 Q1 SAH Attachment A Adaptation Types.xlsx](#)

- Please provide the average cost per program participant in FY22, FY23, FY24, and Q1 of FY25.
 - FY22: \$4,073
 - FY23: \$4,365
 - FY24: \$4,813.52
 - FY25 Q1: \$4,833.06
- How do applicants access the Safe at Home program? How are determinations made as to eligibility? What office makes these decisions?

The SAH program is accessed through DACL's Information and Referral call center. Referrals are transmitted into CSTARs to funded grantees (Home Care Partners and Rebuilding Together).

Each SAH applicant must meet the following basic eligibility requirements:

1. Must be a District resident
2. Must be age 60 or older, or be an adult with a disability
3. Must have a household income at or below 80% of the Area Median Income (AMI), including benefits, pensions, annuities, and/or salary
4. Must qualify on the Falls Risk Assessment (administered over the phone).

Attachment Q34 SAH 2.0

SAH 2.0 FY24

At the completion of the FY24 SAH 2.0 programming, the Matter of Balance class (MOB) survey scores, which measure self-efficacy and activities of daily life, increased significantly. In addition, the Falls Efficacy Scale (FES), scores decreased significantly, which indicated clients experienced a lower fear of falling, a lower risk of falling, and a higher degree of self-efficacy at the program's end.

Surveys demonstrated that satisfaction with the program was consistently high, both in the survey results and based on subjective participant feedback. Together, these results demonstrated higher self-efficacy, high satisfaction, and a lower risk of falling after participating in the SAH 2.0 program.

FY24 SAH 2.0 - Home Care Partners (HCP)	Number of Participants
Clients Enrolled in Matter of Balance	64
Vision Screenings	22
Medication Management	4
FY24 SAH 2.0 – American University - Senior Wellness Centers	Number of Participants
Vision Screenings	24
Medication Management	85

SAH 2.0 FY25

The FY25 SAH 2.0 program was downsized due to significant funding de-obligations for FY25. There is a small virtual SAH 2.0 program that is extended to some Home Modification clients (SAH 1.0) that provides this additional support in reducing falls. These programs consist of Evidenced based falls preventions

programs (Matter of Balance and SAIL). The programs include medication reviews and vision acuity screenings. FY25 program progress to date:

SAH 2.0 Classes/Activities

- 1 Matter of Balance Class - Complete
- 1 Matter of Balance Class - In-Process
- 1 SAIL Class in Process
- 2 more MOB classes to be offered during FY25
- 1 more SAIL class to be offered during FY25
- Falls Prevention Week screening activities

Matter of Balance Clients FY25 YTD	
Clients Enrolled	27
Goal # clients to enroll in MOB during FY 25	48
Clients Completed Course	8
Clients In Process	13 (current class in process)
SAIL Clients FY25 YTD	
Clients Enrolled	24
Goal # clients to ENROLL in SAIL in FY 25	35
Clients Completed Course	0 (class is in process right now)
Clients In Process	22

VISION & MEDICATION

Vision Screen Clients Completed FY 25 to date	3
Medication Screen Clients Completed FY 25 to date	2

Home Delivered Meal Program

Referrals are made from a variety of sources: family members, friends, neighbors, houses of worship, other social service agencies, or by the seniors themselves. A referral can be made by a phone call, email, or walk-in to the DACL Information and Referral/Assistance (I&R/A) Unit.

DACL's Home Delivered Meal Program provides meals to DC residents aged 60 and over who are frail, homebound, and otherwise isolated, as determined by the home-delivered meal assessment. Meals are provided through a contract with Mom's Meals in quantities of 7, 10, or 14 meals per delivery.

In the case of an emergency circumstance that interferes with services, if there is advance notice of weather or another emergency closure, Mom's Meals shall deliver shelf-stable meals in addition to regularly delivered meals before the inclement weather or other emergency is predicted to occur.

Home Delivered Meal Program FY2024 Budget: \$4,655,146

Community Dining Sites

For enrollment in community dining sites, seniors should contact and/or visit the dining site directly to complete intake forms for enrollment registration. The community dining site meal program provides a meal once daily, Monday to Friday, to seniors in group settings across the District of Columbia.

In the event of inclement weather, natural disasters, or other incidents causing disruptions to operations, Discretionary Programs and Services (DP&S) will be governed by the D.C. Public Schools' (DCPS) guidelines concerning late arrivals, dismissals, and closures as indicated on the DCPS website.

DACL successfully implemented an electronic meal survey to be completed daily by the Lead Agency Site Managers to provide real-time feedback on meal quality, temperature, and presentation consumed by seniors. An area of improvement is having enough staff to establish an adequate presence and daily oversight to ensure compliance with rules and regulations.

Community Dining Sites Meal Program FY2024 Budget: \$5,482,486

Nutrition Supplement Program

For enrollment in the Nutrition Supplement Program, a senior is referred to a Lead Agency to complete a nutrition supplement assessment form by a nutritionist. If the senior meets eligibility requirements, the senior is then processed and enrolled in the Nutrition Supplement Program.

The Nutrition Supplement Program is designed to provide nutritional supplements to seniors 60 years of age and older residing in the District who have received a doctor's prescription (renewed annually) due to self-reported unintentional weight loss or a medical or physiological condition.

In FY23 and Q1 2024, DACL implemented additional reports and notification systems to manage expectations more efficiently with supplement vendors to improve the delivery operations of supplements. An area of improvement is identifying additional sources of supplement procurement to combat supply chain issues that constrict flavor variety availability.

Nutrition Supplement Program FY2024 Budget: \$21,177

Hungry Harvest

For enrollment in the Hungry Harvest program, a DACL Program Analyst confirms the senior resides in either Wards 5, 6, 7, or 8 and completes the Hungry Harvest Program Referral with the client. There are 5 eligibility questions in which the client must answer YES to all. A 2+ must be scored on the Food Insecure Questionnaire. Once completed, with eligibility verified, the information is submitted, along with the signed or verbal consent, Hungry Harvest Agreement form, which outlines program policies. Next, the client is contacted by Seabury for any further information needed or follow-up and enrolled to receive monthly produce boxes. This program is managed by DACL grantee Seabury Resources for Aging, which provides a 12lb box of produce (individual) and 22lb box of produce (more than one eligible senior in the home). This program is only eligible for residents of Ward 5, 6, 7, 8. Delivery occurs twice per month, and residents must be enrolled in SNAP or CSFP, and score 2 or more on the Food Insecurity Questionnaire.

Hungry Harvest provides fresh produce to seniors in areas of the District that are statistically deemed food deserts. This program is very popular and is at capacity.

Hungry Harvest Program FY2024 Budget: \$70,000

Mary's Center Eat Well, Live Better Program

For enrollment in the Mary's Center Eat Well, Live Better Program, a DACL Program Analyst screens and refers a senior based on meeting eligibility requirements. Next, DACL sends over a referral via CSTARs to Mary Center for process and enrollment. The senior is either enrolled or waitlisted. This program is managed by DACL's grantee Mary's Center, which provides two boxes per month for income-limited residents (\$46,000 annually). Nutrition education is provided, and deliveries take place on Thursdays and Fridays.

Successfully, the seniors raved about the variety of produce received in their delivery.

Mary's Center Eat Well, Live Better Program FY2024 Budget: \$646,126

Food 4 Choice

For enrollment in the Food 4 Choice program, seniors call the Food 4 Choice program main number to discuss and review eligibility requirements. If a senior meets eligibility requirements, the senior completes required forms and submits required documentation for enrollment.

DACL rolled out this pilot program in FY23 and it provides a \$125 grocery card to each eligible senior, that is reloaded each month. Senior residents must have a household of two people or less and be able to cook safely. Currently, this program serves 450 participants.

DACL was able to successfully organize, establish, and maintain the Food 4 Choice program to provide excellent nutrition financial assistance as well as offer excellent customer service to seniors who required assistance with troubleshooting issues such as providing card balance and lost pin numbers, issuing replacement cards, and providing answers to questions about program details. An area of improvement is providing more funding to allow more seniors to enroll in the program to combat the waiting list.

Food 4 Choice Program FY2024 Budget: \$750,000

Accounting for the Rise in Senior Food Insecurity in the District of Columbia

James P. Ziliak, Ph.D.

University of Kentucky

February 2023

Acknowledgement

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Aim of this Study

- This report focuses on understanding the trends in and determinants of food insecurity among older persons in the District of Columbia in comparison to the overall older adult population in the US and among a select group of similarly sized cities
- The aim is to isolate whether any divergence in the food security of seniors in the District relative to the nation overall and to comparison cities can be accounted for by observed differences in socioeconomic conditions

Data

- The data come from the 2001-2021 Household Food Security Supplement (HFSS) of the Current Population Survey (CPS)
 - Source of official USDA statistics on food insecurity
- The principal sample for the analysis is those individuals ages 60 and older
 - Key age for more liberalized eligibility rules for SNAP
- The unweighted sample size in a typical year is 21,424, which weights up to represent about 59.5 million seniors per year

Measurement of Food Insecurity

Use the 18-item scale in the HFSS,
with 12-month reference period
10 questions if child does not
reside in the household

Household defined as food insecure
if they fall into either the Low Food
Security or Very Low Food Security
categories

Use individual data with person
weight

Box 1: Categories of Food Security from 18-Item Scale

	USDA Classification	Number of Affirmative Responses to HFSS
	High Food Security	0
	Marginal Food Security	1 or 2
	Low Food Security	3 to 5 (households without children) 3 to 7 (households with children)
	Very Low Food Security	6 or more (households without children) 8 or more (households with children)

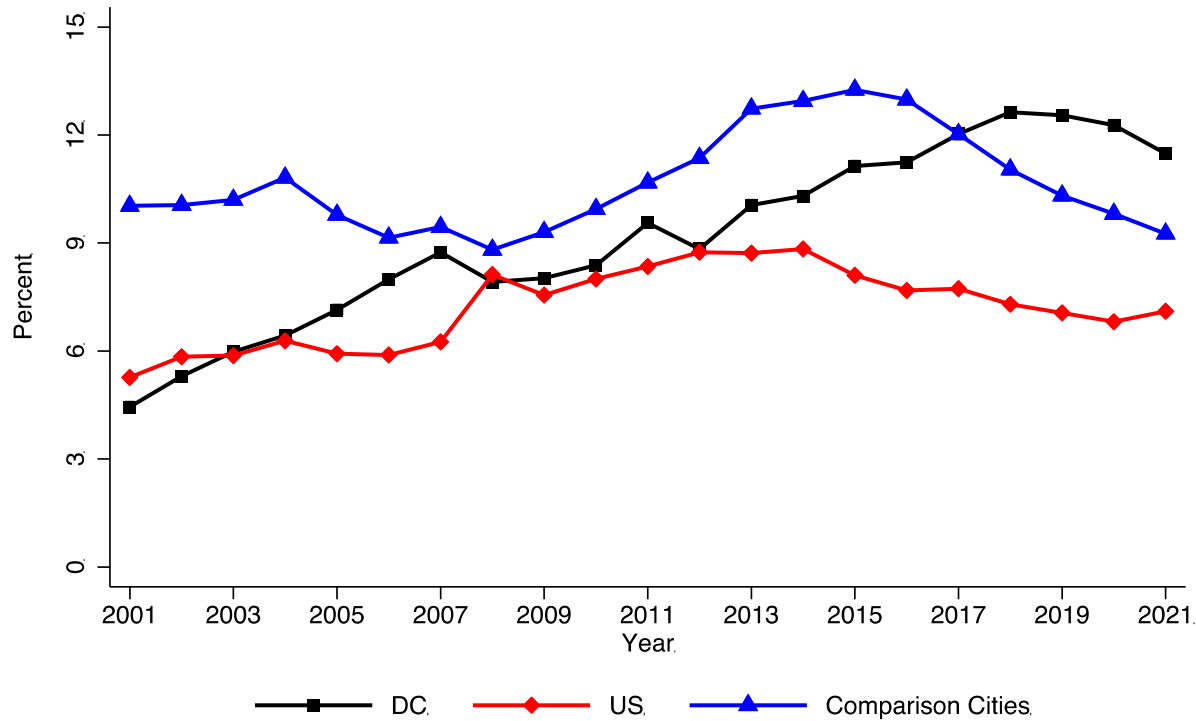
Comparison Groups

Compare the experience in DC to the overall population of seniors nationally and among a group of similarly sized cities as of the 2020 Census

- Atlanta (498,602)
- Baltimore (585,708)
- Boston (676,216)
- Charlotte (874,541)
- Columbus (905,672)
- Detroit (639,614)
- Indianapolis (887,752)
- Jacksonville (949,577)
- Louisville (632,689)
- Memphis (632,207)
- Nashville (689,504)
- DC (689,545)

Construct 5-year moving average of DC and comparison cities

Trends in Food Insecurity



Note: DC and Comparison Cities based on 5-year moving average.

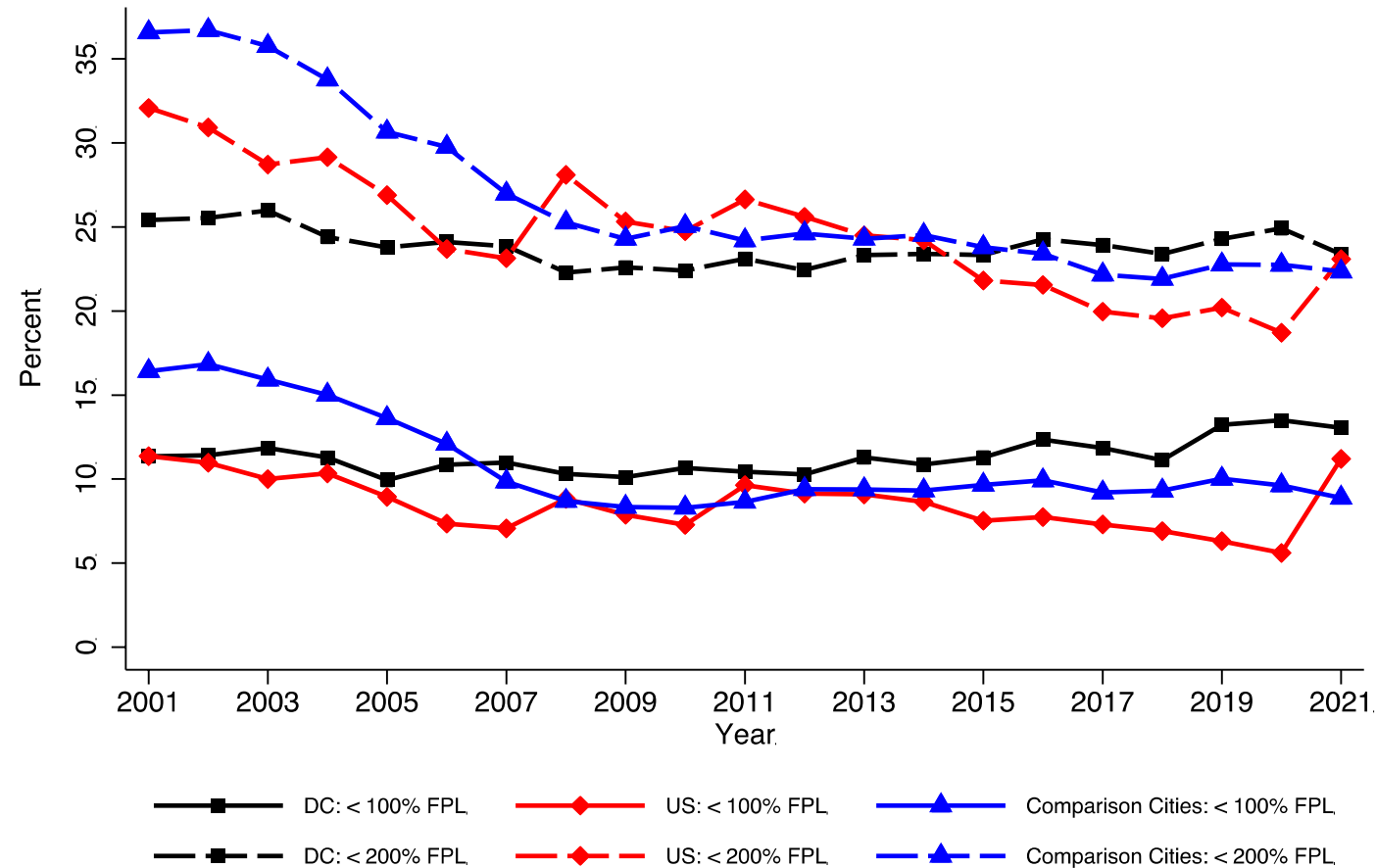
Source: Author's calculations from December Current Population Survey 2001–2021.

- At the start of the 21st Century DC seniors had lowest rates of food insecurity.
 - Since 2017 it is the highest
- Experience of DC differs sharply from nation and comparison cities in decade after the Great Recession (GR)

Risk Factors for Food Insecurity among Seniors

- Poverty (+)
- And controlling for income differences, other factors such as
 - Race and Ethnicity (Black + ; Hispanic +)
 - Age (Young +)
 - Marital Status (Single +)
 - Education (Less than College +)
 - Home Ownership (Renter +)
 - Health Status (Disabled +)
 - Family Structure (Multigenerational +)

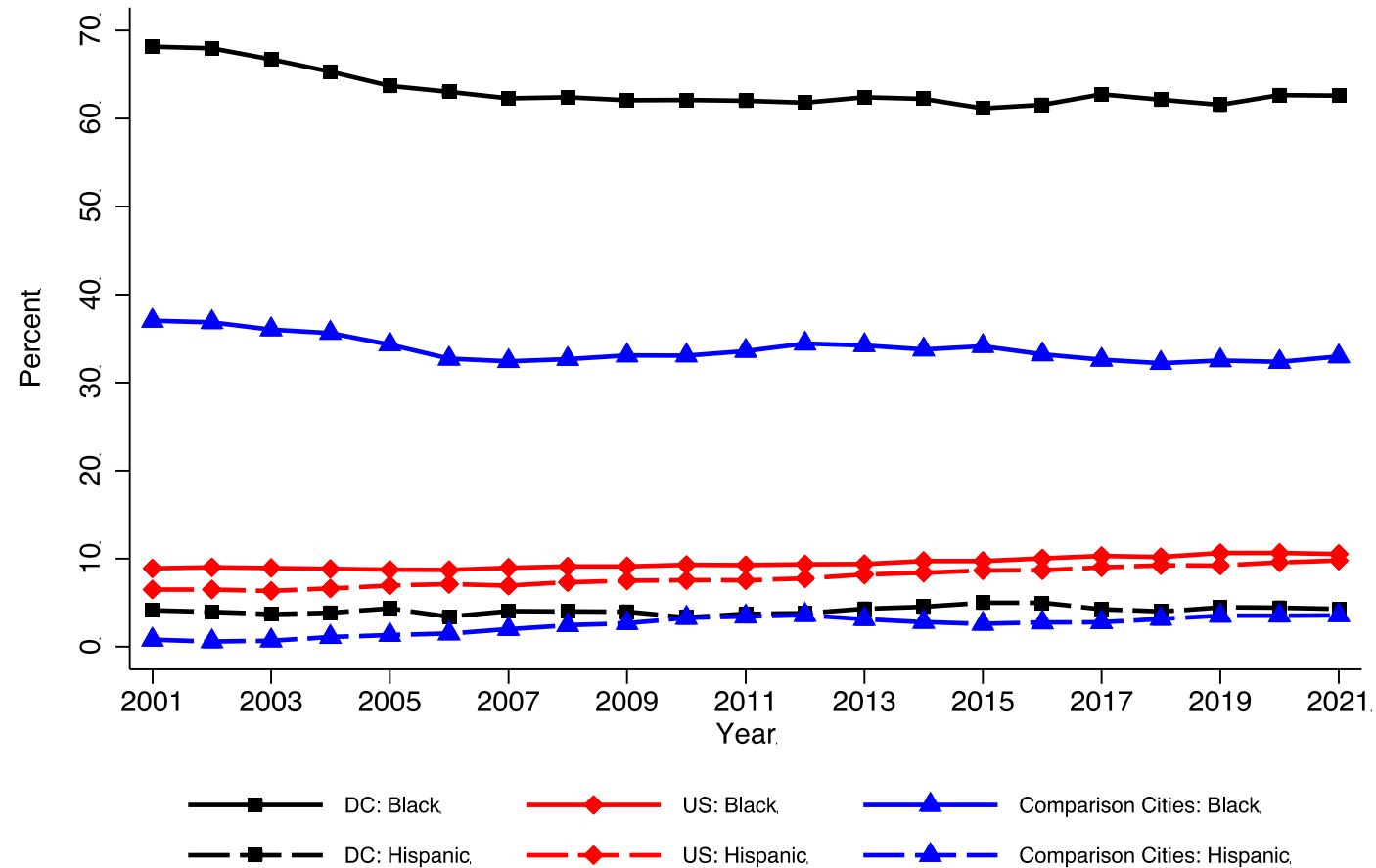
Increased Risk of Food Insecurity in DC Because Poverty Status Deteriorated Relative to Nation and Comparison Cities



Note: DC and Comparison Cities based on 5-Year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

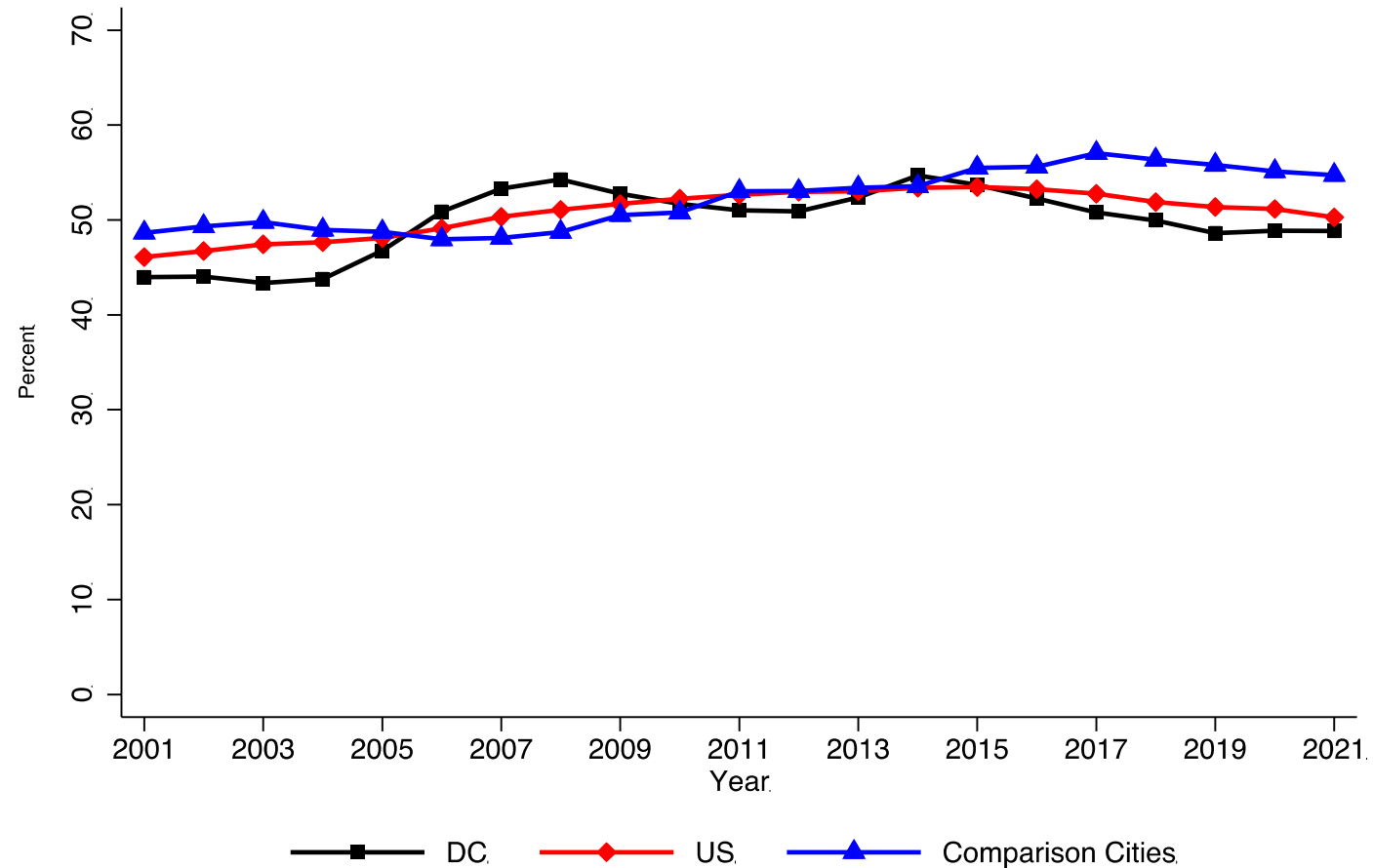
Ambiguous Risk of Food Insecurity in DC Based on Stable Racial Composition



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

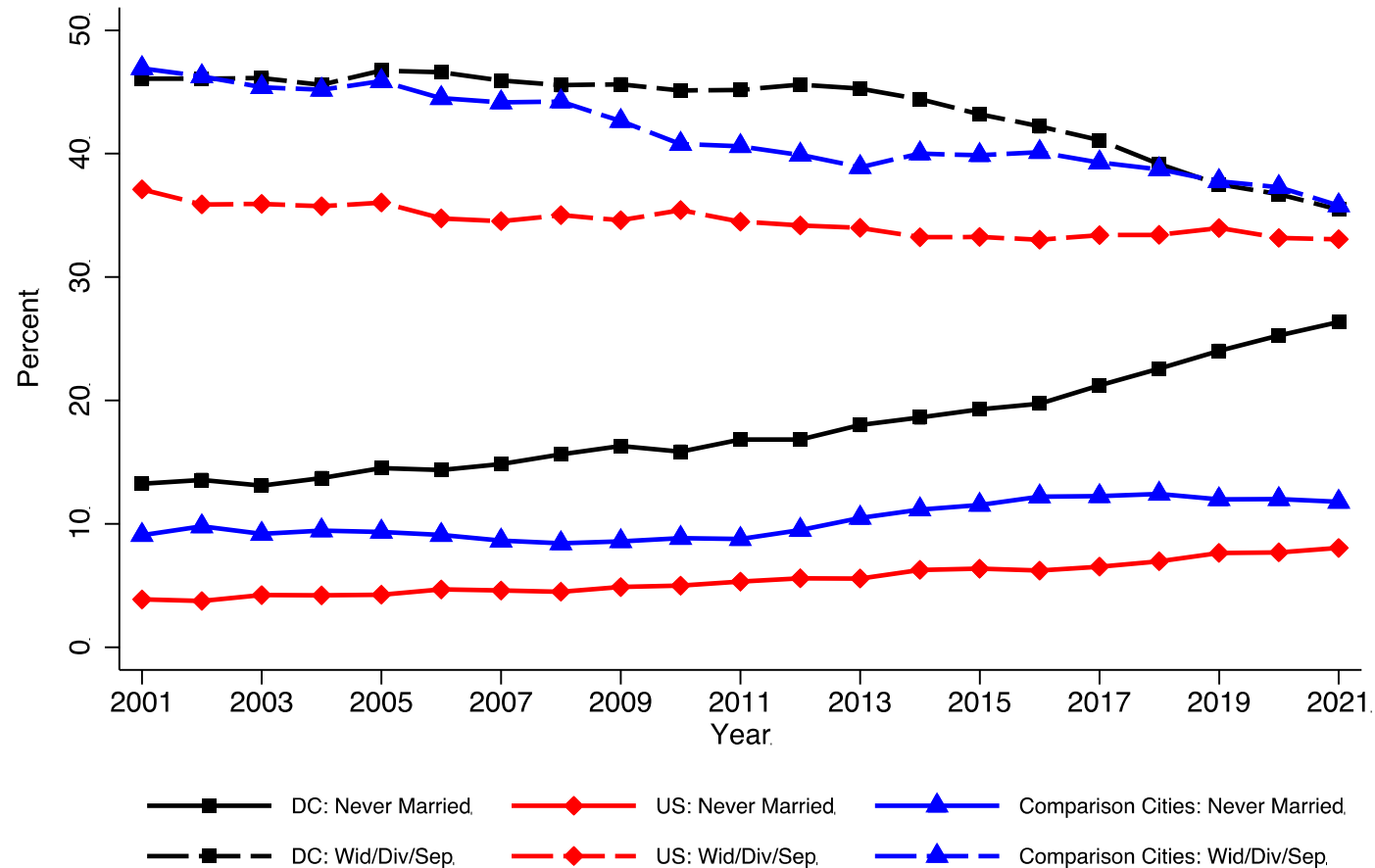
Lower Risk of Food Insecurity in DC post GR Because of Declining Share of Young Seniors



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

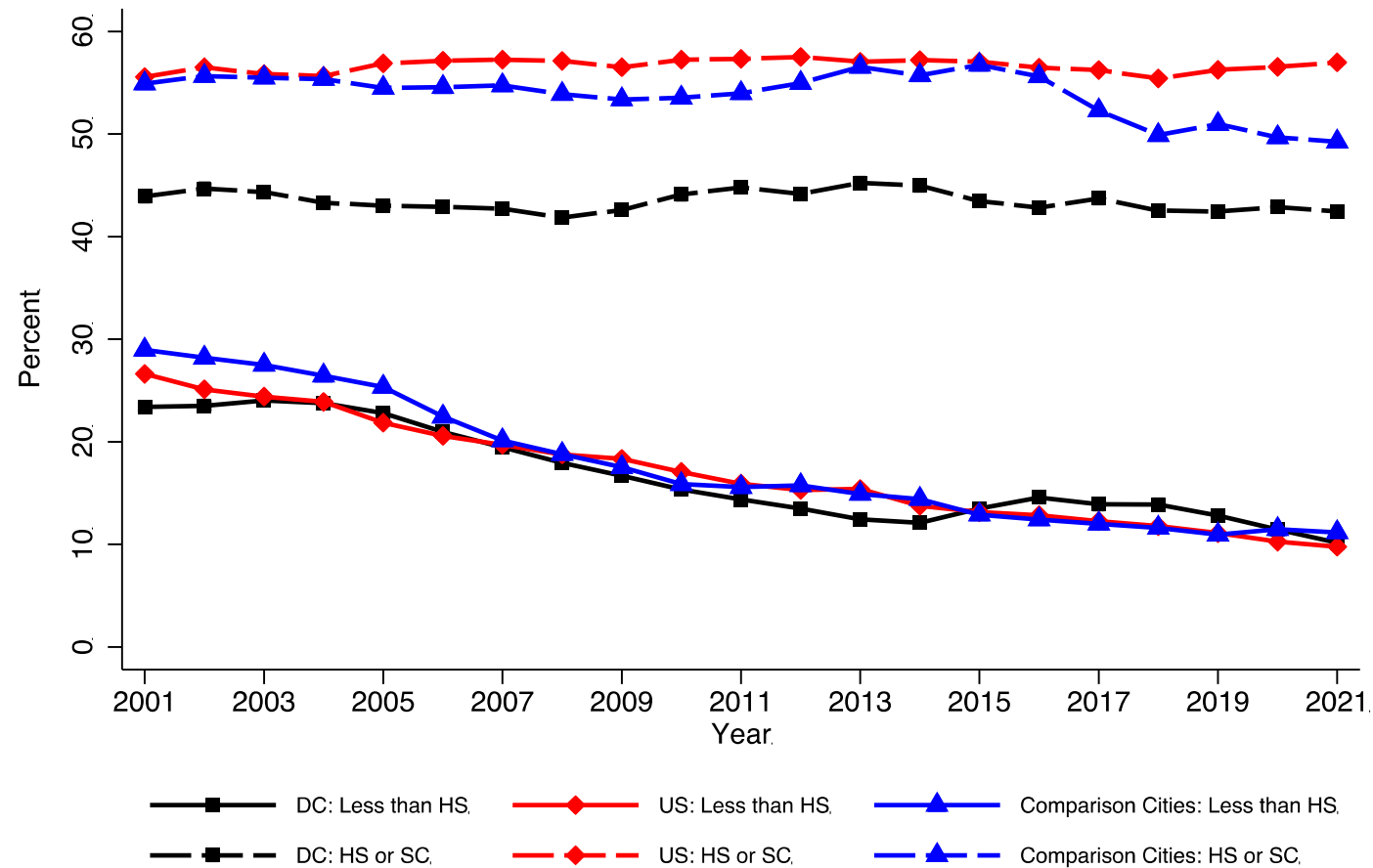
Higher Risk of Food Insecurity in DC from Declining Share Married



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

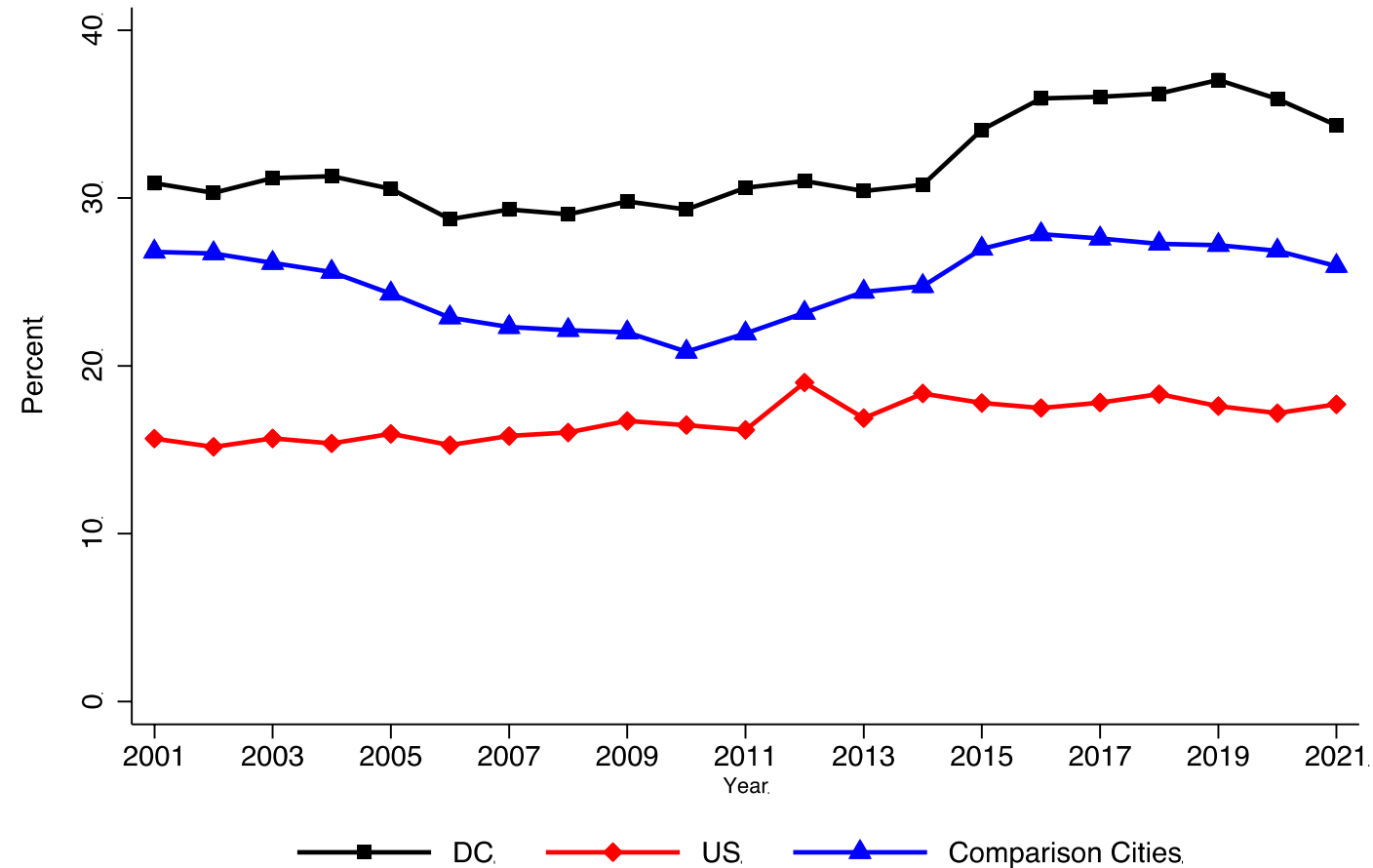
Higher Risk of Food Insecurity in DC from Slower Growth in College Educated



Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

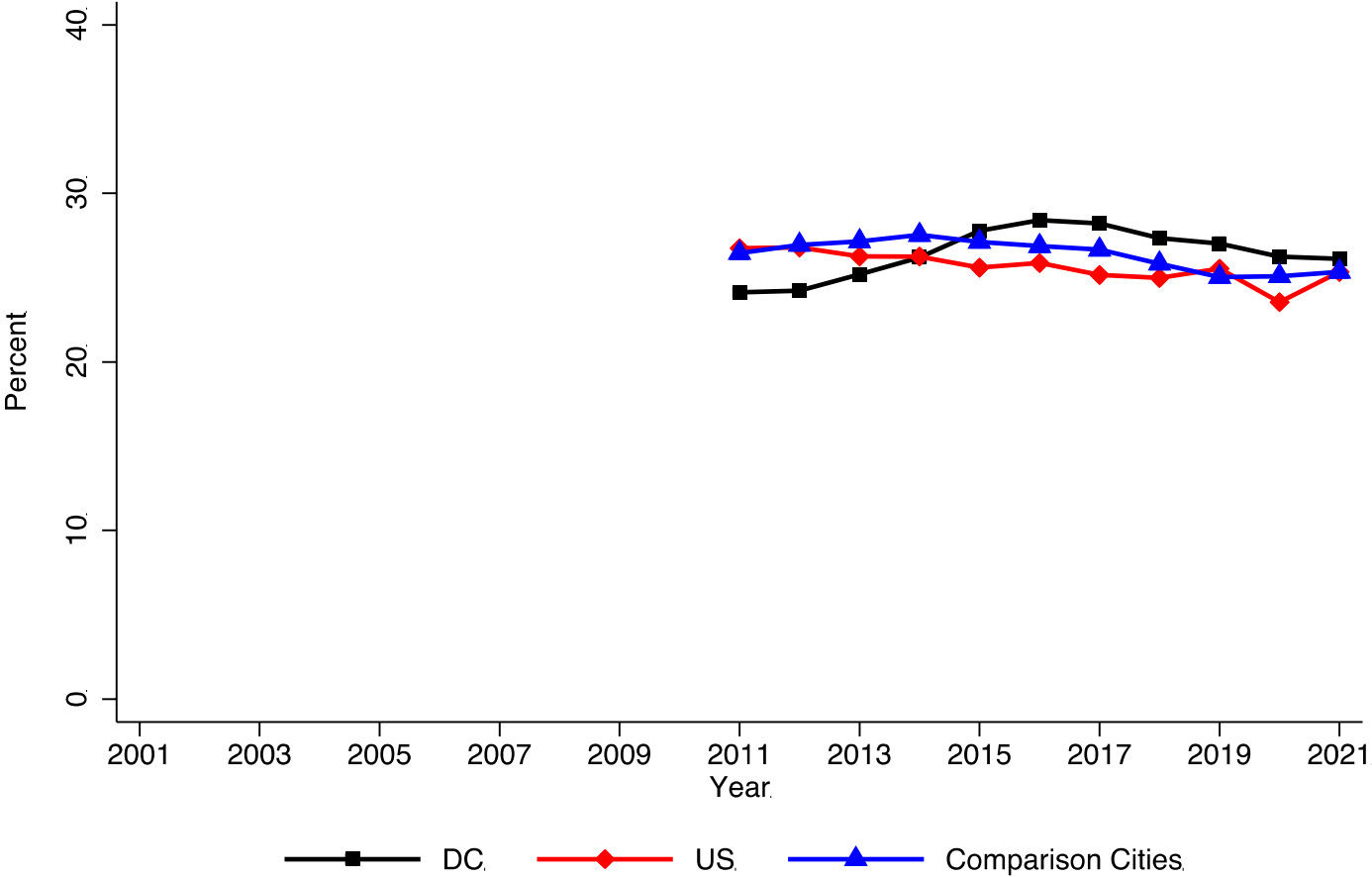
Higher Risk of Food Insecurity in DC because of Increased Share in Rental Housing



Note: DC and Comparison Cities based on 5-year moving average.

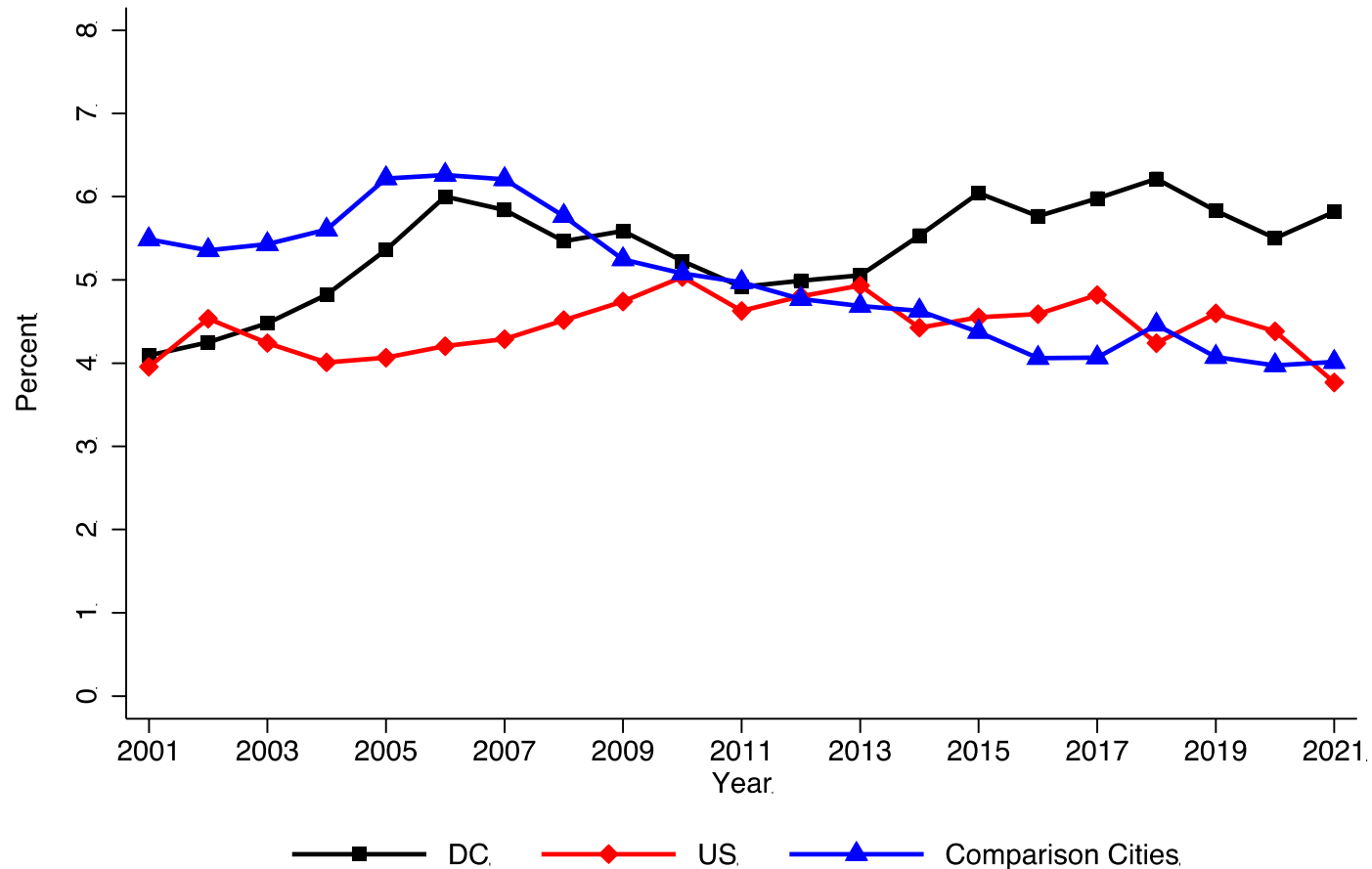
Source: Author's calculations from December Current Population Survey 2001–2021.

Higher Risk of Food Insecurity in DC because of Increased Disability



Note: DC and Comparison Cities based on 5-year moving average.
Source: Author's calculations from December Current Population Survey 2001–2021.

Higher Risk of Food Insecurity in DC because of Increased Share Raising Grandchildren



Note: DC and Comparison Cities based on 5-year moving average.

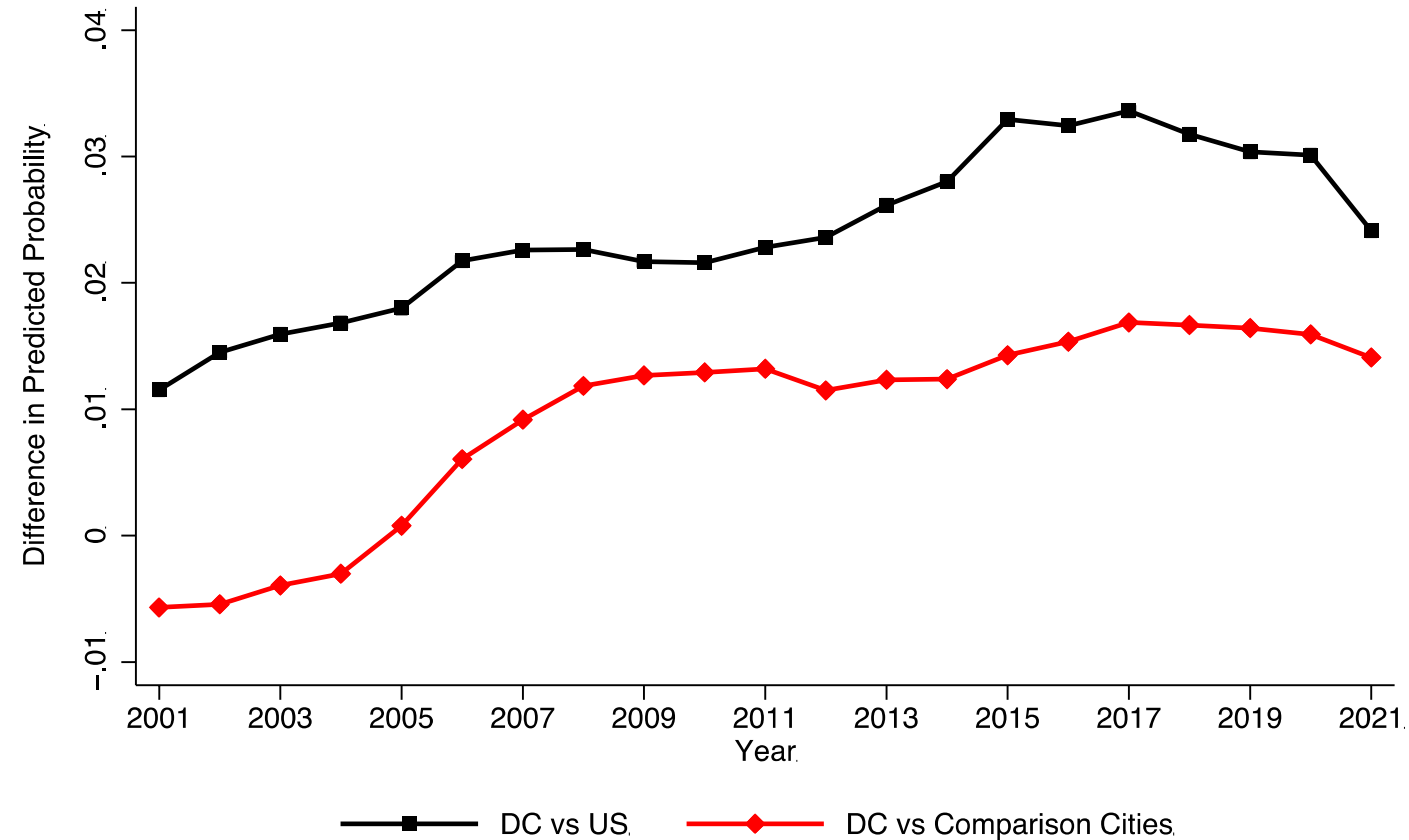
Source: Author's calculations from December Current Population Survey 2001–2021.

Putting It All Together

- Use multiple regression statistical model to determine which socioeconomic factors predict food insecurity
- Estimate the model parameters using all seniors
- Construct predictions on how senior food insecurity in the District evolved relative to the nation and the comparison cities over the past two decades, i.e. the food insecurity gap

$$\widehat{FI\ gap}_t = \widehat{FI}_t^{DC} - \widehat{FI}_t^j$$

The model estimates show that predicted gap in food insecurity between DC and the nation (comparison cities) widened over time



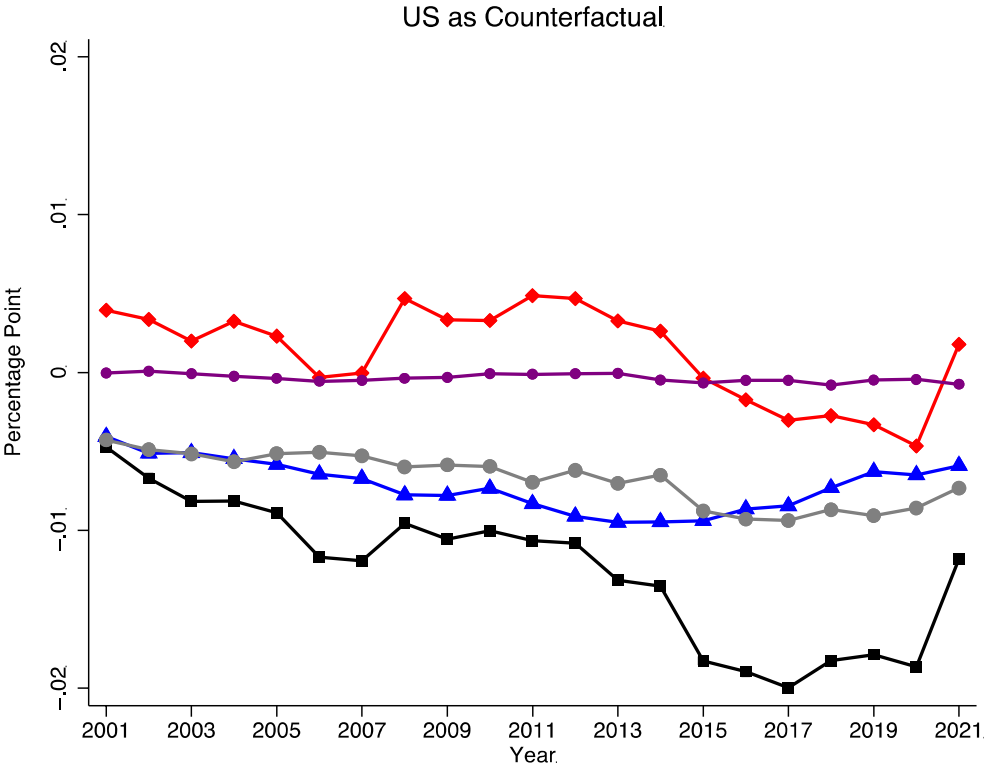
Note: DC and Comparison Cities based on 5-year moving average.

Source: Author's calculations from December Current Population Survey 2001–2021.

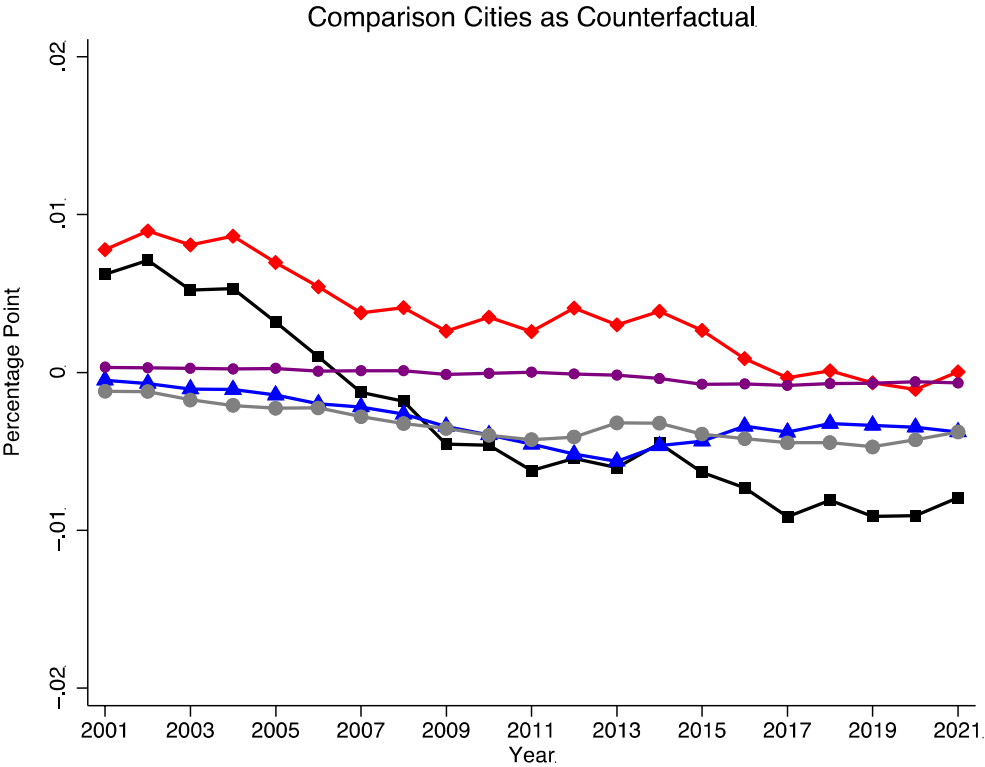
Counterfactual Predictions

- The next part of the analysis is to “replace” some of the values of the socioeconomic characteristics in DC with those from either the nation or comparison cities
- (Re)Predict food insecurity in DC to see how much of the food insecurity gap would hypothetically be closed with those different values
- Focus on poverty status, marital status, renters, and multigenerational households

The model estimates show that nearly 60% of the predicted gap in food insecurity between DC and the nation (comparison cities) is closed if DC had their values of poverty rates, marriage, and homeownership



Note: DC and Comparison Cities based on 5-year moving average.
Source: Author's calculations from December Current Population Survey 2001–2021.



Note: DC and Comparison Cities based on 5-year moving average.
Source: Author's calculations from December Current Population Survey 2001–2021.

—■— Poverty, Marital Status, Rent, and Multigen.
—●— Rent

—◆— Poverty.
—▲— Marital Status.
—●— Multigen.

Excess Food Insecurity

- The remainder of the analysis examines whether local macroeconomic factors omitted from the empirical model can account for some of the unexplained portion of food insecurity
- Excess food insecurity is defined as the difference between expected food insecurity in DC or one of the comparisons and what the model predicts would be food insecurity based on the socioeconomic mix of seniors in each location
- I then relate this excess food insecurity to local measures of the labor market, earnings inequality, and population
- The key takeaway is that over the past 5 years the socioeconomic factors have explained food insecurity well, leaving little for other macroeconomic factors to pick up

Conclusion

- The District of Columbia has experienced a sustained increase in food insecurity among the older population of adults in the decade after the Great Recession
- The evidence in this report points to main three factors contributing to this growth:
 - rising rates of poverty and near poverty
 - declines in the share of seniors who are married
 - the rising share of seniors residing in rental housing

Conclusion

- There are several possible policy levers to address poverty and affordable housing crisis
 - Supplements to Social Security/SSI
 - Guaranteed Income
 - Extend EITC eligibility to over 65 without dependents
 - Expand rental housing voucher program
- To address food purchases directly
 - Outreach for SNAP to increase take up of benefits
 - Some Medicare Advantage plans offer food benefits

SENIOR NUTRITION AND WELL-BEING EQUITY AMENDMENT ACT

Bill Summary

The bill requires the Department of Aging and Community Living to:

- 1) investigate the food quality of its nutrition services.
- 2) streamline its housing resources and program referrals.
- 3) provide trainings to home health aides.
- 4) develop senior wellness check programs.
- 5) send routine mailers to seniors with program information.
- 6) streamline the referral process for assisted living and nursing home facilities.
- 7) establishes a community task group comprised of seniors.
- 8) adds reporting requirements for adult protective services.

While funding for this bill has not yet been secured, DACL is actively taking steps to address the requirements outlined in this legislation.

Food Quality of Nutrition Services

DACL evaluates the quality of home delivered meals and food in community dining sites by conducting taste tests, seeking daily feedback from participants in the meal programs, and using this feedback to continually improve the experience of the seniors. DACL also formally surveys participants of its meal programs. The DACL Nutrition and Programs & Grants units make regular site visits to dining sites and senior wellness centers to answer questions, receive in-person feedback, observe the meal service delivery and explain processes to seniors.

Streamline Housing Resources and Program Referrals

The DACL Information and Referral Assistance Unit makes available a housing resource packet that is updated quarterly by DACL's housing specialist, who is a part of the Case Management unit. The list can be sent to seniors via mail or email. Also, seniors seeking housing resources can be referred to case management for a more hands on approach and more in-depth assistance with accessing housing resources, receiving a housing voucher, or participating in programs such as Shallow Subsidy.

Train Home Health Aides

This bill has not been funded so the training and development of home health aides still lies solely within the department that administers such services to seniors, which is

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DHCF. DACL looks forward to opportunities to expand and collaborate and would have much to contribute.

Develop Senior Wellness Check

DACL, in collaboration with its lead agencies, has developed a system in which the lead agencies, covering all eight wards, regularly check on seniors to ensure their well-being.

Routine Mailers

The DACL External Affairs and Communications (EAC) unit is dedicated to reaching and communicating with difficult to reach populations within the District of Columbia. The EAC uses a layered communications approach consisting of 1) traditional media (newspaper, radio, television), 2) modern digital media (email, social media platforms including Facebook, Instagram, and X (formerly Twitter) and 3) and in-person-community events, as well as virtual events on platforms such as Zoom, that range in attendance from a single individual to thousands of people.

Also, DACL in collaboration with Iona Senior Services developed and regularly distributes a senior resource guide that assists seniors, their caregivers and professionals navigate the District-wide services available to seniors.

Streamline the Referral Process for Assisted Living and Nursing Home Facilities

Our case management team takes referrals for individuals interested in Assisted Living or Nursing home facilities. Case managers assist with assessing eligibility, completing applications, escorting on tours, and counseling seniors and their families through the transition.

If seniors in a nursing facility wish to transition out to an assisted living facility, our Community Transition Team facilitates that process.

All of our referrals' demographics, needs, and outcomes are tracked in our database CStars.

Community Task Group Comprised of Seniors

While DACL does not have a dedicated community-led task group as stipulated in the bill, we proactively collaborate with the Commission on Aging, our DACL Senior Ambassadors, and the senior villages. Our aim is to gather valuable suggestions and recommendations on how we can effectively reach individuals who are currently not receiving services. This collaboration helps us identify potential participants to address

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health needs, combat isolation, alleviate hunger, and ultimately enhance the overall well-being and quality of life for seniors across the District.

Reporting Requirements for Adult Protective Services

In line with proposed requirements Adult Protective Services currently assigns all reports of alleged abuse, neglect, or financial exploitation of a senior to our Social Workers and it is thoroughly assessed for referral, investigation, or resolution. We keep record in our electronic database, CStars and internal communication logs of all cases referred, whether they are screened out, referred externally to DC Government partners, or screened in for further investigation.

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No Senior Hungry

Bill Summary

If funded, the Bill will:

1. Create a Senior Food Interagency Taskforce.
2. Create a Senior Food Security Plan.
3. Create a Senior Communications Plan.
4. Expand the Elderly and Persons with Physical Disabilities (EPD) waiver program.
5. Update the application process for SNAP benefits.
6. Identify more adult day care centers to provide meals to seniors.

Senior Food Interagency Taskforce

As outlined in the bill, the proposed taskforce would be made up of representatives from various DC government agencies who work on programs providing nutrition and transportation to seniors; representatives from organizations serving seniors; a representative from the Food Policy Council; and senior residents receiving or participating in nutrition services (would be paid participants for their work on the taskforce).

DACL is an active, contributing participant in monthly Interagency Food Access Calls. The purpose of this call is to help better coordinate programs and communications across District agencies working to provide food resources and programs to District residents. It occurs on the 3rd Friday of every month. Some of the agencies represented along with DACL are DHS, OSSE, DPR, EOM, OP, DCPS, and DCBC. The participants are encouraged to invite other agency representatives to the call should they learn of an initiative addressing food insecurity that should be shared.

DACL is also a participant in emergency food providers calls. Most active during COVID, this call brought together governmental and non-governmental agencies and ensured that we were coordinating to meet the needs of District residents in times of crisis and emergency.

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Senior Food Security Plan

The bill outlined requirements of a food security that that would:

- detail the state of senior food security, including root causes and risks by select demographics,

DACL partnered with the National Foundation to End Senior Hunger (NFESH) who published the Feeding America report which once highlighted the District of Columbia as having the highest rate of food insecurity amongst seniors in the Nation. NFESH conducted research to determine the root causes of food insecurity here in DC and found some of the root causes to be housing costs, percentage of seniors who are unmarried, percentage of seniors who do not own homes, etc.

- identify all nutrition services for seniors (including transportation),

DACL partnered with The Lab @ DC to identify all nutrition services for seniors throughout the District and explored the possibility of developing a unified entry system that would house all these programs and assist seniors with accessing programs that would best meet their needs through less channels. DACL and the Lab @ DC found that similar entry systems already exist (i.e., LinkU) and that keeping the information relevant and up to date would prove too costly over time. DACL and The Lab @ DC shifted their focus to addressing the underutilization of SNAP here in the District. DACL, The Lab @ DC, DHS, DDS, and DC Health are now working in partnership to increase participation in the SNAP amongst seniors and people with disabilities through targeted outreach strategies.

- identify needs, overlap, and redundancies of existing nutrition services,

The partnership between The Lab @ DC and DACL involved the use systems mapping exercises that helped DACL to identify needs, overlap, and redundancies of existing nutrition services. These exercises were attended by representatives from DACL, OP, senior participants of DACL nutrition programs as well as social scientists and civic designers from The Lab @ DC.

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- recommend ways to improve access to nutrition services,

DACL has conducted focus groups through our Future of Aging project that assists in understanding how seniors become aware of services available to them and what is most effective. “Word of Mouth” is the number one way that seniors learn about all services (not solely nutrition), and it is the most effective.

- recommend ways to improve the nutritional quality of food provided to seniors (this includes increasing the amount of local fresh produce in meals under the Emergency Food Assistance Program, the Commodity Supplemental Food Program, and other nutrition programs),

The DACL Nutrition department works with our meal service providers and our lead agency nutritionists daily to ensure the food provided to seniors is nutritious. Meal service providers must submit menu recommendations for prior approval allowing time for the proposed selections to be assessed for their nutritional content.

- identify promotion and referral opportunities across all nutrition programs,

All DACL teams can identify the need for a referral to nutrition programs. Our teams make referrals to nutrition programs both internal and external to DACL.

- recommend ways to expand access to nutrition services through more delivery and transportation services, and

DACL partners with DC Central Kitchen to expand access to nutrition services through innovative outlets such as hot meals delivered to seniors via Door Dash. DACL identified seniors who were experiencing food insecurity but did not meet the qualifications of our home delivered meal program and connected them to the DCCK program to meet their needs. DACL anticipates more opportunities to expand access through these types of channels once the Bill is funded.

- identify opportunities to improve the social welfare program application process (this includes increasing enrollment and making the application process more user friendly).

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DACL partnered with DHS during the research and development phase of the Elderly Simplified Application Project (ESAP) and provided feedback about the user friendliness of the shorter version of the SNAP application.

The DACL Medicaid Enrollment Services team has become more proactive about utilizing all features of the integrated application that is available to District residents. This team can use one application to apply for EPD Waiver, SNAP and TANF. The team implemented new processes to ensure that they ask every senior they interact with to answer the six additional questions that will submit an application for SNAP along with the EPD Waiver application.

DACL and The Lab @ DC are helping to address the underutilization of SNAP here in the District. DACL, The Lab @ DC, DHS, DDS, and DC Health are now working in partnership to increase participation in the SNAP amongst seniors and people with disabilities through targeted outreach strategies.

Senior Communications Plan

The senior nutrition services communications plan requires that the Department “shall establish and implement a senior nutrition services communications plan that, at a minimum”:

- Describes the outreach needs of the District’s food insecure senior population and best practices for communicating with this population, including senior residents who are difficult to reach, such as those who are not currently participating in available programming;

The Department of Aging and Community Living External Affairs and Communications (EAC) unit is dedicated to reaching and communicating with difficult to reach populations within the District of Columbia. The EAC uses a layered communications approach consisting of 1) traditional media (newspaper, radio, television), 2) modern digital media (email, social media platforms including Facebook, Instagram, and X (formerly Twitter) and 3) and in-person-community events, as well as virtual events on platforms such as Zoom, that range in attendance from a single individual to thousands of people. These events are key to our communications strategy as they permit us to communicate directly with target DC

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residents as well as both government and non-government community partners (e.g. Churches, Civic Associations, hospitals and medical providers, public housing residents and staff, Senior Villages, ANCs, Council Staff, and District Agencies,) who interact with DC seniors. In the first three quarters of FY23 the EAC conducted approximately 168 in-person and 43 virtual events and communicated with a combined total of approximately 21,200 no-unique individuals. We emphasize this level of direct communication because often the best way to get information to hard-to-reach individuals is through direct communication and through word of mouth utilizing trusted individuals and entities.

- Requires the Department to disseminate information about all senior nutrition services provided by the District using best practices for reaching seniors, including an annual mailer to District seniors that lists nutrition services, including how to enroll in such services.

The External Affairs and Communications unit as a matter of general practice shares information about all DACL programs and services. The exception to this would be if the audience requests that we limit our communication to one or more specific topics that do not include nutrition.

- Cross-promotes senior nutrition services; and provides annual trainings for all senior-facing District employees and community-based organizations on nutrition services that are available to District seniors.

Cross promotion naturally occurs especially in situations where a senior is not eligible for the home delivered meal program. The DACL nutrition team ensures that seniors are connected to food programs, even if they are external to our agency. Ongoing training is provided to departments within DACL that are most senior facing, such as Information and Referral Assistance and Nutrition, through lunch and learns and participation in Interagency Food Access Calls.

- Provides outreach to physicians and clinicians serving seniors so that they can provide appropriate referrals for their patients using existing referral systems.

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EAC conducts outreach to medical providers through both virtual and in-person events at locations such as Medstar, the VA, Providence, Georgetown Physicians, Howard University, and various other clinics and facilities. These outreach events include information on DACL's nutrition services.

- Details how the Department, in partnership with the Office of the Chief Technology Officer, will update its websites and application portals for senior nutrition services using best practices for senior-facing technology, considering access to and familiarity with technology among the population being served. “(b) In preparing the plan required by subsection (a) of this section, the Department shall: “(1) Coordinate with all District agencies providing services relevant to senior food insecurity and the taskforce established by section 321; and “(2) Provide opportunity for input from the public, including community-based organizations serving seniors, healthcare providers, and seniors participating in nutrition programs, by: “(A) Holding at least 4 community meetings open to the public; and “(B) Drafting a plan available for written comments. “(c) The Department shall update the plan required by subsection (a) of this section every 3 years. The Department shall publish the plan required by subsection (a) of this section and all updates on its website.

DACL keeps its website updated through frequent consultation with department managers and DACL IT. DACL has also launched the DACL app that is a way for seniors who have smart phones to easily stay connected with DACL.

Expand the EPD Waiver Program (DHCF)

This portion of the bill applied to DHCF.

DACL's current role in the EPD Waiver program is as follows:

DACL's Medicaid Enrollment Unit works with DC residents, family members, caregivers, stakeholders, and other community professionals, to complete the EPD Waiver enrollment process. A Medicaid Enrollment Specialist (MES) will be the initial point of contact for enrollment in Medicaid programs such as:

- The Elderly and Persons with Disabilities (EPD) Waiver Program

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- Adult Day Health Program
- SNAP

A Medicaid Enrollment Specialist is assigned to complete all the required application documents and submit with the requested supporting documentation. The completed enrollment packets are submitted to the DC Department of Healthcare Finance for Medicaid eligibility determination. All Long Term Care services are coordinated by EPD Waiver Case Managers once the beneficiary is approved. DHCF is responsible for all training and oversight of EPD Waiver case managers. EPD Waiver Personal Care Aides (PCA) prepare all meals for their clients as required by the Person-Centered Plan.

Update the application process for SNAP benefits (DHS)

This portion of the bill applied to DHS.

DACL's role in the updating of the application process for SNAP benefits was through our participation in the research and development phase of the Elderly Simplified Application Project (ESAP) and providing feedback about the user friendliness of the shorter version of the SNAP application.

Identify more adult day care centers to provide meals to seniors

DACL currently has three adult day care centers who provide meals to senior participants daily.

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Attachment Q38 DACL Addresses Food Security

DACL addresses food security by being proactive with every older adult that contacts our agency and every senior that we connect with through our many outreach channels. Each caller that contacts DACL through our Information and Referral Assistance line is asked about their ability to access food and connected with services and resources internal and external to DACL if they need support with accessing food. DACL offers a variety of programs that help address food security by offering meals in a congregate setting; a home delivered setting; through grocery boxes; through partnerships with organizations such as DC Central Kitchen and their collaboration with Door Dash to deliver hot meals to seniors; and through referrals to a myriad of other organizations in the District who offer food resources. Furthermore, DACL is proactive about decreasing the underutilization of SNAP amongst seniors in the District as an additional approach to addressing food security. Seniors can receive support from DACL with understanding and completing the SNAP application; seniors applying for EPD Waiver are encouraged to apply for SNAP during the EPD Waiver application process with the integrated application; and finally, seniors can also be connected to external organizations that provide SNAP application assistance by way of DACL referrals to organizations such as DC Hunger Solutions.

The data that the agency uses to substantiate food security as a service we must provide is the tracking mechanism that we use internally that provides the reasons people are contacting our agency, with Health & Wellness/Nutrition being in the top five of the call reason categories. The agency also uses the participation data, and the increasing popularity of our home delivered meal program to substantiate the need. The agency uses data provided in the Feeding America report that details where D.C. ranks nationally in comparison to States. The agency uses data obtained from our partnership with the National Foundation to End Senior Hunger (NFESH) to solicit research from Dr. James Ziliak – a nationally recognized researcher on food insecurity rates. Dr. Ziliak's research is focused on what drives rates of food insecurity amongst seniors in the District. DACL will use this information to target programs that address food insecurity as well as to inform improvement to existing collaborations with other District government agencies.

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

SERVICE	FY2021							
	1	2	3	4	5	6	7	8
CareGiver Case Management	230	54	13	406	476	36	110	40
Case Management	775	1,452	2,770	2,442	2,077	1,441	2,440	2,980
Comprehensive Assessment	238	250	98	554	975	82	115	245
Congregate Meals	5,358	3,774	465	4,000	4,238	3,452	2,779	2,817
Weekend Meals (Congregate)	4	0	0	0	0	10	136	75
Counseling	17,864	13,764	3,167	23,729	9,168	7,236	8,610	11,435
COVID 19 Home Delivered clients	180,129	98,315	105,625	224,936	376,966	231,026	382,156	378,714
Elder Abuse Prevention Initiative	0	3	0	0	0	2	4	7
Essential Medical Transportation	4,465	1,795	3,246	9,416	10,118	8,437	13,183	11,337
Extended Geriatric Day Care	0	0	0	0	17	0	90	113
Food Box	978	252	133	1,841	722	222	518	445
Geriatric Day Care	1,295		108	10,568	6,488	897	3,370	2,010
Health Promotion	13,937	11,655	1,557	18,868	40,359	5,382	10,610	6,848
Heavy House Cleaning	0	0	0	60	52	16	428	249
Nutrition Counseling	1,009	451	670	767	664	1,024	170	468
Nutrition Supplements	499	442	599	1,010	567	45	119	340
Recreation/Socialization	29,718	23,646	4,547	40,074	43,971	12,449	7,784	6,560

SERVICE	FY 2022							
	1	2	3	4	5	6	7	8
CGV - Respite (in-home)	4	2	6	27	16	7	16	3
CGV Case Management	5	5	7	43	31	5	30	11
Comprehensive Assessment			1	10	3		1	5
Congregate Meal Weekdays	584	466	188	492	714	323	313	418
Congregate Meal Weekend	1			1	1	3	66	44
Connector Card Transportation	197	208	35	172	283	230	228	194
Counseling	854	759	329	917	554	522	1,137	2,368
COVID 19 Home Delivered Meals	427	255	263	779	1,173	540	1,184	851
Elder Abuse Prevention Initiative	1	2	1	1	1		1	1
Essential Medical Transportation	106	62	64	172	229	138	283	217
Food Box	126	69	262	214	105	95	157	125

Geriatric Day Care	6		5	21	19	3	19	13
Groceries	438	123	10	135	130	162	11	14
Health Promotion Evidence Based	56	8		137	57	38	93	141
Health Promotion: Non - Evidence Based	755	564	409	879	1,045	483	496	623
Heavy House Cleaning			1	6	2	4	5	2
Individual Socialization	219	315	127	511	890	574	393	529
Nutrition Counseling	256	86	119	240	189	62	190	307
Nutrition Supplements		8	73	2	1	3	1	1
Recreation/ Socialization	789	644	376	751	622	282	306	344
Transportation to Activities	216	142	50	276	118	63	170	233

SERVICE	FY 2023							
	1	2	3	4	5	6	7	8
Comprehensive Assessment	3			13	8		1	
Congregate Meal Weekdays	526	490	256	578	871	366	401	581
Congregate Meal Weekend	1			2	1	6	53	41
Connector Card Transportation	279	360	72	277	490	342	352	339
Counseling	724	784	247	643	812	482	1,025	946
Essential Medical Transportation	100	71	66	179	226	155	303	211
Food Box	131	60	183	206	102	92	156	119
Food4Choice	33	73	25	54	81	50	100	57
Geriatric Day Care	7	1	4	27	19	4	22	16
Health Promotion Evidence Based	54	16	43	181	102	88	100	141
Health Promotion: Non - Evidence Based	648	578	449	895	1,158	539	543	812
Heavy House Cleaning	2		1	2	1	3	6	5
Home Delivered Meals - Weekdays	283	189	201	564	646	367	961	635
Home Delivered Meals - Weekend	171	107	126	312	401	211	513	325
Individual Socialization	269	380	117	312	819	553	389	302
Nutrition Counseling	156	64	132	148	143	56	222	226
Nutrition Supplements	17	16	59	29	49	14	51	32
Recreation/ Socialization	666	599	380	833	959	407	443	542
Transportation to Activities	242	171	115	339	215	120	235	363

SERVICE	FY 2024								Missing data
	1	2	3	4	5	6	7	8	
Comprehensive Assessment	2	1		7	1				1
Congregate Meal Weekdays	518	572	281	648	1,016	417	407	549	10
Congregate Meal Weekend	3				2	6	77	51	
Counseling	502	396	200	678	1,040	473	834	877	5
Essential Medical Transportation	104	66	67	174	222	140	305	202	
Food Box	127	35	19	201	93	79	167	118	
Food4Choice	25	70	23	56	72	51	89	52	
Geriatric Day Care	5	4	5	36	18	3	25	15	1
Health Promotion Evidence Based	44	8	2	189	81	65	133	117	
Health Promotion: Non - Evidence Based	532	626	512	895	1,126	492	516	727	12
Heavy House Cleaning			1	3	2	2	3	4	
Home Delivered Meals – Weekdays	203	108	138	451	511	278	735	535	1
Individual Socialization	178	321	98	222	688	266	250	174	1
Nutrition Counseling	163	252	141	74	125	109	223	220	4
Recreation/ Socialization	550	625	425	824	1,116	483	449	482	11
Transportation to Site and Activities	276	175	117	372	563	208	254	307	4

SERVICE	FY 2025 Q1								Missing data
	1	2	3	4	5	6	7	8	
Comprehensive Assessment	4	1		5	4	4	3	1	
Congregate Meal Weekdays	371	439	185	473	765	327	272	350	5
Congregate Meal Weekend	2				1	2	58	31	
Counseling	271	257	127	270	390	172	173	212	3
Essential Medical Transportation	80	46	52	155	168	121	230	163	
Food Box	107	31	15	174	78	70	148	108	
Food4Choice	22	66	22	49	67	49	86	49	
Geriatric Day Care	5	2	1	22	14	4	15	6	1
Health Promotion Evidence Based	31	5	3	115	52	41	65	66	1
Health Promotion: Non - Evidence Based	335	319	322	575	767	268	322	429	11
Heavy House Cleaning	3	1	2	5	2	2	2	2	
Home Delivered Meals – Weekdays	120	64	80	259	311	177	420	354	1
Individual Socialization	114	279	44	174	559	212	97	115	1

Nutrition Counseling	24	67	49	25	6	42	65	52	
Recreation/ Socialization	383	352	254	529	794	328	315	368	8
Transportation to Site and Activities	137	98	70	221	366	113	175	183	5

Attachment Q42 Meal Data

Home Delivered Meals by Ward

Ward	FY22	FY23	FY24	FY25 Q1
1	53,681	53,690	42,445	4,874
2	35,881	34,441	20,927	2,654
3	38,081	39,729	29,289	3,530
4	98,219	112,370	89,755	11,652
5	112,744	121,450	105,867	13,988
6	76,469	69,615	56,186	8,316
7	162,750	193,614	148,033	18,870
8	105,006	129,377	113,678	15,731
Missing data	1,582	274	210	30
Total	684,413	754,560	606,390	79,645

Number of Seniors Enrolled in Home Delivered Meal Program - 1567

Ward	DACL Frail & Weekend	DACL Mom's- Non-Frail
1	7	100
2	3	54
3	7	60
4	16	207
5	21	246
6	10	151
7	23	344
8	11	305
Total	98	1467

To date a total of 1567 clients are currently receiving home delivered meals and another 642 have been placed on a waitlist. In comparison to the number of requests we received, this indicates a significant demand for our services. DACL will need additional budgetary funding to address the waitlist.

Congregate Meals by Ward

Ward	FY22	FY23	FY24	FY25 Q1
1	34687	29132	33,001	7,157
2	36116	37114	47,576	10,929
3	7795	11956	18,080	4,240
4	25731	28654	35,977	8,188
5	56082	62745	75,140	19,405
6	24945	28476	34,288	10,260
7	15499	18316	18,973	4,846
8	22665	33342	32,566	6,067
Total	223520	249735	295,827	71,207

Department of Aging and Community Living Community Dining Sites

Ward	Dining Site
1	Bernice Fonteneau Wellness Center
1	Columbia Heights Village Apts.
1	Harvard Towers
1	Paul Laurence Dunbar Apts.
1	Sarah's Circle
1	Vida Calvert Senior Center
2	Asbury Dwellings
2	Asian Pacific Islander Center
2	Claridge Towers
2	James Apartments
2	Oasis Senior Center
2	St. Mary's Court
3	Iona Wellness & Arts
3	Saint Albans
3	Regency House
3	Behrend- Adas Senior Lunch Program
4	Colony House
4	First Baptist Senior Center

4	Fort Stevens
4	Lamond
4	Genevieve N. Johnson Senior Center
4	Hattie Holmes Senior Wellness Center
4	SOME Karin House
4	Vida Brightwood
5	Delta Towers
5	Edgewood Commons
5	Gettysburg
5	Green Valley
5	Kibar Halal
5	Model Cities Senior Wellness Center
5	North Capitol at Plymouth
5	Petersburg
6	Greenleaf Senior Building
6	Hayes Senior Wellness Center
6	Sibley Plaza
7	PT Johnson Friendship Café
City-wide	Deaf and Hard of Hearing Program
7	Kenilworth Friendship Café
7	Mayfair Friendship Café
7	Washington Senior Wellness Center
City-wide	Weekend Nutrition Program (Saturdays only)
8	SOME Kuehner House Friendship Café
8	Congress Heights Senior Wellness Center
8	Arthur Capper Friendship Café
8	Knox Hill
8	Iona Congress Heights

The attendance numbers for seniors show notable fluctuations over the fiscal years. In FY 22, there were 684,413 attendees, which increased to 745,560 in FY23, indicating a growth in engagement or programming effectiveness likely linked to continued push to engage seniors in-person versus virtually and to remove ineligible seniors from the home delivered meal program to the community setting. However, a sharp decline to 606,390 in

FY24 suggests potential issues such as inaccuracy of data reporting by the lead agencies or inadequate funding to support continuous improvement of programming to keep seniors engaged.

Q44: How does DACL continue to bridge the gap between seniors connected to social media and online activities with those who are disconnected?

DACL uses a variety of communications channels to reach older District residents including in-person and virtual outreach activities, flyers, monthly printed newsletters distributed at sites throughout the city, earned media opportunities in television, radio and newspapers, quarterly radio spots, robocalls, and mass mailings.

DACL continues to promote agency updates through its paid media contracts, including a monthly newsletter in the *Senior Beacon* and the *Washington Informer*, as well as a quarterly radio spot on the SeniorZone. In addition, DACL has worked with media outlets to promote programs and services, including providing interviews for *The Washington Post*, *WUSA9*, *WTOP*, *WHUR*, *WOL1450*, and *Washington Informer*. DACL also posts regular updates on its social media sites, which include Facebook (2,427 followers), X (formerly known as Twitter) (5,551 followers), and Instagram (2,112 followers), and sends a monthly e-newsletter to 10,167 subscribers.

In FY24, the DACL Director as well as the agency's Communications and External Affairs unit regularly joined the senior wellness centers and other senior service providers' monthly town halls to provide agency updates, budget presentations, and an opportunity for the public to provide feedback. Our team also regularly attends various ANC Commission and Civic Association meetings across the District to provide presentations on our services and programs for seniors, caregivers, and adults with disabilities.

Additionally, DACL partnered with the Office of the Chief Technology Officer (OCTO) to hold more than 30 senior technology courses at various senior wellness centers and community dining sites, ranging from Smartphone 101 to Internet Safety, engaging close to 2,000 older adults.

DACL also continues to update the agency website regularly and on an as needed basis to ensure that current forms and information are available in a timely manner.

FY21	Medical Trips	
Ward	# of clients	Trips
1	101	4,597
2	59	2,818
3	61	3,284
4	166	9,261
5	226	10,057
6	150	6,638
7	276	13,652
8	222	11,690

FY22	Connector Card	Medical Trips		Transportation to Activities	
Ward	# of clients	# of clients	Trips	# of clients	Trips
1	195	104	4,526	217	2,882
2	199	61	2,089	141	2,481
3	35	62	3,529	50	394
4	168	172	10,264	275	4,986
5	283	229	9,535	112	1,731
6	241	146	7,937	64	817
7	228	281	14,337	172	5,573
8	194	217	11,806	237	6,107

FY23	Connector Card	Medical Trips		Transportation to Activities	
Ward	# of clients	# of clients	Trips	# of clients	Trips
1	279	100	4,897	242	3,574
2	360	71	2,493	171	3,700
3	72	66	3,305	115	1,119
4	277	179	10,952	339	5,423
5	490	226	9,446	215	4,604
6	342	155	7,075	120	2,255
7	352	303	14,749	235	5,884
8	339	211	10,917	363	6,455

FY24	Connector Card	Medical Trips		Transportation to Activities	
Ward	# of clients	# of clients	Trips	# of clients	Trips
1	304	104	4,473	276	3,423
2	398	66	2,817	175	2,886
3	89	67	2,640	117	1,128
4	310	174	7,709	372	5,871
5	530	222	8,526	563	8,215
6	377	140	5,902	208	2,391
7	392	305	12,692	254	5,878
8	398	202	8,461	307	5,806

FY25	Connector Card	Medical Trips		Transportation to Activities	
Ward	# of clients	# of clients	Trips	# of clients	Trips
1	209	80	1,302	137	750
2	290	46	718	98	560
3	55	52	684	70	275
4	189	155	2,259	221	1,713
5	343	168	2,448	366	2,919
6	243	121	1,736	113	569
7	228	230	3,317	175	1,545
8	237	163	2,462	183	1,315

Medical Trips - Daily ridership/trips

Year of Service Date		Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
FY 2021	Clients	2	882	949	915	933	892	132
	Trips	2	11,304	12,256	12,228	11,442	10,912	3,853
FY 2022	Clients	4	6,008	6,900	6,825	6,273	6,003	1,969
	Trips	4	11,287	13,147	12,832	11,869	11,256	3,628
FY 2023	Clients	1	7,302	7,388	8,234	8,022	7,074	2,217
	Trips	1	11,064	12,425	13,161	12,660	11,070	3,453
FY 2024	Clients	504	6,223	6,421	7,214	6,624	5,783	2,033
	Trips	901	9,140	9,532	11,187	10,393	8,743	3,324
FY 2025	Clients	6	1,578	1,636	1,616	1,328	1,537	360
	Trips	9	2,897	3,091	2,947	2,506	2,791	685

57. Please describe the status of the Senior Ambassador Program and its outreach efforts, thus far.

Senior Ambassador Training Program Overview

In FY24, DACL trained 124 Senior Ambassadors through its Senior Ambassador Training Program, designed for DC residents aged 60 and over, residents aged 18 to 59 with disabilities, and caregivers. This program equips Ambassadors with the knowledge and tools to share information about DACL and its partners, helping to connect seniors and individuals with disabilities to essential services and resources.

Program Structure & Training

The training sessions were offered in English, Spanish, Amharic, French, and Mandarin Chinese, using multilingual training videos, written materials, and live presentations. Each session lasted two hours. Upon completion, Ambassadors received a certificate, an official Ambassador polo, a messenger bag, a lapel pin, and a DACL flyer pack showcasing the department's programs and services.

Ambassador Engagement & Impact

Currently, over 80% of trained Ambassadors are actively involved in outreach efforts across the District. They play a vital role in engaging the community by:

- Participating in major annual events such as the Mayor's Senior Holiday Party, Senior Fest, and the Senior Symposium.
- Serving on mini commissions and collaborating with community partners.
- Tabling at community events and organizing activities at churches and social gatherings.
- Conducting voter registration drives to encourage civic engagement among seniors.

Ambassador Training by Language

Language	Number of Ambassadors Trained
English	30
French	2
Chinese/Mandarin	19
Spanish	28
Amharic	45
Total	124 Ambassadors

The Senior Ambassador Program continues to be a cornerstone of DACL's outreach efforts, empowering seniors and caregivers to become trusted messengers and advocates within their communities.

	FY 2023							
SERVICES BY WARD	1	2	3	4	5	6	7	8
Congregate Meal Weekdays	34	44	186	47	780	251	73	29
Congregate Meal Weekend				1			20	15
Counseling	2	11	19	6	229	83	10	12
Elder Abuse Prevention Initiative	2	2	2	2	5			4
Food Box	6	18	162	1	5	8	1	2
Geriatric Day Care	1	1	3	5	2	1	1	
Health Promotion Evidence Based		2		8	35	2	2	16
Health Promotion: Non - Evidence Based	45	89	290	65	777	241	149	103
Heavy House Cleaning						1	3	
Hungry Harvest Delivery		4	1	3	119	56	62	55
Individual Socialization	32	67	78	52	764	391	119	80
Information, Assistance & Education (Non CGV)	10	30	239	9	11	11	26	25
Nutrition Counseling		13	111	9	118	33	3	4
Nutrition Education								
Nutrition Supplements		6	46	2		1		1
Recreation/ Socialization	49	101	303	59	588	171	42	43
Seniors will be volunteering	1		9	1				
Silver Circles	6	5	4	1	3	5	2	1
Transportation to Activities	4	11	73	12	33	4		1
Volunteer services to seniors	3	3	11	1	1	1		3

	FY 2024							
SERVICES BY WARD	1	2	3	4	5	6	7	8
Case Management				6				
Congregate Meal Weekdays	114	517	233	569	992	406	391	542
Congregate Meal Weekend	3				2	6	77	51
Counseling	26	235	30	307	545	190	391	326
Elder Abuse Prevention Initiative		1	2	3	4	2	1	2
Geriatric Day Care		3	4	7	1	1	2	
Health Promotion Evidence Based					1		18	6
Health Promotion: Non - Evidence Based	60	536	378	254	681	306	200	227
Heavy House Cleaning			1	3	2	2	3	4
Hungry Harvest Delivery		4	1	3	105	54	61	53
Individual Socialization	15	275	73	40	659	258	238	171
Information, Assistance & Education (Non CGV)	9	129	191	33	85	39	218	99
Nutrition Counseling	8	232	133	34	73	95	208	210

Nutrition Education					1	1		
Outreach (Event)		3			4	3		
Recreation/ Socialization	61	554	360	283	718	357	242	261
Silver Circles	5	4	4	2	3	4	2	1
Transportation to Activities	15	137	84	125	376	145	146	179

	FY 2025 Q1							
SERVICES BY WARD	1	2	3	4	5	6	7	8
Congregate Meal Weekdays	369	435	168	471	764	326	272	350
Congregate Meal Weekend	2				1	2	58	31
Counseling	93	184	59	73	194	57	45	37
Elder Abuse Prevention Initiative					1			1
Geriatric Day Care		1	1	6	2	1	1	
Health Promotion Evidence Based							1	1
Health Promotion: Non - Evidence Based	87	254	224	133	463	138	132	106
Hungry Harvest Delivery		1			37	25	47	47
Individual Socialization	16	261	36	79	543	210	94	114
Information, Assistance & Education (Non CGV)	7	29	40	63	63	28	84	48
Nutrition Counseling	24	67	49	25	6	42	65	52
Nutrition Education					1	1		
Outreach (Event)					1	1		
Recreation/ Socialization	157	307	207	158	505	225	169	177
Silver Circles	4	3	4	1	2	3	2	1
Transportation to Activities	53	80	47	61	247	76	92	102

Village**Updated Status of Village**

Georgetown Village	They currently have an office at 1801 35th Street NW, Suite 102 Washington DC 20007. Their hours are 10-6 Monday-Thursday, 10-5-Fridays.
Palisades Village	Their service hours are Monday-Friday from 10AM-4PM
Greater Brookland Intergenerational Village	They currently have an office at 2316 Rhode Island Ave NE, Washington, DC 20018. Their hours are 9AM-5PM Monday-Friday.

Glover Park Village	7 days a week. There is no limit on hours.
East Rock Creek Village	East Rock Creek Village phone is answered by a volunteer leader from 8am to 8pm, every day. Volunteers monitor and respond to phone messages and email on a daily basis.
Cleveland & Woodley Park	They are open 10-4, Monday through Friday

Mt. Pleasant Village	Volunteer services are available 7 days a week and potentially 24 hours a day, as needed.
Northwest Neighbors Village	The office is open 9AM-3PM Monday through Friday but work continues after hours as needed.
Waterfront Village	They currently have an office at 222 M St SW, Washington, DC 20024. Their hours are 8:30AM-4:30PM Monday-Friday.

Kingdom Care Senior Village	They currently have an office at 814 Alabama Avenue SE, Washington, DC 20032. Their hours are 9:30AM-3:30PM Monday-Friday.
Capitol Hill Village	They currently have an office at 1355 E St SE, Washington, DC 20003. Their hours are 10AM-4PM Monday-Friday.
Dupont Circle Village	They currently have an office at 2121 Decatur Place NW, Washington DC 20008. Their hours are 10AM-4PM Monday-Friday.
Foggy Bottom West End Village	They currently have an office at 2430 K Street NW, Washington, DC 20037. Their hours are 10AM-4PM Monday-Friday.

Description of Programs

Case Management Services, Volunteer Services, DME Loaning Closet, Exercise Classes twice a week, monthly Social Hours, monthly Men's Lunches, Monthly Health Care Calls run by Medical Professionals, weekly mah jong lessons and games, monthly book discussions, weekly meditation sessions, monthly movie showings and discussions Professional Speakers on a wide variety of topics-wills, estate planning, patient portals, safe cyber usage, avoiding scams, artificial intelligence, tax policies, DC MOCRS explaining DC services

Palisades Village hosts events and programs such as: wellness activities including community fitness classes, yoga, and health clinics, social gatherings like BBQs, picnics, and holiday parties, community educational programs, talks, and discussions, cultural events and outings like museums and concerts, book clubs, cooking, support groups, and more. Volunteers also provide a variety of services such as: driving members to an appointment, grocery store, or a social event, running errands, doing minor home repairs and maintenance, guiding members to learn new technology like smartphones, tablets, and TVs, visit members to play chess, cards, or a board game.

Community gatherings & social events such as regular potlucks, game nights, intergenerational arts & crafts events, educational workshops & speaker guest speakers, skill-building sessions, and informational workshops, Affinity Groups physical wellness activities, meditation sessions, grief and care taker support, and discussions on managing stress and maintaining mental wellness, transportation assistance, home & yard maintenance, social visits and regular calls to ensure older members remain engaged and supported.

Transportation; social work services; case management; technical assistance; exercise and relaxation sessions; art discussion, appreciation, trips to museums; lunches, dinners, socials; brain health and memory strengthening; programs; learning talks by experts in science, history, race relations, documenting and telling the story of accomplished women and many more; yard work, yard and balcony gardening, potting plants and snow shoveling; friendly visits and calls; inclusion in a familiar community of caring neighbors; opportunities to volunteer and to give presentations and performances; intergenerational events with local schools; subsidized and free food deliveries; emergency preparedness guidance and kits; online videos of programs; LGBTQ+ event.

East Rock Creek Village (ERCV) provides in-person and online health/wellness, educational and social programs for area seniors including 3 weekly walks, fall prevention and brain health exercise classes. They organize monthly Lunch Bunch and Happy Hour social gatherings as well as seasonal parties, picnics and online bingo games, field trips to area museums and do online travel programs, timely presentations on aging well, avoiding scams and navigating Medicare and other health care decisions, support their members to self-organize around areas of interest including our Visual Artists Meet Up and our new Grandparents Support Group (especially for those who recently moved to DC to be closer to adult children and grandkids.) and organize an annual live jazz concert at The Parks at Walter Reed and have had quarterly poetry salons. Their volunteers offer services to members including transportation to health providers, other appointments and events, grocery delivery, pet care, friendly calls and visits as well as help with small household tasks. Trained volunteers offer on-going, one-on-one tech coaching to help members use Zoom, access email, learn to text, and more. They have a MSW Care Manager who assists members in accessing District and federal assistance programs they may qualify for and helps prepare members for hospitalizations and arranging rehabilitation services as needed.

They offer both virtual and in-person social, educational, and wellness programs such as stretching classes, walking groups, line dancing, cultural & social outings, current event & French conversation groups, dial in socials (for homebound), visits & phone calls, monthly free community suppers, summer concert series for the community, monthly speakers program at the library (www.TuesdayTalksDC.com), and special events to commemorate holidays. Through their volunteer program which is facilitated by staff, they provide a range of services to assist older adults to remain living in their neighborhoods, including transportation, grocery shopping and delivery, errands, handyperson services, and tech tutoring. They also provide short-term, time-limited case management services (with an LICSW) to provide immediate support during a crisis or life transition.

Outreach and support to and tenant groups, neighborhood street clean-up, seasonal tree mulching and watering , Sacred Heart and Bancroft Coffees publish annual neighborhood business map, Art All Night Support, Cosmetology Services to Stoddard Baptist Nursing Home residents, 4-6 annual “Meet the Street” Events at local restaurants and other retail businesses, Annual Pride Day Picnic, Holi Festival, annual caroling and other holiday-themed events, Safe Street Support to Bancroft Elementary School, Tech Coaching for members in partnership with Latin American Youth Center, partner with ANC1D. local businesses and MPD District 3 to promote security along our commercial corridor, Glaucoma Screening Clinics, 4 annual Capital Nature Neighborhood Walks and articles in village monthly on topics such as trees, eco-friendly mosquito control, pollinator flowers, and bird migration, walking groups, weekly pickleball, “Literary Village” Book Talk Series featuring Mt. Pleasant authors

Members help to coordinate their programming, ensuring that their programmatic offerings reflect the interests of their community. Much of their programming is open to the wider community, in addition to Village members. Transportation is their most popular need. They use a variety of methods for sharing vital resources with their members and the broader community. To bridge the gap between the Village's scope of volunteer services and formal supportive services in the community, they have a social work case manager who helps their members with immediate response, short-term, time limited crisis management.

Programs include walking groups, meditation groups, regularly scheduled social events, book club, a current event group, arts experiences, and classes to assist in planning for the future. Waterfront Village sends daily bulletins to members six days a week. These bulletins create a sense of belonging and ensure everyone is aware of Village offerings and support that is available from the Village and from other sources. For many Village members who have no local family, we are their family. Volunteers and staff step in to provide services that allow residents to stay in their homes longer; services include information and referral, transportation, technology support, home organization, urgent prescription and grocery delivery.

Floor and chair exercises, yoga, meditation, healthy cooking classes, and education on health-related topics, book club, monthly birthday celebration event, outings (plays, theatre, movies, shopping, arts and cultural events and many others), transportation to village-sponsored events and activities, limited transportation to medical appointments, assistance with local errands, minor home assistance, limited yard care, crisis case management, providing information and referrals, tech assistance, socializing activities, individual check-ins by phone or in-person, accompaniment to medical appointments, cooked meal delivery when returning home from a health care facility and general companionship (weekdays and weekends), a pantry comprised of nonperishable foods, proteins and other food items are made available to members and nonmember residents throughout Ward 8.

Online and in-person social, educational and wellness activities, support groups, including groups on grief, caregiving, managing chronic illness and substance abuse recovery; current events programming such as civic engagement and advocacy opportunities, anti-racism work; and a variety of learning opportunities, rides to medical appointments and other wellness-related needs; in-home support for home maintenance, downsizing, IADLs (shopping, meal prep); technology support, loneliness prevention programs based on member interests, crisis intervention, case management, care navigation, public benefits access, planning for elderhood, navigating transitions, managing family dynamics, financial and other forms of abuse prevention, and community education on these topics.

Weekly yoga, tai chi and meditation. Cultural outings/tours. A six-month series on end-of-life issues.

Case Management, transportation, friendly visits, grocery shopping for seniors, pet care and technical assistance.

**Operating Budget of
Each Village**

Biggest Challenge of Village

<p>\$52,386</p>	<p>Training enough volunteers to meet the many needs of aging members, with only one full time employee and a part time member volunteer coordinator, is difficult to provide for all the needs they see on a regular basis. As an area without a metro and with the Circulator bus service being cut, transportation is a real need for older members of the community, it is extremely difficult for someone with a walker to access a bus. Therefore, they are constantly looking for volunteer drivers to assist our more frail members. In addition, many of their members are facing challenges getting the assistance they need due to their lack of competence with technology. As there is no Senior Center near them, Georgetown Village has been struggling to fill that gap by serving as the de facto community center for the older residents in their community, offering a large amount of programming in their facility that would have been provided by a Senior Center.</p>
<p>\$52,386</p>	<p>There are isolated older adults who would benefit from being a part of village programming but they probably don't know what a village is or how they can benefit from participating. They have restructured fees and eliminated potential financial barriers. They are working to reach them and offer them services. They are lookingto build the capacity to serve a larger membership base.</p>
<p>\$52,386</p>	<p>Financial sustainability & funding gaps, affordable housing & aging-in-place challenges, digital equity & technology access for seniors, underinvestment in community-based aging programs</p>

<p>\$52,386</p>	<p>The biggest challenge that has had the most deleterious effect on Glover Park Village is the lack of availability to reserve space to hold events, meals, flu clinics, training and other gatherings. The Guy Mason Recreation Center is perfect for the village when they are able to use it. It is handicapped accessible, with lots of parking, kitchen facilities, AV equipment, large rooms. It has largely not been available, though it is underutilized. Another big challenge is to maintain our Volunteer Managed model and free services.</p>
<p>\$52,386</p>	<p>The high intensity of needs in the community demands more time, volunteers, and expertise, which can stretch their human and financial resources. Additionally, they often receive service requests from outside our boundaries, as there are no other Villages serving areas south or east of them. ERCV is committed to inclusivity, ensuring that financial constraints do not prevent anyone who otherwise meets membership criteria from accessing their services through low and no-cost membership options.</p>
<p>\$52,386</p>	<p>1. Offering a variety of programs to reach the maximum number of older adults to address social isolation (so that there is something of interest to everyone and on days/times of interest, including nights and weekends.) 2. Educating older adults about their transportation options and encouraging them to use publicly available services so that they can meet demand for those for whom individualized service from our volunteers is needed/most appropriate 3. Securing space (especially space where we can have food and beverages) to hold free community events that engages older adults and lessens loneliness.</p>

\$52,386	<p>Mt. Pleasant is a wholly volunteer-managed Village. Increasing demand is being placed on Village services, overhead, volunteers, partners, cluster leaders and financial resources. They are committed to making membership affordable including waiving fees entirely for some members. They are actively seeking to reach out to older members and non-members in their catchment area who are experiencing loneliness and isolation, all of which places further strain on human and financial resources. They are actively working to diversify their funding sources but in the current climate they are competing against many other worthy nonprofits for scarce resources. Looking ahead, many residents rely on government programs (SNAP, Medicaid) and nonprofits (La Clinica del Pueblo, DC food distribution programs) to meet basic needs. With some of these programs at risk of shrinking or being discontinued, they anticipate greater demands on village resources and are actively strategizing on how best they can try to meet these, given their own resource uncertainties.</p>
\$52,386	<p>Identifying isolated older adults in their catchment area who could benefit from Village participation, while also building the capacity to meet the growing demands of a larger membership. Capacity to meet the transportation needs of a growing number of older adults in their catchment area. Securing adequate and reliable programmatic space that is affordable and accessible (including parking).</p>
\$52,386	<p>With 200 members and less than two full time staff, putting together 15-20 programs each month while providing member care and volunteer coordination is difficult. Outreach efforts sometimes fall short, and this means that some people connect with them when they are in crisis. Capacity issues can be addressed with increased financial resources and there is always concern around funding for a small, local non-profit.</p>

\$52,386	<p>Many use Metro Access but at \$4.50 one way, that's \$9.00/trip, becomes costly to attend multiple village-sponsored events during the month, space for activities and events, funding for staffing to increase their capacity to support members and respond on some level to non-members, difficult to recruit volunteers available during daytime hours when the support is needed.</p>
\$52,386	<p>Supporting people living alone with dementia in the community, recruiting sufficient volunteer drivers to meet the demand for timely, reliable door-to-door transportation; addressing the complex health care and trauma-based needs of "dual eligibles" -- current public services are inadequate, and shortage of direct care workers creates huge problems in accessing appropriate home-based care; securing adequate funding to support increased costs, especially staff costs, and especially with the changes in federal funding.</p>
\$52,386	<p>Ensuring they have the capacity to meet the needs of our growing membership and determining the best way to serve the 40+ members who are over 85 years old.</p>
\$52,386	<p>Membership dropped over the first several months due to deaths and people moving from the area in FY24. However, they worked to bring the numbers back up.</p>

Anticipated Changes and/or Improvements for FY25

They are working hard to increase the number of volunteers they have in 2025 and the number of hours that part time staff can work in order to better meet the member needs. They are also trying to continue to increase the amount of health care related programming and hoping to add a nutritionist or dietician to their health care committee to assist members.

They are building a member services team to address the needs of our most vulnerable members. This team approach should ensure that needs are met holistically. They are also taking steps to become more dementia-friendly to support members, care partners, and the broader community.

1. Invest in and build strong intergenerational programs that connect youth with older adults.
2. Increase volunteer engagement, through expanding partnerships with existing community organizations and businesses.
3. Enhance our volunteer driver network and provide transportation trainings and resources to our neighbors to ensure mobility and access continues as our community ages.
4. Pursue additional funding opportunities addressing senior services and build a financially sustainable Village in Ward 5
5. Increase operational capacity through strategic volunteering and leveraging community partners resources and support

In 2025 they are going to continue to enhance their data collection and reporting as they learn more about the capabilities of their technology, their volunteers, consultants, and the data request of various stakeholders. They are also using their knowledge of their systems to engage more volunteers as they become force multipliers and expand our capabilities, operations and management of village processes.

East Rock Creek serves the Ward 4 neighborhoods of Brightwood, Colonial Village, Manor Park, North Portal Estates, Shepherd Park, Takoma DC and recently added The Parks at Walter Reed. The on-going development of mixed-income housing near the Takoma metro and at The Parks at Walter Reed is bringing a significant influx of people who are potential members and volunteers. Their priorities include expanded outreach to the community, volunteer recruitment, training and leadership development and testing new member-driven programs.

After studying demographics of their neighborhood and holding focus groups aimed at better understanding the needs of older adults, implementing an outreach specifically to certain apartment buildings where those with limited financial means reside is a top priority. At the same time they aim to increase our free programming open to anyone in the community and increase the number of free memberships so that those that need volunteer support services, transportation (which is from their residence into specific offices rather than just door to door, will access them. They are committed to ensuring that anyone that needs access to programming or services will receive it, regardless of an ability to pay. Increasing awareness of their free programming and memberships is therefore an anticipated focus for FY25.

In light of potential USG and DC budget cutbacks, Mt. Pleasant Village is stepping up efforts to identify and support its most vulnerable members/neighbors through the Village Cluster structure, increased outreach to its neighborhood partners (Clinia del Pueblo, Catholic Charities, Bancroft Elementary School, Rosemount early childhood center, several neighborhood churches and ANC1D). They have also launched a multi-pronged effort to identify, assess, increase and publicize 'senior-friendly' housing options for members who want to downsize their residences but stay in the neighborhood.

Support effective implementation of the village's Strategic Plan with a focus on revising working group structure and creating a logic model. Expand on diversity and inclusion work through programming, increased visibility, relationship building, and recruitment, continue their programming and volunteer services. Greater community outreach to local business community.

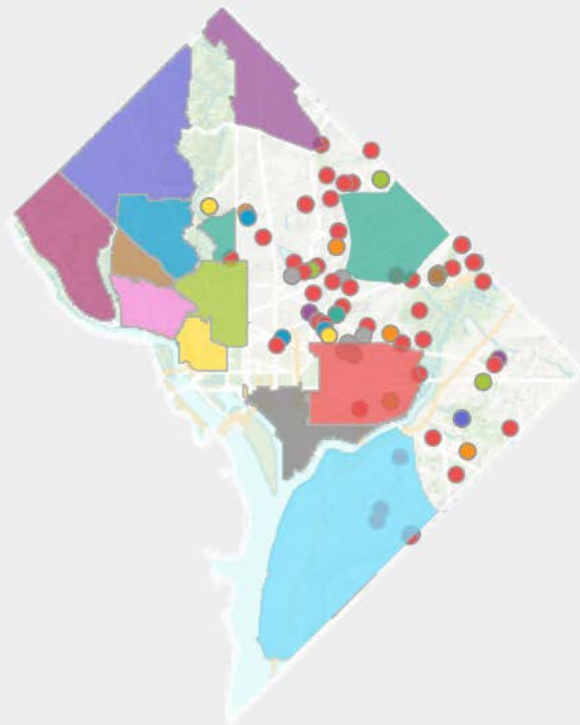
They hope to develop an Outreach Committee to assist with some of these challenges. They are also locating to a new space that will allow them to provide more programs to members. They anticipate that members will be able to lead classes, workshops, or discussion groups, which will facilitate new connections and lead to growth.

Continue to engage members and improve their Wellness Warriors Program, adding a Crocheting/Knitting Group this Spring, adding a Poetry/Storytelling Group this Spring , increasing their capacity to serve more seniors through the food pantry.

Increasing tech support services, especially for lower-income members, institutionalizing anti-racism work so that it doesn't depend on individual staff or board members, improving volunteer and member recruitment and on-boarding practices to help everyone maximize the benefit of their association with CHV, piloting an elderhood planning program to help individuals identify the values and goals that will help them navigate the choices throughout elderhood.

An enhanced data management system. Hiring additional staff to support robust Health & Wellness initiatives.

Foggy Bottom West End Village began working on a logic model, under the leadership of Sharp Insight, a consulting firm focused on evaluation for nonprofits, held two Community Conversations, versions of focus groups which gathered small groups of older adults living our footprint who were not members. The purpose of the meetings was to learn what awareness of the Village they had and what "engagement" in their community looked like to them.



Q82

What has the agency done in FY24 and Q1 of FY25 to make agency activities more transparent to the public? Please also identify ways in which the activities and information of the agency could be made more transparent.

Our goal at DACL is to make sure that seniors across the District have access and knowledge about our programming. During FY24 until this present moment, we have used platforms like SplashThat to advertise and allow seniors to register for our events. We have also posted on our website and social platforms, such as X (formerly known as Twitter), Instagram, and Facebook to remain connected with seniors. Our outreach team and senior ambassadors are also our boots on the ground to reach seniors where they are each day. This team engages with seniors in the community and shares information about DACL programming and events. They also connect with DACL's Senior Service Network to share events that we have them and share their events as well. Finally, we utilize other local organizations and sister agencies as partners to market our events as well. We've done this with activities like Senior Fest with DPR, or Cupid's Kids with the DC Public Library.

Town Halls. In FY24, Mayor Bowser hosted her annual Budget TeleTownhall with seniors across the city to hear directly from them about their issues and priorities before the presentation of her proposed fiscal year's budget. In FY24, the DACL Director attended in-person town halls at senior wellness centers and Mayor Bowser's various Budget Engagement Forums with seniors to discuss the mayor's proposed FY24 budget and how it affects District seniors. Additionally, the DACL Director regularly joined other senior service providers' monthly town halls to provide agency updates, budget presentations, and an opportunity for the public to provide feedback.

Reporting. DACL reports on its operations on a regular basis. DACL submits bi-annual reports to the Council; provides an annual Agency Performance Plan and Accountability Report to the Council with the DACL's key performance indicators (KPIs); the Aging and Disability Resource Center (ADRC) develops bi-weekly and quarterly reports for DHCF to measure the successes of the Elderly and People with Physical Disabilities (EPD) Waiver and the Adult Day Health Programs (ADHP).

Commission on Aging (COA) and Senior Service Network Grantees (SSN). DACL meets regularly with the Commission on Aging (currently monthly) and grantee network on a regular basis (currently biweekly) to provide agency updates, trainings, answer questions, and receive ideas for how DACL can improve. In addition, new information or changes to programs, operations, and events are circulated to the network to be passed on to their participants. These meetings also provide the agencies a collaborative opportunity to share best practices and ideas.

DACL constantly updates its policies and procedures based on community and provider feedback to create a more effective system.

DACL Website, DACL Mobile App, and Splash site. DACL continues to update the agency website regularly and on an as needed basis to ensure that current forms and information are available in a timely manner. The agency continues to use an online virtual events hub, which houses a variety of agency and Senior Service Network virtual events. The DACL App is also used to make senior services and programming more accessible. This app houses information on our senior wellness centers, events, programming, how to contact us, and more.

Community outreach and Ambassadors. (Virtual, Hybrid, and in-Person). DACL continues to conduct a variety of outreach activities in all eight wards to provide information and connections to the agency and community. This includes virtual outreach activities with our grantee Wild Tech, ensuring seniors who are homebound also receive information about programs and services available to older residents across the District. DACL ambassadors have also been trained to share and inform seniors all over the District about opportunities that DACL has to offer but is also able to speak with seniors every day to see what they need so DACL can best support the wellbeing of all seniors in D.C. Our outreach staff also ensures to meet seniors wherever they are, not only informing them of DACL services, but also any services that can help them age boldly and safely in place.

Media channels. DACL continues to promote agency updates through its paid media contracts, including a monthly newsletter in the *Senior Beacon* and the *Washington Informer*, as well as a quarterly radio spot on the SeniorZone. In addition, DACL has worked with media outlets to promote programs and services, including providing interviews for *The Washington Post*, *WUSA9*, *WTOP*, *WHUR*, *WOL1450*, and *Washington Informer*. DACL also posts regular updates on its social media sites, which include Facebook (2,427 followers), X (formerly known as Twitter) (5,551 followers), and Instagram (2,112 followers), and sends a monthly e-newsletter to 10,167 subscribers.

Q83

Please describe how the agency solicits feedback from all residents in FY24 and FY25.

- a. What has the agency learned from this feedback?
- a. How has the agency changed its practices as a result of this feedback?

DACL continuously seeks opportunities to engage with seniors, and the community, and solicits feedback through:

- **Annual Surveys:** Providers in DACL’s Senior Service Network assess customer satisfaction on an annual basis via survey evaluations, which are included in their annual reports to DACL.
- **Senior Wellness Centers:** Senior Wellness Centers are required to hold open budget meetings to solicit feedback on program offerings from participants of the wellness center and make changes based on the feedback. This is required by all senior wellness center grantees before budgets are given final approval by DACL. SWCs also hold regular town halls for updates and feedback.
- **Town Halls:** The DACL Director regularly conducts and attends town halls at senior wellness centers and other community centers on a regular basis to provide agency updates, budget presentations, and an opportunity for the public to provide feedback.
- **Community Outreach:** The agency wide community outreach initiative provides an opportunity for staff at all levels to spend more time engaging directly with older residents in the community and hear feedback from more residents in more neighborhoods. In FY24, the agency organized and participated in more than 255 outreach events, virtual, hybrid, and in-person, reaching more than 67,748 residents.
- **Site visits:** DACL program analysts regularly conduct site visits to DACL-funded programs and in FY24, the Senior Leadership Team conducted drop-in visits to all community dining sites upon opening to observe participants and address any concerns or questions.
- **Phone/Email:** The Information & Referral/Assistance phone number, “Ask the Director” email, and “Ask ADRC” email are widely circulated in print and online media, the agency website and social media accounts, and provided at all in-person outreach events.
- **Social Media:** DACL’s social media accounts are regularly monitored for comments and tags.

Through these feedback processes, DACL has identified several recurring themes from the community this past year:

- Nutrition equity is a pressing challenge for District seniors.
- There is still a greater urgency in bridging the digital divide, particularly for seniors who are homebound.
- Transportation is seniors’ connection to food, medical care, and community and without sufficient, safe transportation, they face significant barriers to aging in place.

As a result of the feedback, DACL has done the following:

- **Nutrition Equity** - While there are many food programs throughout the District, DACL has found that nutrition equity is a pressing challenge for District seniors. Nutrition equity alludes to not only the access of enough food, but access to healthy and culturally appropriate food as well as the resources to prepare food. DACL is heavily invested in addressing this issue.
- **Transportation:** In FY24, Mayor Bowser continued to expand the Connector Card program, a program that provides seniors with a transportation subsidy based on a sliding scale. The card can be used for any local ground transportation, including cabs, Uber and Lyft. This allows seniors to get on-demand transportation to wherever they need to go. DACL also continues to invest in Senior MedExpress which provides free rides to medical appointments for seniors with medical conditions. DACL continues to improve the efficiency of these programs in order to serve more residents.
- **Bridging the Digital Divide:** DACL is focused on ensuring older residents can stay connected to social activities, healthcare appointments, and programs and services. In FY24, DACL continued our senior technology program, providing 400 more iPads to low-income seniors to combat social isolation, promote connectedness to family and community, improve health through telehealth services and nutrition education, and enhance or develop digital literacy.

DACL Outreach Events FY 25 YTD, FY24, FY23, and FY22

Event Date	Event Name
FY25 YTD	
2/11/2025	DACL at Ward 7 Mini Commission Monthly Meeting
2/10/2025	DACL at Ward 8 Mini Commission Meeting
2/7/2025	DACL at Martha's Table for Seniors Information Distribution
2/5/2025	Queen Janet Appearance
2/4/2025	DACL at Kenilworth Senior Living 1650 Kenilworth Ave NE
2/4/2025	Iona Chinese New Year Celebration
2/2/2025	Lunar Chinese New Year Parade
2/1/2025	National Girls and Women in Sports Day Expo
1/31/2025	DACL Senior Check in & Chat at Washington SWC
1/31/2025	DACL at Triangle View Apartments for Senior Chat and Connect
1/27/2025	Ounce Health is Wealthy Resource fair
1/24/2025	Center Union Mission
1/24/2025	Greenleaf Senior Apartment
1/24/2025	Capital Hill Towers
1/22/2025	Estefani at Paul Laurence Dunbar Apartments
1/18/2025	MLK Parade
1/17/2025	DACL at Congress Heights SWC for Senior Chat
1/17/2025	DACL at READY Center for Senior Chat
1/17/2025	DACL at DC Ready Center for Senior Chat and Resource Share
1/17/2025	Martin Luther King Parade
1/16/2025	DACL Community Dinning Site
1/16/2025	DACL Community Dinning Site
1/15/2025	DACL at Congress Heights Senior Assembly Meeting
1/15/2025	DACL Community Dinning Site
1/15/2025	DACL Community Dinning Site
1/15/2025	DACL at Congress Heights SWC for Senior Advisory Board Meeting
1/14/2025	DACL at Ward 7 Mini Commission Meeting
1/13/2025	DACL at Ward 8 Mini Commission Meeting
1/10/2025	DACL Senior Flyer Drop and Chat
1/4/2025	MPD Three Kings
1/3/2025	DACL at Washington SWC for Senior Chat and Check in
1/3/2025	DACL at Congress Heights SWC for Senior Chat and Check in
1/3/2025	DACL at DC Ready Center for Senior Chat and Check in
12/31/2024	DACL at Washington SWC for Senior Chat
12/31/2024	DACL at Congress Heights SWC for Senior Chat
12/27/2024	DACL at Washington SWC for Kwanzaa Celebration
12/24/2024	DACL Holiday Senior Check in and Chat
12/24/2024	DACL Holiday Senior Check in and Chat

12/24/2024	DACL Holiday Senior Check in and Chat
12/24/2024	DACL Holiday Senior Check in and Chat
12/24/2024	DACL Holiday Senior Check in and Chat
12/24/2024	DACL Holiday Senior Check in and Chat
12/24/2024	DACL Holiday Senior Check in and Chat
12/23/2024	Joy Evans Ribbon Cutting
12/23/2024	Joy Evans Therapeutic Recreation Center Ribbon Cutting
12/20/2024	DACL at CHSWC for Senior Chat and Resource Drop
12/20/2024	VIDA Senior Center Holiday Celebration
12/18/2024	Brain Games iPad drop off at Claridge Towers
12/17/2024	Meet and Greet/Popup At Asbury Dwellings
12/16/2024	James Apartments - Iona Dinning Site
12/13/2024	DACL Senior Chat and Information Drop
12/13/2024	DACL at Congress Heights SWC
12/13/2024	DACL at DC Ready Center
12/12/2024	Ward 4 Mini-Commission
12/10/2024	DACL Senior Chat and Information Drop
12/9/2024	DACL Senior Chat & Info Drop off
12/9/2024	DACL Senior Chat and Information Drop off
12/9/2024	DACL Senior Chat and Information Drop off
12/9/2024	DACL Senior Chat and Information Drop off
12/9/2024	DACL Senior Chat and Information Drop off
12/6/2024	DACL at Washington Senior Wellness Center for Senior Chat & Sip
12/6/2024	DACL at Congress Heights Senior Wellness Center Senior Chat & Coffee
12/6/2024	DACL at DC Ready Center for Senior Resource and Information
12/6/2024	Residential Displacement SOP Overview at HSEMA
12/4/2024	DACL at Howard University College of Dentistry Senior Citizen Christmas Party
12/4/2024	HSEMA
12/3/2024	DACL with Legal Counsel for the Elderly at WSWC
12/3/2024	DACL at Office of Returning Citizens
12/3/2024	DACL at Far SE Family Strengthening Collaboration
12/3/2024	DACL at Preventive Measures DC
12/3/2024	DACL at Martha's Table Senior Chat
12/2/2024	DACL at Washington SWC for Check in & Chat
12/2/2024	DACL at Congress Heights SWC for Check in & Chat
12/2/2024	DACL at DC Ready Center Check in & Chat with Returning Seniors
11/27/2024	Feast of Sharing - Safeway 25th Anniversary Presented by Events DC
11/27/2024	Oasis Senior Center
11/26/2024	DACL at CHSWC for Information and Fall Prevention Session
11/25/2024	DACL with Ward 8 Annual Turkey Giveaway
11/22/2024	DACL at READY Center
11/21/2024	DACL at Asbury Scissors and Shovels Ribbon Cutting

11/21/2024	DACL at READY Center
11/20/2024	UDC Institute of Gerontology Senior Companions Program Meeting
11/20/2024	Meet and Greet
11/20/2024	Meet and Greet
11/19/2024	DACL at DCHA Thanksgiving Day Luncheon
11/19/2024	Meet and Greet
11/18/2024	Meet and Greet
11/18/2024	Meet and Greet
11/16/2024	John Wesley AME Zion Health Expo-Fall 2024
11/16/2024	Centenarian Salute
11/15/2024	DACL Senior Chat at Washington Senior Wellness Center
11/15/2024	DACL Senior Chat at Roundtree Senior Residence
11/15/2024	DACL Senior Chat at Varney Place Senior Residence
11/15/2024	DACL Senior Chat at Robert Walker House
11/14/2024	Ward 4 Mini Commission on Aging Meeting
11/14/2024	CEO, East River Family Strengthening Collaborative
11/14/2024	Supreme Court of the United States
11/13/2024	DACL at READY Center for Information and Chat with Returning Seniors
11/13/2024	DCAL at AARP Meeting for Information Sharing and Senior Chat
11/12/2024	DACL at Ward 7 Mini Commission
11/12/2024	DACL at CHSW Senior Chat
11/12/2024	DACL Senior Check in at WSWC
11/8/2024	DACL at WSWC for Senior Chat
11/8/2024	DACL at Martha's Table Bookstore & Fresh Food Distribution
11/7/2024	DACL at ERFSC Senior Prom
11/7/2024	SMOE New Property
11/6/2024	DACL at Washington SWC for Senior Assembly
11/6/2024	Hattie Holmes Town Hall Meeting
11/6/2024	model cities townhall
11/6/2024	model cities
10/31/2024	Holy Temple Church of Christ
10/30/2024	National Night Out
10/30/2024	DACL at Congress Senior Wellness Center for Senior Chat
10/30/2024	DACL at READY Center
10/30/2024	DACL at ACC Monthly Meeting
10/30/2024	DACL at SOME for Resource Drop
10/30/2024	DACL at Kuehner House for Resource Drop
10/30/2024	DACL at Office of Returning Citizens
10/29/2024	DACL at St. Paul Wayne Place Senior Residence
10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day

10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
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10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
10/28/2024	DACL Senior Stop & Chat Resource Drop Off Day
10/23/2024	DACL at Ward Memorial Church for Health and Resource Event
10/23/2024	Memorial Baptist Church
10/22/2024	DACL at City Care Health Services
10/22/2024	DACL at Samaritan Miniteries SE
10/22/2024	DACL at Community of Hope
10/22/2024	DACL at READY Center for Returning Citizens
10/22/2024	DACL at Congress Heights SWC
10/22/2024	DACL at Marthas Table
10/21/2024	DACL at Washington Senior Wellness Center for Vaccination and Medicaire Enrollment
10/21/2024	DACL at MPD 7th District
10/21/2024	DACL at Knox Hill Senior Residence
10/21/2024	DACL at Whitman Walker Clinic
10/21/2024	DACL at Congress Heights Senior Wellness Senior Chat
10/21/2024	DACL at Office of Returning Citizen
10/18/2024	Vida Hispanic Heritage Celebration
10/17/2024	Retired Educators Resource Fair
10/16/2024	DACL at United Way Community Resource Event
10/16/2024	DACL at Preventive Measures
10/16/2024	Hedin House Apartment Day of service
10/15/2024	Asdury Dwelling Senior Apartments
10/15/2024	Allen House for Prevention Vacs Clinic event
10/12/2024	Fire Prevention
10/11/2024	DACL at Safeway And East River Vaccination Clinic
10/10/2024	DACL at Ward 4 Mini commission
10/9/2024	DACL at UPO Peter Green for Resource and Information Drop
10/9/2024	DACL at AARP Meeting Bellevue/Anacostia
10/8/2024	DACL at CHSWC for Fall Wellness and Prevention Event Vaccination Clinic
10/5/2024	Benning Terrace Community Day Evant with DCHA
10/4/2024	DACL at Wingate for Resource and Information Drop
10/4/2024	DACL at CHSWC "Dont be a Bully, Be a Bestie"
10/2/2024	DACL at Congress Heights SWC for Year of Reflections
10/2/2024	DACL Mini Presentation at Congress Height Training and Community Dev
10/2/2024	1433 Columbia Rd community Meeting
10/2/2024	Annual Energy Efficiency Day Event
10/1/2024	DACL at Washington SWC for Meeting with Seniors

10/1/2024	DACL at Office of African Affairs Nigerian Day
10/1/2024	DACL at CM Trayon White Office for Information Sharing and Flyer Drop
10/1/2024	DACL at Senior Assembly Meeting at Congress Heights SWC
FY24	
9/30/2024	DACL at St. Paul at Wayne Place for Education and Resources
9/30/2024	DACL at Congress Heights Senior Wellness Center for Book and DACL Resources
9/30/2024	DACL at READY Center
9/29/2024	Fiesta DC Parade
9/27/2024	DACL at Ready Center for Information and Resource Popup
9/26/2024	Central Union Mission for a day of service
9/26/2024	DACL at Capital Gateway Tenant Association Meeting
9/25/2024	7th Annual Brain Games
9/25/2024	11th Annual DACL & Partners in Collaboration with the Southwest Waterfront AARP Chapter Resource & Health Fair
9/25/2024	DACL Brain Games
9/24/2024	DACL at Martha's Table for Resource and Information Popup
9/24/2024	DACL at AARP Meeting
9/21/2024	Conferencia Latina para personas con Discapacidades
9/21/2024	H Street Festival
9/21/2024	DACL at H Street Festival
9/19/2024	Falls prevention Awareness Day all 8 ward
9/19/2024	Falls Prevention
9/19/2024	DACL at Capital Gateway Senior Living
9/19/2024	DACL Fall Prevention Day with Trinity College
9/19/2024	falls Prevention Awareness Day All 8 Ward
9/18/2024	The Senior Companion In-Service Meeting
9/18/2024	DACL & Mayors 38th Annual Centenarian Salute & Resource Fair
9/17/2024	DACL Ward 8 Drive By Resource Take Out
9/17/2024	DACL Ward 8 Drive By Resource Take Out
9/17/2024	DACL Ward 8 Drive By Resource Take Out
9/16/2024	DACL at Triangle View Tenant Association Meeting
9/14/2024	DCPS Back to School Block Party
9/13/2024	DACL Ward 8 Community Day
9/13/2024	DACL Ward 8 Community Outreach Day
9/13/2024	DACL Community Outreach Ward 8 Day
9/13/2024	DACL at Joseph P King Senior Residence Information Session
9/13/2024	DACL at Milestone Senior Residence Information Session
9/13/2024	DACL at Triangle View Senior Residence
9/13/2024	DACL PopUp at Washington Senior Wellness Center
9/12/2024	the 8th Annual Community Resource Fair
9/11/2024	DACL at Anacostia/Bellevue AARP Meeting
9/11/2024	DACL at Martha's Table for Resource and Information Sharing
9/11/2024	DACL at READY Center for Resource and Information
9/10/2024	DACL at Ward 7 Mini Commission

9/5/2024	in the ward 4 with DC Council
9/5/2024	in the ward 4 Council Member
8/29/2024	Join Councilmember Lewis-George Office outdoor tabling
8/28/2024	Townhall
8/28/2024	Joseph W king
8/26/2024	First Street Initiative - Addressing Senior Complaints: Rat Patrol
8/24/2024	Zion hill Baptist Church Annual School Supply Distribution
8/22/2024	ward 4 council member
8/21/2024	Seniors Luau Community Event
8/17/2024	Chuck Brown Day
8/16/2024	Model City
8/16/2024	ward 5 Senior Apartment/dining site
8/16/2024	ward 4 Senior Wellness Center
8/15/2024	First Baptist Senior Center pre Labor Day Celebration
8/14/2024	DACL at Denny's for Senior Gathering
8/13/2024	DACL Popup at Martha's Table
8/13/2024	DACL At CHSWC for Senior Chat
8/12/2024	DACL at Mini Commission
8/12/2024	DACL at CHSWC for DOB Popup
8/12/2024	DACL at DPR Senior Drip
8/9/2024	DACL at Marthas Table for Resource Sharing
8/8/2024	National Night Out
8/7/2024	DACL at Kuehner House for Seniors Safe at Home Paint & Sip
8/6/2024	National Night Out
8/6/2024	National Night Out (NNO)
8/6/2024	National Night Out
8/6/2024	National Night Out
8/6/2024	DACL at Milestone Senior Residence
8/6/2024	DACL at 2024 National Night Out
8/5/2024	DACL at DC Ready Center Quarterly Partners Meeting
8/5/2024	DACL at Joseph King Senior Building
7/31/2024	DACL at Resources on the Block
7/27/2024	Returning Citizen Cookout Save the day
7/26/2024	Bloomigdale's Walk with Neighbors
7/26/2024	DACL at Washington SWC for Brain Games Info
7/26/2024	DACL at Washington Senior Wellness Center Meet Up
7/25/2024	Resources to the block 2024
7/24/2024	Resources to the block 2024
7/24/2024	DACL at Martha's Table
7/24/2024	DACL at Resources for the Block
7/18/2024	Resources to the Block 2024
7/17/2024	Resources to the block 2024
7/17/2024	DACL Presentation for GW Outpatient Rehabilitation Department, 2131 K Street, NW 6th Floor

7/15/2024	DACL at Safe Commercial Corridor Popup
7/15/2024	DACL at Livingston Place Senior Living
7/11/2024	Resources to the block 2024
7/11/2024	Meet and Greet Ward 1 Lead Agency
7/11/2024	Resources to the block 2024
7/10/2024	DACL at KNOX Hill Senior Building
7/10/2024	DACL Pop Up At St. Paul at Wayne Place Senior Residence
7/10/2024	DACL at AARP Meeting
7/9/2024	DACL shares a PowerPoint Presentation with VA Hospital
7/9/2024	DACL at Ward 7 Mini Commission Meeting
7/9/2024	DACL at Wayne Place Senior Living for Popup
7/4/2024	Palisades Parade
7/4/2024	Barracks Row Capitol Hill 4 of July parade
4/2/2024	DCHA Keys to Success
4/5/2024	DACL at Livingston Place Senior Living for The Vote is Right
4/5/2024	DACL at READY Center for Information Popup
3/18/2024	DACL & Partners in Conversation with the Residents of Golden Rule
3/27/2024	DACL in Conversation with the Shepherd Park AARP Chapter
4/3/2024	DACL Alice Thompson Provides a PowerPoint Presentation
4/4/2024	DACL in Conversation with the Membership of JSSA Senior Program at the Adas Israel Synagogue
4/8/2024	DACL host the Vote is Right at Congress Heights SWC
4/8/2024	DACL at Martha's table for Senior Healthy Eating and Resources
4/9/2024	DACL at Ward 7 Mini Commission Meeting Ridge Recreation
4/10/2024	Washington Teacher's Union Retirees Chapter Business Meeting & Resource Fair
4/10/2024	2nd Annual Legacy Wealth Forum DISB
4/11/2024	Ward 4 Many Commissions Meeting
4/10/2024	DACL at AARP Congress Heights Senior Wellness Center
4/10/2024	Washington Teacher Union Retirees Chapter Business
4/14/2024	Emancipation Day Parade
4/15/2024	DCHA Health resource Fair Event
4/19/2024	Health and Wellness Popup
4/17/2024	DACL & Partners in Collaboration with Hubbard House
4/19/2024	UPO's Grandparents In-Service: A Conversation with Legal Counsel for the Elderly
4/22/2024	Mayor Muriel Bowser Oversight Budget Hearing
4/23/2024	Brentwood Recreation Center Senior Members Open House, 2311 14th Street, NE
5/1/2024	Nineteenth Street Baptist Church's Salute to Older Americans Month: The Theme for 2024 is Powered by Connections
5/3/2024	DACL POP up at Preventive Measures
5/3/2024	DACP Popup at DHS Social Services
5/3/2024	DACL Popup at READY Center
5/3/2024	DACL Popup at Marthas Table

5/6/2024	DACL at DHS for Information Popup
5/6/2024	DACL Popup at Congress Heights Senior Wellness Center
5/7/2024	DACL at ERFSC for Older Americans Month
5/8/2024	DACL at DPR Pre Games to Senior Fest
5/15/2024	Connecting Communities with ERFSC for Older Americans Month with DACL
5/15/2024	DACL at DPR for Pre Games to Senior Fest
5/10/2024	Bernice Fonteneau Senior Wellness
5/8/2024	DACL Lead Agency With ERFSC Health and Information Resources fair
5/1/2024	Riggs Laslle Recreation
4/30/2024	Save the day
3/1/2024	DACL at MOWPI for Womens History Month
3/5/2024	DACL The Vote is Right at Ft Stanton Rec for Seniors
3/6/2024	DACL at Emery DPR for The Vote is Right for Seniors
3/13/2024	DACL The Vote is Right for Seniors with DC BOE
4/3/2024	DACL The Vote is Right at Model Cities SWC
4/5/2024	DACL The Vote is Right for Seniors at Livingston Place Senior Living
4/8/2024	DACL The Vote is Right at Washington SWC
4/18/2024	DACL The Vote is Right at MHCDO
4/22/2024	DACL The Vote is Right for Seniors at Wah Luck House
5/22/2024	DACL at DPR for Pre Games to Senior Fest
5/24/2024	Dacl at Seabury OAM Event
5/24/2024	DACL at DPR Anacostia Pool for 2024 Jump In
5/28/2024	DACL at Martha's Table for AARP Meeting
6/10/2024	DACL at the Ward 8 Mini Commission
5/8/2024	DACL Lead Agency With ERFSC & Partners Community Health and Resources Fair
5/10/2024	Bernice Fonteneau Senior Wellness Center
5/21/2024	Silver Signers Celebration
5/22/2024	DACL & partners older Americans Resource Fair for Model Cities
5/22/2024	Build People, Not Prisons
5/24/2024	Seabury's Older Americans Month Celebration at North Michigan Park
6/24/2024	Jump in DC
5/27/2024	Ward 2&3 Senior Wellness Center
6/24/2024	DACL at Roundtree Senior Residence for Information Popup
6/24/2024	DACL at The Riundtree Senior Residence
6/26/2024	DACL at Kuehner House
6/28/2024	DACL at CHSWC for Information and Resource Popup
6/28/2024	DACL at the READY Center for Information and Resource Popup
6/28/2024	DACL at Martha's Table for Information and Resource Popup
6/1/2024	Glover Park Day
6/3/2024	A conversation with the membership of the Trinidad Recreation Center

6/9/2024	Gay Pride Festival
6/12/2024	A Day of Service - June Resource Fair @ Phyllis Wheatley YWCA
3/16/2024	DPR and DACL Seniors Get up and Move
3/15/2024	DACL and DPR Health and Wellness Fair
3/14/2024	Ward 4 Mini Commission Meeting
3/13/2024	AARP, Anacostia/Bellevue and Congress Heights Chapter
3/13/2024	The Vote is Right at Washington Senior Wellness Center
3/12/2024	DACL Provides Partners to share Resources and Services to the Wild Tech Senior iPad Members
3/12/2024	DACL at Ward 7 Mini Commission Meeting
3/8/2024	DACL & Partners in Conversation with the UPO Foster Grandparents In-Service
3/7/2024	DACL with MPD for Scam Prevention
3/7/2024	DACL with MPD for Scam Prevention
3/6/2024	A Day of Service : DACL & Partners Shares Resources and Services to the Residents of the Central Union Mission
3/6/2024	The Vote is Right Voting Registration and Demo
3/5/2024	The Vote is Right Voting Registration and Equipment Demo
3/4/2024	DACP Shares a PowerPoint Presentation at the Hattie Holmes Town Hall Meeting
3/1/2024	Members of the Lamond Recreation Center / Complaints/ Concerns on the new Ward 4 Lead Agency
3/1/2024	DACL at DC DOC Ready Center
2/28/2024	Mayor Muriel Bowser's Budget Town Hall Meeting
2/28/2024	Mayor Muriel Bowser's Budget Town Hall Meeting
2/28/2024	Mayor Muriel Bowser's Budget Town Hall Meeting
2/28/2024	Mayor Muriel Bowser Budget Town Hall Meeting
2/26/2024	DACL Shares Resources and Services to the Members of Trinidad Senior Program
2/24/2024	Mayor Muriel Bowser Budget Engagement Forum
2/22/2024	DACL Partner DISB provides a PowerPoint Presentation of Scams, Reverse Mortgages, Savings
2/21/2024	DACL Partner IRS Liaison Amika share Information on Scams
2/20/2024	DACL Partner IRS Shares Information on Scams,
2/16/2024	Asian / Pacific Islander lunar New Year
2/16/2024	Asian / Pacific Island Lunar New Year / Year of the Dragon
2/15/2024	DACL Partner, Prevention of Blindness Provides Glaucoma Screening and a free eye glass clinic
2/15/2024	DACL Partner Pepco Shares Resources with the Hayes SWC
2/15/2024	DACL Partner DISB Shares Resources with the Hayes SWC
2/15/2024	American University Shares Resources on Heart Health with the Gethsemane Lunch With Us Program
2/15/2024	DISB Provided a Presentation to the membership of the Hayes SWC
2/15/2024	DACL Partner Pepco Share a PowerPoint on how Pepco can help customers save money
2/15/2024	DACL Partner: POB provides glucose screening and a reading glass clinic to the membership of Hayes SWC
2/15/2024	DACL Partner American Univ. Share Information on Heart Health

2/14/2024	DACL Red, White and You
2/14/2024	DACL's Red, White and You
2/13/2024	East River FSC Senior Valentine Day Party
2/12/2024	DACL Provided a Community Outreach PowerPoint Presentation on DACL's Resources
2/12/2024	ANC 4B Crime Prevention
2/12/2024	DACL at Bald Eagle for Ward 8 Senior Valentine Celebration
2/9/2024	UPO's Grandparents In-Service: A Conversation with DACL's Alice Thompson
2/8/2024	Ward 4 Mini Commission
2/7/2024	DACL's Alice Thompson in Conversation with the Benning Ridge Civic Association
2/7/2024	DACL Resource and Information Popup at The Gospel
2/7/2024	Ward 8 Resource Fair at Tempe of Praise
2/7/2024	DACL at Congress Heights SWC for Resource and Information Sharing
2/7/2024	DACL at Matthews Memorial Church for the Gospel Popup
2/3/2024	DCBHCC Black History Celebration Committee
1/31/2024	DACL at Congress heights Senior Wellness Center Popup
1/31/2024	DACL at DC Ready Center for Resources and Information Sharing
1/23/2024	DACL Partner Shares Resources with the Membership of the Wild Tech Senior iPad Program
1/23/2024	DACL & Partners Provides Resources & Services to St. Mary's Court
1/20/2024	Dance Place - Understanding Dementia through Dance
1/18/2024	Meet and Greet Resident Service Mgr. for Fairfield Plaza West
1/17/2024	DACL Partner Pepco Shares Information to the membership of the Senior Companion Program
1/17/2024	DACL in Conversation with the Residents of Seabury@ Friendship
1/11/2024	Ward 4 Mini Commissioner Meeting
1/9/2024	DACL Partner DDOT in Conversation with the Membership of Wild Tech Senior iPad Program
1/8/2024	DACL Parter, IRS Shares Information on SCAMS with the Membership of the Congress Heights SWC
12/14/2023	Internal Revenue Services Outreach & Education of Tax Scams
12/13/2023	Mayor Muriel Bowser's 25th Senior Holiday Celebration
12/8/2023	DACL at Congress Heights SWC Holiday Party
12/8/2023	DACL at READY Center for Resource and Information Sharing
12/6/2023	Howard University College of Dentistry Holiday Party
12/6/2023	Healthy for the Holidays at Allen House for Milestone Senior Residence
12/4/2023	IRS Shares Resources and Services on Scams
12/1/2023	DACL at READY Center Resource and Information Distribution
11/26/2023	DACL & Partners in Conversation with the Membership of Around Town with Iona
11/23/2023	Safeway Feast of Sharing
11/22/2023	Safeway Feast of Sharing
11/21/2023	Pre~Thanksgiving Celebration with DCHA
11/20/2023	Ward 5 Democrats November Meeting, General Body Meet & Greet
11/20/2023	DACL & Partners Shares Resources & Services: Plus Health Screening to the Residents of the Gettysburg

11/13/2023	DACL and Partners in Collaboration with the DC Housing Authority
11/9/2023	DACL & Partners in Collaboration with the DC Housing Authority
11/8/2023	DACL & Partners in Collaboration with Capitol Hill Village Shares Information to the Residents of Capitol Hill Towers
11/6/2023	DACL & Partners in Collaboration with the DC Housing Authority
11/1/2023	Alice Thompson in Conversation with the Membership of North Michigan Park Civic Association
10/24/2023	DACL at DC Ready Center Tour and Networking Session
10/24/2023	DACL Popup at Congress heights Senior Wellness Center
10/18/2023	Resource Fair at The Residences at Thomas Circle
10/16/2023	DACL's Alice Thompson Shares a PP Presentation to the Membership of the Wild Tech Senior iPad Program
10/16/2023	DACL's Alice Thompson: Will Share Information on DACL's Resources and Services to the Membership of the Queens Chapel Civic Association
10/16/2023	DACL & Partners Joins the Residents of the Golden Rule Plaza in a Fall Kick-Off
10/13/2023	DACL Partner: Office of the Fire Marshal, Fire Fighters in Conversation with the Membership of the Hattie Holmes SWC Sharing Fire Safety Rules for National Fire Safety Week from October 8th - 14th
10/13/2023	DACL & Partners Joins the Membership of Hattie Holmes in a Fall Kick-Off: Sharing Up-Dated Services and Resources
10/11/2023	DACL in the Community: Congress Heights SWC
10/6/2023	Councilmember Janeese Lewis George invites your Agency to Participate in our Senior Jubilee
10/5/2023	DACL & Partners Shares Resources and Services to the Residences of Central Union Mission
10/3/2023	Dropped information off to resident

FY23

9/30/2023	5th Conferencia Anual Latina para Personas con Discapacidades y Sus Familias - Promoviendo Salud y Bienestar: Conoce Sus Derechos!
9/29/2023	DACL at Milestone Senior Residence Resource & Information Popup
9/27/2023	DACL & Partners Proves Resources & Services to the Residents of Samuel Kelsey
9/27/2023	North Portal Drive Community Association Meeting
9/27/2023	Ward 4 Care Day Petworth
9/25/2023	Around Town with DACL & Partners
9/22/2023	Vida Senior Center Summer Fest
9/22/2023	DACL Trauma 101 for Seniors
9/21/2023	DACL & Partners in Collaboration with the Church of Jesus Christ Latter-day Saints
9/21/2023	DACL Resources Popup at Livingston Place Senior Living
9/20/2023	Mayor Muriel Bowser & the Department of Aging Centenarian 22023 Salute
9/19/2023	AARP Community Presentation
9/18/2023	Brookland / Woodridge AARP Chapter Meeting
9/16/2023	H Street Festival 2023
9/14/2023	DACL & Partners 10th Annual Resource & Health Fair with the Southwest AARP Chapter
9/12/2023	Ward 4 Care Days - Riggs Park and South Manor Park
9/12/2023	DACL Take-Out Resource Popup
9/12/2023	DACL Take-Out Resource Popup

9/12/2023	DACL Take-Out Resource Popup
9/11/2023	Waterfront Village barbeque
9/8/2023	DACL Take-Out Resource Popup
9/8/2023	DACL Take-Out Resource Popup
9/5/2023	DACL Resource Sharing at Knox Hill
9/1/2023	Colony House Brain Games Meeting
8/18/2023	DACL at IONA Community Day
8/16/2023	Community Engagement Walk Through with DACL
8/16/2023	DACL Anharic Ambassador Training
8/15/2023	DACL and ERFSC Transportation for All
8/12/2023	North Michigan Park Community Day
8/9/2023	DACL at Potomac Gardens Senior Residence
8/2/2023	Ward 4 CARE Days - Crestwood
8/2/2023	DACL Take Out
8/1/2023	National Night Out
8/1/2023	National Night Out
7/29/2023	ANC 4B/ANC 1A Housing Justice Committee Tenant Resource Fair
7/28/2023	DACL Take Out
7/28/2023	DACL Take Out
7/28/2023	DACL Take Out
7/28/2023	DACL Take Out
7/27/2023	BFSWC Mini Town Hall
7/27/2023	ERFSC Seniors Prom
7/26/2023	DACL Overview With Kingdom Care Members
7/22/2023	eCycle/ RollOff Day
7/19/2023	2023 DDS Provider Fair
7/13/2023	Ward 4 Mini Commission Monthly Meeting
7/4/2023	Palisades Parade
6/30/2023	DACL & Partners in Conversation with the residents of Abrams Hall
6/28/2023	Mayor Muriel Bowser's 12th Annual Senior Symposium
6/28/2023	2023 Senior Symposium
6/26/2023	Around Town With IONA in Collaboration with DACL
6/22/2023	DACL & Partners in Collaboration with the DC Housing Authority
6/21/2023	DACL at Kenilworth Hall/Keen Senior Apartment Grand Opening
6/21/2023	DACL at DHS for a TakeOut Info Sharing Session
6/20/2023	DACL Partner in Conversation with the Wild Tech Senior iPad Program
6/17/2023	ANC 8E Community Connection Day
6/13/2023	DACL & Partners in Conversation with the Residents of 555 E Street, SW
6/12/2023	DACL in Conversation with the patrons of Francis A. Gregory Neighborhood
6/11/2023	2023 Capitol Pride Festival

6/8/2023	Ward 1 Senior Dance Party
6/8/2023	Ward 4 Mini Commission Monthly Meeting
6/8/2023	DACL and Partners in Conversation with the residents of Colony House
6/7/2023	DACL & Partners in Conversation with the Residents of the YMCA
6/7/2023	DAL Ambassador Training Spanish
6/6/2023	Fire Safety in Conversation with the DACL's Wild Tech Senior iPad Program
6/3/2023	37th Annual Glover Park Day
5/31/2023	Parks and Recreation Senior Fest
5/31/2023	DC Senior Fest
5/30/2023	DACL & Partners Door to Door Campaign to provide resources and information to our underserved Residents of the District of Columbia
5/30/2023	DACL & Partners in Conversation with the Wild Tech Senior iPad Program
5/27/2023	Senior Olympics Meeting
5/26/2023	Ward 5 Physical Wellness & Mental Health Fair
5/26/2023	DACL & Partners Resource Fair and Fashion Show for Older Americans Celebration
5/22/2023	ANC 4B regular meeting
5/22/2023	Around Town with Iona and DACL with DACL Partner OPC
5/19/2023	DACL & Partners Cameo Club participate in a Fashion Show with Member of the Bernice Fontenau SWC
5/19/2023	DACL at CHSWC 21st Anniversary
5/18/2023	DACL at Seasoned Seniors Meeting
5/12/2023	BFSWC Mother's Day Tea (Church hats & fascinators)
5/12/2023	DACL joins Congress Heights SWC for Mothers Day Celebration
5/11/2023	DACL Director Charon Hines visit to Abrams Hall
5/10/2023	Home Care Partners Home Care Heroes Banquet/ Annual Meeting
5/10/2023	2023 Senior Ambassador Training
5/8/2023	Ward 8 Seniors Mini Commission
5/1/2023	DACL at Congress Heights SWC for Popup & Conversation
4/29/2023	ANC 4B Earth Day Fair
4/28/2023	DACL & Partners Share Resources, & Services with the Residents of the Entwine
4/27/2023	DACL & Partners Door to Door Campaign Sharing Resources and Services to the Underserver
4/26/2023	The Pitch: Seabury "Shark Tank" Style Event
4/26/2023	DACL & DHCF Shares a Workshop on Safe at home & Medicaid Renewal Letter to the Membership of UDC Senior Companion
4/26/2023	DACL at Knox Hill Senior Dining Site for DCHF ReCert Update
4/25/2023	DACL Partner Dr. Patricia Davidson share information on heart health
4/24/2023	DACL Partner Share Information on the Medicaid Renewal Letter to the Wild Tech Senior iPad Program
4/24/2023	Around Town with Iona in Collaboration with DACL
4/24/2023	DACL & Partners Shares Resources and Services to the Residents of SeVerna on K St.
4/24/2023	Elder Abuse Panel for Crime Victim Rights
4/22/2023	Lamond-Riggs Citizens Association, Inc. 75th Anniversary Luncheon

4/21/2023	DACL & Partners in Collaboration with the DCHA
4/20/2023	1st Baptist Senior Center Health Ministry and April Birthday Celebration
4/20/2023	DACL & Partners : Workshop with the Residents of Golden Rule Plaza
4/20/2023	DACL at Kingdom Care Senior Village 6th Year Anniversary
4/19/2023	AARP Southwest Water Front Meet and Greet AD Charon P.W. Hines
4/19/2023	DACL at Congress Heights Seniors Wellness Center for DCHF ReCert Info session
4/18/2023	DACL Work Shop on Safe at Home and DCHF Medicaid Renewal Letter
4/13/2023	Ward 4 Mini Commission Monthly Meeting
4/13/2023	Genevieve N Johnson Easter Festival
4/13/2023	DACL Information Session on DCHF Recert Process and DACL Resources
4/13/2023	DACL Information Session on DCHF Recertification Session
4/11/2023	DACL Invites Councilmember Kenyan McDuffie to speak to the Membership of the Wild Tech Senior iPad Group
4/10/2023	DACL & the Department of Health Care Finance Shares info on Safe at Home and the Medicaid Renewal Letter
4/6/2023	DACL & Partners Join the House of Lebanon Town Hall Meeting
4/5/2023	DACL at Allen House for Seniors DCHF Recert Info Session
4/5/2023	DACL at DOH for DCHF Recert Info Session
4/4/2023	DACL & Partner DCHF Shares Information on how to up-date your Medicaid Application
4/3/2023	DACL shares information on Safe at home and how to up-date your Medicaid application
4/3/2023	Sharing DACL's new Up-Dated Programs and the Medicaid Renewal Letter
4/3/2023	Director Charon PW Hines Testimony Watch Party
4/1/2023	Emancipation Day Parade
3/30/2023	PickleBall Launch Event with DPR
3/30/2023	DACL & Partners Door To- Door Outreach Campaign: Objective and Goals are to ensure seniors are aware of DACL's & Our Partners Resources & Services
3/28/2023	Join Mr. Rawle Andrews, Jr. Esq., Executive Director of the Charitable Foundation of the American Psychiatric Association in Conversation
3/27/2023	DACL & Partners, In Collaboration with the DC Housing Authority: Shares Resources and Services with the Residents of Ft. Lincoln
3/25/2023	ANC 7F Open House
3/21/2023	DACL Alice Thompson in Conversation with AARP Chapter 4194
3/17/2023	DACL & Partners Joins the Residents of Seabury @ Friendship Terrace
3/15/2023	Iona Regency House Program Launch Party
3/14/2023	DACL Partner: Rochelle Nigro Shares Information with the Wild Tech Senior iPad Program
3/13/2023	DACL Partner: Douglas Klein Provides information on the World's Largest Crime, the Romance Scam
3/11/2023	Edenbridge Faith Breakfast with ACC & DACL
3/10/2023	DACL & Partners Shares Resources, Health Screenings, and Food Demonstration: A very Special Day for Central Union Mission
3/9/2023	Ward 4 Minicommission
3/8/2023	DDOT shares Information on how to navigate their website for the new program of selecting Parking Passes, etc.
3/8/2023	Mayor Muriel Bowser Public Safety Walk in Petworth

3/6/2023	DACL Partner, Douglas Klein share information and resources on senior scams & the Romance Scam
3/4/2023	Roach Brown Foundation for Seniors Reentering the Community
3/3/2023	DACL Shares Resources with the Residents of Riverside Condominium
3/3/2023	Uniting Our Youth Intergenerational Popup with DACL
3/2/2023	DC Center for Independent Living Health & Wellness Fair
2/27/2023	Around Town With Iona , In Collaboration with DACL Partner: DC Assistive Technology Program
2/27/2023	DACL & Partners Door -to-Door Outreach Campaign: Objective and Goals are to ensure seniors are aware of DACL's and Our Partners Resources & Services
2/27/2023	Rejoining residents after the Pandemic: DACL & Partners Sharing Resources and Services
2/27/2023	Iona Around Town in Collaboration with DACL
2/25/2023	DACL at Ft Chaplin Senior Resource Event
2/24/2023	Acting DACL Meet and Greet Residents in Community Dining Centers
2/24/2023	Lunch with Seniors of Knox Hill
2/17/2023	DACL and Plaza West Grandparents Pop up and Resource Event
2/16/2023	SOME Karin House Senior Center Open House
2/16/2023	DACL Partner Chef Holden Shares nutrition tips and cooking demonstration
2/15/2023	Shawn Perry's Senior Spa Day
2/15/2023	DACL Visit to Friendship Terrace and overview of services
2/14/2023	DACL Partner PEPCO in Conversation with the Washington Senior Wellness Center
2/14/2023	DACL Cupid Kids Valentine Day Card Distribution
2/14/2023	DACL Cupid Kids Valentine Day Card Distribution
2/14/2023	ANC 7E Monthly Meeting
2/13/2023	DACL & Partners Shares Resources and Services to the Residents of Victory Heights Apartments first event after Covid 19
2/13/2023	DACL in Conversation with the Residents of Hattie Holmes
2/13/2023	DACL In Conversation with the Washington Senior Wellness Center: Safe at home and other DACL programs
2/9/2023	Ward 4 Minicommission
2/7/2023	DACL Partner DDOT Share with the Membership of Wild Tech Senior iPad Program How to Navigate DDOT's On-line Program
2/3/2023	Probate Court Training for Judge Meek, J.D.
2/2/2023	Black History Month Celebration
1/31/2023	DACL & Partner Chef Herb Holden In Conversation & Providing a Food Demonstration at UDC Commercial Kitchen
1/26/2023	DACL and Partners: A Day of Service for the Residents of Central Union Mission Homeless Shelter
1/25/2023	DACL & Partner Joins Hattie Holmes Town Hall Meeting
1/24/2023	DACL Partner, Anita Bonds Joins the Membership of Wild Tech Senior iPad Group in Conversation
1/23/2023	DACL Popup at FSEFC Tax Prepeartion Day with the Mayor
1/19/2023	DACL & Partners Joins Gethsemane at Lunch
1/19/2023	DACL Meet & Greet with Bluerock Healthcare
1/18/2023	Shawn Perry Senior Spa Day

1/18/2023	DACL Partners in Conversation with the Membership of UDC Senior Companion Program
1/17/2023	DACL Partners : Share Resources with the AARP Chapter 1549 - Shirley Fields
1/12/2023	Spirit Fit for All DC for Person's with Disabilities
1/11/2023	DACL & Partners in Collaboration with Winnco, & Terrific, Inc. Celebrating Socialization in the Paul Laurence Dunbar Apartments After 3 Years due to Covid-19
1/6/2023	MPD Intergenerational Three Kings Day with DACL
1/5/2023	Centenarian Salute with Director Smith at Carroll Manor
12/29/2022	DACL at Robert Walker House Coffee and Conversation
12/21/2022	Holiday Celebration for Seniors
12/19/2022	DACL Visits Victory Heights to Share Resources and Services after the long inactivity of the Pandemic
12/15/2022	Gethsemane Lunch With Us - Featuring Chef Helb Holden
12/15/2022	DACL host MPD Intergenerational Holiday and Resource Event
12/14/2022	DACL host DC Central Kitchen Healthy Eating Food Demo with Seniors
12/12/2022	DACL Partner Joins the Hattie Holmes Town Hall Meeting
12/12/2022	Bernice Fonteneau Winter Fest
12/8/2022	DACL in Conversation with the Membership of the Bernice Fonteneau Senior Wellness Center
12/8/2022	DACL in Conversation / Presentation on DACL's Resources & Services with the Membership of the Washington Senior Wellness Center
12/7/2022	Howard University College of Dentistry Holiday Party
12/6/2022	24th Annual Mayor Muriel Bowser Senior Holiday Party
12/1/2022	Judicial Training Magistrate Charmetra Jackson-Parker
12/1/2022	DACL Popup and Information Session at Dennys with Seniors
11/29/2022	DACL & Partner George Washing University Hospital
11/29/2022	DACL & Partner in Conversation with the Wild Tech Senior iPad Group
11/28/2022	DACL and Partners Shares Information with New Residents residing at the Entwine Apartments
11/25/2022	Homegoing Celebration for Mrs. Virginia McLaurin
11/23/2022	Feast of Sharing
11/18/2022	DACL at EdenBridge Health Center
11/17/2022	IHOP Seniors and DACL Conversation Breakfast
11/17/2022	DACL Partner DOEE in Conversation with the Membership of the Washington Senior Wellness Center
11/16/2022	DACL Partner Sharon Stewart discusses Blue Cross / Blue Shield, Medicare
11/16/2022	Mayor Muriel Bowser Equity and Racial Equality Inaugural Event
11/15/2022	DACL's Pilot Program for Food 4 Choice
11/15/2022	DACL Partner Vida Nutritionist in Conversation with AARP Chapter 4194
11/14/2022	DACL Partner: Douglas Klein in Conversation with the Hattie Holmes Membership
11/14/2022	DACL and Partners Shares Resources on Safe at Home, Connector Card, Metro Access
11/10/2022	Utility Assistance for Residents -Washington Gas, Pepco
11/10/2022	Holiday Cooking with Chef Anand at Livingston Place for Seniors
11/9/2022	DACL & Partners in Conversation with the residents of Upshur House / Moore Towers
11/8/2022	DACL Partner, LCE in Conversation with the Wild Tech Senior iPad Program

11/1/2022	DACL Partner Homeland Security & Emergency Management in Conversation with the Membership of the Washington Senior Wellness Center
11/1/2022	DACL Partner The Department of Housing and Community Development in Conversation with the Wild Tech Senior iPad Program
10/31/2022	DACL & Partners Shares Resources & Services with Golden Rules Plaza's Residents
10/27/2022	Communicating DACL's Work For Clients w/Hoarding Disorder
10/27/2022	DACL Partner in Conversation with DC Vet
10/26/2022	Shawn Perry Senior Spa
10/26/2022	Mayor Muriel Bowser 15th Annual Disability Expo
10/25/2022	Safeway Flu Clinic @ the Golden Rule Plaza
10/25/2022	DACL Partner - Office of the Attorney General in Conversation with the Wildtech Senior iPad Program
10/25/2022	DACL - Partner OAG in Conversation with the Wild Tech Senior iPad Group
10/24/2022	DACL In Collaboration with Iona Around Town - Speaker OTA
10/22/2022	OP Ivy City Community Planning Day
10/20/2022	DACL Partner, Douglas Klein in Conversation with Gethsemane Lunch with Me program
10/20/2022	DC Retired Educators 11th Annual DACL & Partners Resource Fair, Presentations & Business Meeting
10/19/2022	DACL & Partners Shares Resources and Services with the Residents of Edgewood Commons
10/19/2022	CM Janeese Lewis George Ward 4 Jubilee
10/19/2022	Ward 4 Senior Jubilee
10/19/2022	DACL host Robert Walker House Fall Prevention, Fall into Creativity
10/18/2022	DACL in Conversation with the Wild Tech Senior iPad Group, Understanding what Ship means to you
10/17/2022	DACL and Partners Shares Information with the Residents of Wesley House
10/17/2022	DACL Popups at Life Care Center
10/17/2022	DACL Take out Popup at Behavioral Health Group
10/17/2022	DACL Take out Popup at Skyland Development Center
10/17/2022	DACL Take out Popup at Prestige Healthcare Resources Inc
10/17/2022	DACL Information and Resource Session at Matthews Menorial Senior Residence
10/13/2022	DACL Popup at Southern Living at Livingston Senior Residence
10/13/2022	DACL Resources and Information Meeting with Property Management at Wingate
10/12/2022	DACL Take Out, Take Over Senior Resource Popup
10/12/2022	DACL Take Out, Take Over Senior Resource Popup
10/12/2022	DACL Take Out, Take Over Senior Resource Popup
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10/12/2022	DACL Take Out, Take Over Senior Resource Popup
10/12/2022	DACL Take Out, Take Over Senior Resource Popup
10/6/2022	Samuel Kelsey 9th Anniversary with DACL and Partners
10/6/2022	Ward 4 Care Days

10/5/2022	Model Cities Flu Clinic
10/3/2022	DACL Partner: Pepco in Conversation with the membership of the Washington Senior Wellness Center
FY22	
9/30/2022	Mandated Reporter Training
9/28/2022	DACL Take Out Resource and Information Popup
9/28/2022	DACL Take Out Resource and Information Popup
9/28/2022	DACL Take Out Resource and Information Popup
9/28/2022	DACL Take Out Resource and Information Popup
9/28/2022	DACL Take Out Resource and Information Popup
9/27/2022	Wild Tech Senior iPad Group in Conversation with the Justice Department: Romance Scam
9/23/2022	Terrific Inc's Angora Market
9/22/2022	ANC for Cambridge Invites DACL to Discuss Safe at Home
9/22/2022	DACL Partners in Conversation with the DC Vets Senior iPad Program
9/21/2022	DALC & Partners in Conversation with the UDC Senior Companion Program
9/17/2022	2022 H Street Festival
9/15/2022	Do you think you are ready for Implants? Will you take care of them?
9/15/2022	Ward 4 CARE Day - South Manor Park
9/14/2022	DACL Partner OUC, provides information on the Office of Unified Communication Apps. The Public Service Officer and staff added the apps to the seniors smart phones
9/13/2022	DACL Partners: Transport DC & Metro Access Shares information on their resources and services to the Wild Tech Senior iPad Group
9/12/2022	George Washington Hospital - Kidney Partners in Collaboration with DACL & Partners
9/12/2022	Hattie Holmes Town Hall Meeting with DACL and Partners,
9/10/2022	Paramount Baptist Church Anniversary
9/8/2022	Vida 9th Annual Community Day Event
8/30/2022	DACL and Partners in Collaboration with the DC Housing Authority
8/25/2022	DACL & Partner Joins the DC Vets Senior iPad Group in an Compelling Conversation
8/23/2022	DACL and Partners in Conversation with the Membership of the Wild Tech iPad Group
8/22/2022	PACL Partner in Conversation with Around Town with Iona
8/16/2022	Prevention of Blindness of Greater Washington provided glaucoma screening follow-up because they missed 40 residents
8/15/2022	DACL Partners in Conversation with the Residents of Golden Rule Plaza
8/2/2022	National Night Out
8/2/2022	National Night Out
7/30/2022	15th Annual Community Day of the Federal City Alumnae Chapter of Delta Theta Sorority, Inc.
7/28/2022	DCAL & Partner In Conversation with the DC Vets Senior iPad Program
7/27/2022	DACL Partner: DOEE in Conversation with the Membership of Hayes SWC
7/26/2022	Mandatory Reporting and Elder Justice
7/26/2022	Doctor from MedStar Wash. share PowerPoint on Conon Cancer, Plus DACL Partners Resources and Services with the Residents of Central Union Mission
7/26/2022	Advanced Training Topic: Mandatory Reporting and Elder Justice
7/25/2022	DACL in Conversation with the Residents of Golden Rule Plaza

7/25/2022	A Conversation with DOEE
7/25/2022	DACL Partners in Conversation with Hayes Senior Wellness Center
7/23/2022	Lamond Riggs Library Community Day
7/20/2022	DACL Partner: OCTO's Adrian Sutton provides in person training and fun to the Membership of UDC's Senior Companion Program
7/17/2022	Join the Genevie Johnson Senior Center, Open House, Fund Raiser and amazing information
7/14/2022	DACL & Partners Shares Resources with the Residents of the Wah Luck House for 4 very Special Hours
7/13/2022	Sharing Resources and Services with the residents of Fort Lincoln
7/13/2022	Washington Senior Wellness Center Housing Popup
7/7/2022	DACL & Partners Share Resources and Services to the Residents of Sevena on K
6/30/2022	Terrific, Inc. LGBTQ Festival
6/29/2022	DACL at Robert Walker House Resources Popup
6/28/2022	Bernice Fonteneau Senior Wellness Center Fun Day
6/27/2022	Around Town with Iona in Collaboration with DACL
6/26/2022	Mayor Muriel Bowser's 11th Annual Senior Symposium
6/23/2022	DACL provides speakers for the DC Vets I Pad Program - for OCTO Yolanda
6/23/2022	DOEE shares the Clean Home Program with the Membership of the Washington Senior Wellness Center
6/23/2022	Dr. Katrina Polk Legacy Collaborative Senior Village City-Wide
6/23/2022	OPC Joins the Washington SWC in Part 3 Workshop: how to read your utility statements
6/18/2022	Waterfront Village Annual Summer Picnic
6/16/2022	Gethsemane Baptist Church - Lunch With Us
6/16/2022	DACL Safe at Home and Connectorcard Popup at Washington Overlook
6/15/2022	Justice Department World Elder Abuse Day - Panelist
6/14/2022	DACL & Partners in Conversation with Wild Technician Senior I Pad Group
6/14/2022	DACL & Partners in Conversation with the Residents of Forest Hill
6/12/2022	Capital Pride Festival
6/12/2022	Ms. Senior DC Pageant
6/9/2022	7th Annual Stroke & Brain Injury, Open House
6/7/2022	DCHA welcome the residents of Arthur Capper to the new home and introduces the new management company
6/7/2022	DACL and Yellow Cab ConnectorCard Popup
6/6/2022	Lamont Riggs Citizens Association Meeting
6/6/2022	Hattie Holmes Town Hall Meeting with DACL & Partners
6/1/2022	South Manor Citizens Association Community Walk
6/1/2022	Shawn Perry's Senior Spa
5/26/2022	DACL Resource and Information Popup at SOME
5/25/2022	Senior Fest 2022
5/20/2022	DACL at Southern Living at Livingston Senior Living with Side by Side Band
5/18/2022	DACL at Wayne Place Senior Living Health and Wellness Event with Side by Side Band
5/17/2022	!(9th Street Baptist & DACL Older Americans Month Celebration

5/17/2022	DACL at So Others Might Eat Popup Art and Resources
5/16/2022	Samuel Kelsey's Older Americans Month : All about You
5/16/2022	Tour de DACL
5/13/2022	DACL in Collaboration with OTCO & 19th St. Senior Ministry With
5/12/2022	Washington SWC: Older Americans Month Celebration
5/11/2022	DACL & Partners Older Americans Celebration
5/9/2022	DACL & Partners in Conversation with the Membership of Hattie Holmes
5/5/2022	DACL & Partners Celebrates Older Americans Month with the Membership of the Asian / Pacific Islands
5/4/2022	DACL & Partners Older Americans Month with the Membership of Vida Senior Services
5/4/2022	2022 Senior Spa Day with Shawn Perry
5/3/2022	DACL & Partners Celebrate Older Americans Month with the Residents of Knollwood Military Home
4/30/2022	MPD Community Open House
4/21/2022	DACL & Partners in Conversation with the Members of Gethsemane Lunch With Us
4/21/2022	DACL at Livingston Place: ConnectorCard and Resource Session
4/20/2022	Hoarding: Assertive Community Services/ACT Providers Meeting
4/20/2022	Fun Day with the MPD Side-by-Side Band
4/20/2022	In Celebration of National Organ Month, DACL Interviews an Dialysis Patient through Zoom : and personally celebrate Alice Thompson's Call and Tall customer whom has received a new Kidney and she is doing very well
4/20/2022	DACL & Partners In Conversation with UDC Senior Companion
4/19/2022	Join DACL & Partners in a Workshop to learn about our Many Resources and Services
4/18/2022	Join DACL & Partners - Learn about available resources and servicesd
4/18/2022	Fun Day - MPD Side-by-Side Band
4/14/2022	DACL & Partners - Community Resource Fair with the Residents of Green Valley
4/14/2022	DACL @ SOME Kuehner House for Seniors
4/13/2022	DACL & Partners in Conversation with the WTU
4/13/2022	DACL at Skyland Development Center
4/13/2022	Tour de DACL
4/12/2022	DACL & Partners in Conversation With Four Churches
4/12/2022	A Fun Day with Ms. Senior DC
4/12/2022	DACL Safe at Home Popup at Green Valley Senior Apartments
4/11/2022	DACL & Partner DOEE Provides a Workshop
4/11/2022	Tour de DACL
4/8/2022	DACL / 19th Street Ministry / OCTO You and your Smart Devices
4/6/2022	DACL Seniors Transportation Options Info Session
4/5/2022	DACL Black Out Event with Seniors de by Side Band Information PopUp
3/31/2022	DC Democratic Women
3/31/2022	Vets program
3/28/2022	DACL & Partner: Douglas Klein, Dept. of Justice - Romance Scam in Conversation with the Vets Group

3/28/2022	DACL & Partners in Conversation with the Vet Group
3/27/2022	DACL & Partners: A Day of Service with the Central Union Mission
3/26/2022	DACL & Partners: Community Health, Wellness and Resource Fair
3/26/2022	Ward 7 Meet and Greet with the MORCA and MOCA
3/25/2022	Around Town with Iona in Collaboration with DACL
3/25/2022	DACL & Partners Join St. John's Episcopal Church Senior Luncheon Program
3/25/2022	DACL, 19th Street BC Senior Ministry & OCTO, You and you Computer
3/24/2022	Let It Ride Transportation Fair with Wheeler Creek Senior Living
3/24/2022	DACL & Partners in Conversation with the Membership of the Legacy
3/24/2022	DACL & Partners in Conversation with the Metropolitan AME Church Senior Program
3/23/2022	St. Paul at Wayne Place Community Presentation and Art Popup
3/23/2022	AARP Southwest Waterfront in Conversation with Mayor Muriel Bowser
3/17/2022	DACL and OCTO Pop for Transportation for All
3/17/2022	DACL & Partners in Conversation with the Gethsemane Lunch With Us Program Membership
3/17/2022	DACL & Partners in Conversation with Metropolitan AME
3/17/2022	Richard Williams in Conversation with Gethsemane
3/16/2022	AAPI Chinese Church Event with MOAPIA
3/16/2022	DACL & Partners with UDC Senior Companion Program
3/14/2022	Hattie Holmes Town Hall with Director, Laura Newland
3/11/2022	DACL & Partners 19th Street B.C. OCTO You and Your Computer: Series
3/10/2022	DACL & Partner - Jean Bethel OPC in a hands on Workshop
3/9/2022	DACL & Partners - drop in for a hello!
3/8/2022	DACL Partners in Conversation with the Washington Senior Wellness Center
3/8/2022	Ms. Senior DC help Washington SWC Celebrates Women's Day
3/7/2022	Director Laura newland Townhall Meeting with WSWC
3/2/2022	DACL and DC One Card PopUp at Congress Heights SWC
3/2/2022	Douglas Klein in Conversation with the Membership of Model Cities SWC Town Hall Meetingwn H
2/23/2022	DACL in Collaboration with the Nineteenth Street Baptist Church Senior Ministry & OCTO - You and Your Computer
2/22/2022	Do Wop at Edgewood
2/17/2022	AARP and Paramount Baptist Church Fraud Prevention
2/17/2022	Lunch with Us - DACL & Partners in Conversation
2/16/2022	DACL & Partners in Conversation with Rev. Hagler, new planning stage for an event at Plymouth Senior Apts.
2/16/2022	DACL & Partners in Conversation with UDC Senior Companion Program
2/14/2022	DACL & Partners in Conversation with the Hattie Holmes SWC Town Hall Meeting
2/7/2022	Hattie Holmes Town Hall with DACL & Partners
2/4/2022	Heart Heath with Chef Herb Holden in UDC Commercial Kitchen
1/27/2022	DACL In Collaboration with Senior Legacy
1/26/2022	DACL in Collaboration with Nineteen St. BC & OCTO
1/25/2022	DACL & DOEE in Conversation with the Membership of Washington SWC

1/24/2022	Around Town with Iona in Collaboration with DACL
1/24/2022	DACL & Partners in Conversation with the Membership of the Washington Senior Wellness Center
12/21/2021	Washington Senior Wellness Center Senior Holiday Supply Drop Off
12/15/2021	Senior Holiday Party
12/10/2021	Where East Meets West at Wah Luck House: Health & Wellness Through the Art
12/2/2021	Living Boldly at DACL: So Others Might Eat Seniors Center Presentation
11/17/2021	DACL & Partners Invites the Residents of Paul Laurence Dunbar to Engage in a Community Presentation
10/29/2021	Spooky Senior Wellness Event at Livingston Place at Southern Avenue
10/29/2021	Ambassador Roundtable Discussion
10/28/2021	Please Join the Legacy Collaborative Senior Village's Leadership Academy In A Conversation with the Department of Health Care Finance: Understanding the new 2022 Dual Choice Program and OCTO: Do you know how tablets and Smart Phones works?
10/27/2021	Join MPD's Side-by-Side Band: Fun and Different! Have a Great Time Model Cities Seniors! Popping Your Fingers!
10/27/2021	DCHA in Collaboration with DACL & Partners- Share Resources and Services with the Residents of the Greenleaf Senior Apartments: Plus a Special Presentation from the Department of Health Care Finance
10/27/2021	2021 Mayor's 14th Annual Disability Awareness Expo
10/23/2021	DC MOCA Open House, Mayor Bowser and her Office of Community Affairs (MOCA) invites the Community to meet Directors and staff
10/23/2021	Dc teacher Voice Summit at African American Civil War Memorial
10/21/2021	Gethsemane Baptist Church "Lunch With Us": Joins DACL's Partner, Adrian Sutton on "How to use Smart Phones, Computers & Tablets"
10/21/2021	DACL & Partners Proudly Celebrates Our 10th Annual Collaboration with the DC Retired Educators Resource Fair and Business Meeting
10/20/2021	Rock the Senior Vote, Rock the Senior Voice Virtual Presentation With Robert Bob King
10/20/2021	UDC Senior Companion Program: DACL's Partners, A Conversation with DOEE - You and Solar! & OCTO - Know how to use your Smart Phone and Tablet
10/19/2021	DACL & Partner - Department of Justice, Douglas Klein in Conversation with the AARP 4194 Membership
10/19/2021	DCHA in Collaboration with DACL & Partners- Share Resources and Services with the Residents of Ft. Lincoln Senior Apartments; Plus A Special Presentation from the Department of Health Care Finance
10/19/2021	DACL Invites the Membership of the Hattie Holmes Senior Wellness Center to Join Chef Herbert Holden in his Industrial Kitchen at UDC CAUSES
10/18/2021	DALC is delighted to meet, collaborate and share our resources with the senior residents of New Mass Place Apartments
10/14/2021	Purple Thursday Domestic Violence Awareness Coffee Cafe for Seniors
10/14/2021	DCHA in Collaboration with DACL & Partners- Share Resources and Services with the Residents of the James Apartments: Plus A Special Presentation from the Department of Health Care Finance
10/14/2021	Ward 4 Mini-Commission Meeting
10/9/2021	Taste of Harvest at THEARC
10/8/2021	Senior Pet Connect at Knollwood
10/8/2021	Fortitude @ Delta Towers: Special Greetings from DACL's Laura Newland, A Conversation with the Department of Health Care Finance: New Programs for 2022! Coming Soon! DC's Dual Choice Program; and DACL's Resources
10/7/2021	Conversation in Pink Safe at Home: Colorectal and Breast Cancer Awareness VIRTUAL

10/6/2021	Energy Efficiency Day
10/6/2021	Model Cities Town Hall Meeting with Special guest: AARP and Metro Access
10/5/2021	House of Lebanon: Neighborhood Outreach
10/1/2021	A Conversation with DACL Partner: Homeland Security and Emergency Management with the Membership of the Bernice Fonteneau Senior Wellness Center

Q87

FY2025 DACL

December	Senior Holiday Celebration
January	Martin Luther King Jr., Day Parade
February	Cupid's Kids Red, White & You Ambassador Roundtable American Heart Month Black History Month Campaign – Senior Stories
March	National Nutrition Month Campaign Women's History Month Campaign Ambassador Roundtable Caregiver Appreciation Day
April	Ambassador Roundtable Emancipation Day Parade
May	Older Americans Month – Senior Fest Ambassador Roundtable Senior Ambassador Appreciation Reception
June	Mayors Annual Senior Symposium Ms. Senior DC Pageant Capital Pride Parade and Festival World Elder Abuse Awareness Day Campaign Ambassador Roundtable
July	4 th of July Parade Ambassador Roundtable
August	Ambassador Roundtable
September	Brain Games Championship National Centenarian Day National Preparedness Month National Falls Prevention Week

FY2026 DACL

October	Active Aging Week Grandparents Week
November	National Caregivers Month Safeway's Feast of Sharing
December	DACL Senior Holiday Celebration

January	Martin Luther King Jr., Day Parade
February	Cupid's Kids Ambassador Roundtable American Heart Month Black History Month Campaign Red, White & You
March	National Nutrition Month Campaign Women's History Month Campaign Ambassador Roundtable Caregiver Appreciation Day National Scam Day
April	Ambassador Roundtable Emancipation Day Parade
May	Older Americans Month – Senior Fest Ambassador Roundtable
June	Mayors Annual Senior Symposium Ms. Senior DC Pageant Capital Pride Parade and Festival World Elder Abuse Awareness Day Campaign Ambassador Roundtable
July	4 th of July Parade Ambassador Roundtable
August	Ambassador Roundtable
September	Brain Games Championship National Centenarian Day National Preparedness Month National Falls Prevention Week

*In addition, DACL conducts 10 – 20 outreach events monthly. See Attachment Q84 for examples of outreach events which have already occurred. All dates are tentative.

Q90

In considering a racially equitable District of Columbia, please discuss the three ways that DACL would reflect such achievement.

Improving Health Outcomes - Improving health outcomes will be a critical metric in determining the success of ensuring racially equitable service delivery.

Service Consistency - DACL continues work with our grantee network to ensure consistency in service and a strong continuum of services--both within the agency and throughout the aging network--across all eight wards of DC. Through the Future of Aging listening project, we were able to work with the community to identify barriers and pain points to accessing services and co-creating solutions.

Quality of Services - In addition to consistency in the level of services available, residents should be able to experience the same quality of programs, services, supports, and customer experience no matter who they are or where they live.

**D.C. Commission on Aging
Wednesday, October 25, 2023
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Thelma Burless, Director – Genevieve N. Johnson Senior Day Care Program
 - b) Jamal Holtz, Special Assistant – OCTO
 - c) Congress Heights Wellness Center Advisory Board
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

**D.C. Commission on Aging
Wednesday, November 29, 2023
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Angela Richardson – DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

**D.C. Commission on Aging
Wednesday, January 24, 2024
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Charon P.W. Hines – Director, DACL
 - b) Cathy Borris-Hales – DC Health
 - c) Edenbridge – PACE Program
 - d) DPR – Marcus Coates
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

D.C. Commission on Aging
Wednesday, May 22, 2024
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
 - b) FY25 Budget Discussion – Chief Operating Officer, DACL
- IV. Ex-Officio Updates/Presentations
- V. COA Ward and Committee Reports
- VI. Adjournment

**D.C. Commission on Aging
Wednesday, June 26, 2024
10:00 a.m.**

AGENDA

- I. Swearing In Ceremony – Mayor’s Office of Talents & Appointments (MOTA)
- II. Call to Order
- III. Review and Approval of Minutes Commissioners
- IV. Presentation: Office of the Attorney General (OAG)
- V. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
- VI. Ex-Officio Updates/Presentations
- VII. COA Ward and Committee Reports
- VIII. Adjournment

**D.C. Commission on Aging
Thursday, September 26, 2024
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. Adjournment

**D.C. Commission on Aging
Meeting Minutes
Wednesday October 25, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Carolyn Matthews, Maria Wilson, Hattie Pierce

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Regat Hagos (Interim Chief Operating Officer), Mark Bjorge (Community Outreach Specialist)

Ex-Officio Members Present

David Quick (DCPL), Zachary Smith (DDOT), Mary Terrell (DOES)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am.

II. **Review and Approval of Minutes**

Meeting minutes are pending approval because there isn't a full quorum.

III. **Presentations**

A. Charon P.W. Hines, Director, DACL

Miss Senior America Pageant happened last week in Atlantic City at the Tropicana. Our local queen from DC Cerise Turner was present to compete. Cerise did an excellent job representing the District of Columbia, although she did not place, she received favorable feedback from the judges. A new representative will be sent to the national pageant next year. The new Miss Senior DC will be selected in June, District residents 60+ are able to compete for the crown. Once the flyer is ready it will be shared with the commissioners to help with the promotion. Members from our new lead agency Genevieve and Johnson are present and bring a lot of energy and excitement as a new lead agency this fiscal year.

The lead agencies for FY24 are as follow:

- Ward 1: East River Family Strengthening Collaborative (ERFSC)
- Ward 2 & 3: Iona Senior Services
- Ward 4: Genevieve N. Johnson Senior Day Care Program (GNJ)
- Ward 5 & 6: Seabury Resources for Aging
- Ward 7 & 8: East River Family Strengthening Collaborative (ERFSC)

Right now, DACL has a Request for Proposal out that closes Oct 31st. The agency has received one-time funding from the council for ADRD Alzheimer, dementia and related diseases and we have received lots of interest from organizations that do this valuable and critical work. DACL should have an update regarding this funding by the next meeting in November or December. We have new staff who have joined our IR&A, Community Transition (CTT) teams. We have Melanie Johnson as our new Chief Programs Officer, Melanie has a strong background in healthcare administration. Angela Richardson has officially been confirmed as the agency's new Chief of Staff.

B. Thelma Burless, Director, Genevieve and Johnson Senior Daycare Center

Ms. Burless has been the director of G&J for approximately 5 years. It has been an exciting experience. Prior to Ms. Burless, Ms. Virginia Johnson served in that role for about 25 years until her retirement. Ms. Burless is joined by her executive assistant, a nutritionist and a social worker. Genevieve and Johnson has been around for 41 years. For 41 years they have been a senior center in Ward 4 and the only senior center who has a dual program that engages both well-seniors and those who suffer from memory loss. Genevieve and Johnson offers recreation and socialization, case management, counseling, and nutrition programs to seniors. G&J also offers 4 hours of geriatric day-care, allowing caregivers some rest. Now as a new lead agency G&J will be able to expand their programming to other Ward 4 dining services. G&J is located at 4817 Blagdon Ave NW. Zion Community Enterprise oversees G&J programming. More information regarding G&J can be found by visiting their website at <https://gnjseniordaycare.com/>.

To become a member of G&J participants must be 60+ and a DC resident. For more information G&J can be reached at 202-723-8537. As a lead agency, G&J will oversee First Baptist Senior Center, Hattie Holmes, Lamond, Fort Stevens, Colony House and Karen House. G&J nutritionist will be overseeing the nutrition education in these centers as well as providing nutrition counseling 101 as well as aiding in the distribution of the nutritional program, Ensure.

C. Ward 8 Advisory Committee

Angeline McAllister, representing Congress Heights Senior Wellness Center as the Chair of their Advisory Board. The Advisory Board is concerned because the Deaf and Hard-of-Hearing Program is coming to their center, not to be integrated but as a stand-alone program. This is a decision that was made without considering the impact that it would have on the Congress Heights Senior Center. Currently the center has approximately 600 members, not all of them come out daily, but a significant number of them do to enjoy their programming. The concern is in regard to the space that will be taken to accommodate the new Deaf and Hard-of-Hearing Program. The center is also trying to institute a virtual exercise program, which they just got an expansion for after years of advocating for and for it. With the proposed relocation of the Deaf

and Hard-of-Hearing Program the center feels like this newly gained space is being taken away and it will shift the dynamic of all their thriving programs they currently have. The committee's ask is to reconsider the location of the program to be integrated and not as a stand-alone program as it will impact their current programming at the center.

Another concern is that the front door at the center has been broken since June. There are safety and accessibility concerns as the door does not work for people on wheelchairs.

IV. **Ex-Officio Updates**

Adrian Sutton – OCTO

OCTO is the tech agency of the government. Adrian Sutton is the Digital Inclusion Coordinator and travels around senior centers to teach seniors how to be millennials with smart devices. Since 2020 the program has expanded to include residents with disabilities, returning citizens from jail and any working-class resident who may not have digital skills. Jamal joins Adrian Sutton from OCTO, Jamal helps Link Strategies. Link Strategies is a social impact community group. Link Strategies received funds during COVID to rethink broadband in DC, how we can make infrastructure changes to get more communities free or low-cost internet. In order to accomplish this goal, Link Strategies has developed a survey to get feedback on ways to expand internet for DC residents. When you look across the District of Columbia, where you see the gaps with people with the least number of households with internet, they are mainly located in wards 5, 7 and 8. How do we close the digital divide in the District of Columbia? DC has allocated 100 million dollars to implement a digital equity plan.

Commissioners share feedback.

OCTO is trying to provide ongoing tech support for inter-ready devices like tablets and smartphones. Jamal encourages commissioners to complete online or paper surveys and to attend their future listening sessions. They can be contacted at digitalequity@dc.gov.

David Quick, DCPL

DCPL provides services at all 26 locations, some of the upcoming events at the library include, Banned Books Scavenger Hunt which will highlight books that are being challenged as a society, Art All Night.

The library's Adult Learning Department has our computer training lab where they're doing a lot of tech and computer related courses that go all the way up to kind of higher level things like learning Google Suite or Microsoft Office, but also have basic computing focus classes that can be things like Techie Tuesdays where you come in with a device and just get a little bit of assistance if you're from folks who want to feel more comfortable using their iPhone or their Android as well as a class called Computer Comfort.

Sheila Jones, Department of Human Services

The Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V), the pandemic emergency program for medically vulnerable individuals, is coming to an end. The last site Skyline at 10 I St SW is destined to close no later than December 1, 2023. Individuals who are currently still on the site, approximately 155 are being issued rapid re-housing subsidies or permanent supportive housing vouchers, so they're guaranteed to have a place to move to. The department is working to have individuals who require a high level of care move into assisted living placements or senior living apartments. The goal is for individuals not to return to shelter unless they agree to do so.

Mary Terrell, DOES

Mary Terrell shares that The National Telecommunications and Information Administration has money to help minority communities who have no access to broadband. Taniesha Pierce provides a brief job opportunity relevant to seniors. The Senior Employment Program is trying to see how they can expand the program to all wards and senior communities.

Zachary Smith, DDOT

DDOT have upcoming meetings about their bus priority program. Bus priority program is the red painted streets on the side of the road to allow buses more quickly, they are essentially bus-only lanes. No cars can travel during specified times, usually during peak-hours. One of the meeting is this afternoon and the next one is happening virtually November 29th at 6PM for Florida Ave NW and NE. Both of these are in the planning stages, so no final design has been done. Also Georgia Ave we have a bus priority meeting at the Bernice Fontenau Senior Wellness Center next Friday, November 3rd, and that'll be in person from 11:00 AM to 12:00 PM.

V. **Adjournment: 12:00 pm**

**D.C. Commission on Aging
Meeting Minutes
Wednesday November 29, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Carolyn Matthews, Mary Taylor, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Chandra Goodman (DOES), David Quick (DCPL), Danilo Pelletiere (DHCD), Mary Terrell (DOES), Sheila Jones (DHS)

Members of the Public

Heather Foote, Edgar Sheppard

I. Call to Order

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. Review and Approval of Minutes

October meeting minutes were reviewed and approved.

III. Presentations/Discussion

A. Charon P.W. Hines, Director, DACL

Chairman Bobo discusses with Director Hines that when they were appointed to the commission, they received emails but have not need able to access them. Director Hines will look into getting them access to it. Director will work with the Mayor's Office of Talents and Appointments and OCTO to get this resolved.

Chairman Bobo is also advocating to have more case managers, and have a case manager come to the senior wellness centers to assist seniors with their needs, maybe 1 day a week for about 4 hours like they have in Congress Heights. Director Hines will explore the availability of our current case managers to see if this is feasible at the moment to develop a model/pilot with the team to have "Case Manager Hours" at senior wellness centers.

Announcements from Director Hines:

- DACL is deep into FY2025 budget formulations. The team at DACL has been working diligently in making sure we remain equitable in all of our programs and services to keep them running. At the moment we are not anticipating any shortages in programs and services and expect to maintain the services we currently have.
- DACL is currently exploring ways to expand collaboration with ACL, our federal government partners through available grant opportunities that may be relevant to our programs and services in our agency.
- Director Hines has upcoming meetings with other sister agencies' directors to further look and explore ways to partner and collaborate. We want to find ways to educate our seniors on the different programs and services offered through other sister government agencies that they have access to.
- On Monday we have an event called "Pass The Sash," where Seabury is passing the administration of Ms. Senior DC to East River. Women who are 60+ years old and want to talk about their philosophy of life are encouraged to apply to the Ms. Senior DC Pageant which has typically been held in June at UDC, admission tickets have been about \$20. The event is recorded by the DC Office of Cable Television, Film, Music and Entertainment and shown a few weeks later.
- The 25th Mayor Bowser's Senior Holiday Celebration is Wednesday December 13th at The Armory. Cameo Club will have a table at the event to meet the new pageant's administrators.
- A new senior leader has been hired as the Chief Operating Officer: Regat Hagos who has served as an interim in the position for the past few months as well as the Resource Allocation Officer.
- As part of the National Caregivers Month, which is the month of November, Director Hines will be attending the Genevieve and Johnson's, our Ward 4 Lead Agency caregiver's lounge which they have every other Wednesday from 5pm to 7pm.
- Cameo Club will continue meeting at Model Cities. When contestants come for the information session, when they are selected, orientation, those meetings will happen at East River.

Director Hines will work with DOEE regarding the LIHEAP Program to find a way seniors can stay informed and receive updates on their LIHEAP applications. Director Hines will also propose the idea of having a LIHEAP representative on certain days/hours at Senior Wellness Centers to inform and help seniors with the application.

Director Hines will talk with DC Health about getting COVID tests for distribution at senior wellness centers.

Heather Foote suggests that agencies should consolidate transportation information available to seniors. These agencies include WMATA, DACL, DFHV, DDOT. Heather Foote has developed a sheet for seniors to know to which agency to go for the different programs offered but it continues to be very confusing for seniors to navigate. These agencies should collaborate with one another to streamline information regarding their transportation programs available to seniors. Another challenge is that even though a lot of money is put into the Connector Card, seniors have difficulty using it because it's not intuitive.

B. Gail Kohn, Age-Friendly DC

Age-Friendly DC differentiates from DACL that it is concerned and focused on lifelong aging, including those individuals in their younger years who will be a future older adults. DACL exclusively serves those seniors who are 60+ years of age and those with disabilities. We are in the final process of producing a 5-year report. One of the 14 domains in the report is about caregiving. Caregiving is about unpaid caregivers, relatives or friends of the people they are helping. Age-Friendly DC works with the Caregiver Association run by Home Care Partners. The association can provide respite for people who are unpaid caregivers. Age-Friendly worked to get people who were in public housing trained as caregiver and it was done through agencies that are training caregivers. That program produced a small number of caregivers of people who were interested in becoming caregivers. That number then got even smaller because in order to become a caregiver, participants had to be able to read and calculate on an eighth-grade level. About 20 people became certified over the last 5-years since Age-Friendly DC began working on this program. The people that went through the program are working as caregivers through Home Care Partners who were involved in the training and certification of these individuals. The licensing issue brought up by the commission, arises from people having difficulty getting certified because DC Health has been facing challenges with their contractor.

C. Aimellia Siemson, DC Council

The pilot program that allows for a property tax monthly payment plan will be reintroduced to the council this week. The bill will establish a pilot program at the Office of Tax and Revenue (OTR), for property taxes that are not mortgaged, especially benefiting seniors that have been in their property for so long, and are now on a fixed income, this will allow them to enroll in the program for monthly billing instead of semi-annual billing, allowing them to budget better for the expense. In addition the Council introduced the public sector workers comp bill on Monday.

IV. Ex-Officio Updates

David Quick, DCPL

DCPL is having their annual DC Reads Program which is 1 city, 1 book, where the library tries to get the whole District reading one book. This year it will be three different books, written by local DC female authors. Discussion will happen through online book clubs and one big author talk in February.

Rapid COVID tests are being distributed at DCPL again.

Chandra Goodman, DOES

DOES has the Senior Community Service Employment Program (SCSEP) and is currently looking for new participants and anyone who is actively looking for employment. DOES centers are available to assist with resume writing and job training needed to return to work.

Sheila Jones, DHS

The final date for demobilization and closure of PET-V sites is December 15, 2023. The agency is expecting all clients to be out of the sites on or before that date. Over the entire pandemic and the upcoming closure of the sites, DHS has found housing for over 1000 individual clients, most of whom were seniors. Many of them received housing vouchers, whether it is permanent supportive housing vouchers or emergency housing vouchers, or other different types of vouchers.

During this transition Bridge Housing was created for individuals that have housing vouchers but are waiting for a lease or inspection. They are in constant communication with their assigned housing provider and housing case manager. Individuals in the respite program which is for the frail and medically vulnerable individuals will not return to shelter. Unity Healthcare will be taking 20 of these individuals to 801 for respite care. Less than 40 people will be returning to shelters because individuals have indicated that is their choice and others have declined to engage in the housing process.

Mary Terrell, DOES

The Public Adjusters are people who stand between insurer and insured, they are a wonderful resource for resolving claims with insurance companies. They are paid by contractors, not directly by the individual seeking their service. Public Adjuster: Wayne Harris, (301) 684 0540.

There is a thriving apprenticeship program at DOES across many sectors.

The entrepreneurship program in the District is thriving and there are funds available for people who want to go into entrepreneurship and want to launch some kind of small or large business project. Currently the population involved in entrepreneurship are people within the 50 and up. These are people with experience, expertise and potential funding.

Danilo Pelletiere, DHCD

The Heirs Program is up and running. The program allows families that have had someone pass away, be able to resolve the issues around their family's home that would benefit the family of the deceased. This is also a resource for seniors thinking about what will happen with their own home.

The Home-Owners Assistance Program is a federal program started during COVID and has helped 1,133 households with \$24.2 million, and the average assistance has been \$21,413. That's \$19 million in mortgage payments, \$3.1 million in housing association dues payments, \$1.2 million in insurance and taxes, and \$849,000 in utilities and Internet charges. For more information about the HAF program individuals can call (202) 442-7200, to contact Danilo: danilo.pelletiere@dc.gov.

V. **Adjournment:** 12:02 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday January 24, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Carolyn Matthews, Mary Taylor, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Chandra Goodman (DOES), David Quick (DCPL), Danilo Pelletiere (DHCD), Mary Terrell (DOES), Sheila Jones (DHS)

Members of the Public

Heather Foote, Edgar Sheppard

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

November meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Cathy Borris-Hale, DC Health

Cathy Borris-Hale is the Nurse Specialist for Discipline and Practice for the Board of Nursing at DC Health. Ms. Borris Hale answered some questions that were forwarded to her in advance by the commission:

What is the process to become a certified home-health aide?

Ms. Borris-Hale: The first step is for participants to attend a home health aide training program listed on our website. We have a listing of all those programs that have been approved and participants must successfully complete the program. After completion of the program, participants must submit an online application. Nursing students who have completed the fundamentals of nursing may also apply. Part of the online application process involves uploading documents, for example: government ID, photo ID, and also pay the corresponding fee.

Once the application is received, we will conduct a criminal background check and review all their credentials. Once everything is verified and approved applicants will receive their certification online.

How is the need of multilingual home health aides handled?

Ms. Borris-Hale: We have a vendor called Credentia that works with our applicants for the testing and examination part of the process. The only other language the test is offered in at the moment is Spanish.

What is the process for home health aides to become certified if they're limited English proficiency?

Ms. Borris-Hale: Applicants must have a minimum of a fifth grade English level. If appropriate we may refer applicants for English lessons at schools like Carlos Rosario. This is particularly important because the applicants don't know what clients they may get assigned to.

To report concerns regarding home-health aides performance on the job, the first step is to call their Home Health Aide agency. DC Health also takes complaints which are reviewed by the Board of Nursing and appropriate action is taken.

To contact Ms. Borris-Hale:

Cathy Borris-Hale, Nurse Specialist for Discipline & Practice, DC BON, cathy.borris-hale@dc.gov; 202-724-8691.

B. Jasmine Bailey, PACE Program

The Program of AllInclusive Care for the Elderly (PACE) provides medical and social services to eligible elderly residents. A team of health care professionals provides PACE participants with coordinated care across both Medicare and Medicaid benefits. For most PACE participants, PACE services enable them to remain in the community rather than receive care in a nursing home.

PACE covers all Medicare- and Medicaid-covered care and services and other services that the PACE team decides are necessary to improve and maintain your health. This includes prescription drugs, as well as any other medically necessary care, like doctor or health care provider visits, transportation, home care, hospital visits, and even nursing home stays when necessary. The PACE program becomes your "one-stop shop" for all your health care services.

PACE provides all the care and services covered by Medicare and Medicaid if authorized by your health care team. If your health care team decides you need care and services that Medicare and Medicaid doesn't cover, PACE may still cover them.

At the moment, the program is bringing in an average of 8 participants/month from Wards 7 and 8.

C. Charon P.W. Hines, Director, DACL Council

Updates provided by Director Hines:

1. Email access to the commissioners has been granted thanks to the collaboration between Director Hines, MOTA and OCTO. Email addresses and password access were provided.
2. DACL's Performance Oversight hearing is next Thursday, February 1 at 9:30am at the Wilson Building on Pennsylvania Avenue. Commissioner Bobo and Commissioner Matthews will be testifying.
3. Ms. Senior DC Pageant is accepting applications until the end of February.
4. Red, White & You is a Valentine Day celebration in partnership with DPR which will be held in February. The event will be hosted at two different DPR locations for convenience: Edgewood Recreation Center and Deanwood Recreation Center. The event will be from 11am-2pm.
5. The Gallery Place Chinatown taskforce has been launched by the mayor.
6. On Monday, January 22, the mayor announced the 2024 Marion Barry Summer Youth Employment Program also known as the MBSYEP. This is the 45th year of MBSYEP. This is a great opportunity for young adults, nieces, nephews, grandchildren, up to the age of 24.
7. Regarding sister-agency collaborations, Director Hines has been working with Director Bolling from the Department of For-Hire Vehicles (DFHV) for possible additional transportation programs both agencies can partner on to increase the access for transportation.

Director Hines has also been in communication with the Department of Healthcare Finance regarding the EDP waiver process and making sure families and applicants are provided with updates on their application.

Director Hines is also working with DC Housing Authority and exploring options for possible collaboration since we have a lot of our seniors live in DCHA properties. Director Hines also had an opportunity to speak with Director Jacson at DOEE about the LIHEAP program. Director Hines worked internally with our case management team to get the list of seniors that have called in requesting an update on their LIHEAP application and sent it over to Director Jackson.

WMATA has eliminated the fee to receive the Senior Smartrip card. Director Hines is working with them to have them come to our senior wellness sites to assist seniors with the application.

DC Health – Dr. Bennett will have COVID tests distributed to senior wellness centers.

IV. Ex-Officio Updates

Marcus Coates, DPR

Marcus Coates is the Deputy Director of Recreation Services at DPR. Mr. Coates oversees all of the recreation centers, the aquatics facilities and programs that go into both the recreation and aquatics facilities. Under his purview is also the permits and registration division as well as the programs that go throughout our inventory.

Marion Speight is the representative for senior services at DPR.

For senior programming please contact Marion Speight at marion.speight@dc.gov, 202-255-1369. Among the many different programs we have at DPR for our seniors include:

- Various levels of Aquatics programs for senior, specifically from learning how to swim level 1 to media, a media levels of level 2, learning to swim and then a more advanced level of swim, which is a Level 3 senior swim.
- Water aerobics.
- We have a partnership with University of District of Columbia and they have a fitness program called Body Wise Water Aerobics that they facilitate at several locations.
- Competitive swim team that senior specific.
- Senior tennis
- Computer training
- Pickleball
- Fall Prevention program that helps seniors maintain their mobility to reduce the risk of falls.

In addition to the diverse programming, DPR also has signature events like Senior Fest, Senior Games, Senior Spring City Tour, etc.

David Quick, DCPL

Tax assistance will be happening again this year at DCPL. Tax assistance will be by appointment only. For more information please visit:

<https://www.dclibrary.org/using-the-library/tax-preparation>

As part of our Black History month programming we will have NPR journalist Ayesha Rascoe speak about her new book “HBCU Made: A Celebration of the Black College Experience.”

Zachary Smith, DDOT

Starting January 29, DDOT will start Phase II of the Clear Lanes project. This is for streets with red bus only lanes.

Enforcement of no driving, no standing, no parking, and our bus zones or bus only lanes during certain times will start. Starting next Monday, if you are traveling in those lanes during the restricted hours and they vary between the bus lanes, you may receive a ticket

Chandra Goodman, DOES

American Job Center workshop can prepare seniors for interviews as well as assist them with their resumes to be a successful applicant for the Senior Community Service Employment Program (SCSEP), for more information please visit:

<https://ncba-aging.org/scsep/>

Sheila Jones, DHS

The final date for demobilization and closure of PET-V sites is December 15, 2023. The agency is expecting all clients to be out of the sites on or before that date. Over the entire pandemic and the upcoming closure of the sites, DHS has found housing for over 1000 individual clients, most of whom were seniors. Many of them received housing vouchers, whether it is permanent supportive housing vouchers or emergency housing vouchers, or other different types of vouchers.

During this transition Bridge Housing was created for individuals that have housing vouchers but are waiting for a lease or inspection. They are in constant communication with their assigned housing provider and housing case manager. Individuals in the respite program which is for the frail and medically vulnerable individuals will not return to shelter. Unity Healthcare will be taking 20 of these individuals to 801 for respite care. Less than 40 people will be returning to shelters because individuals have indicated that is their choice and others have declined to engage in the housing process.

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Gail Kohn, Age-Friendly DC

Please register for the upcoming final 2023-24 taskforce meeting by going to the Age-Friendly DC website. Jacqueline Gould from the Department of Healthcare

Finance will be present to speak more on the PACE program for all-inclusive care for the elderly and about the program money follows the person which is a very important program for people to be able to hire their relatives and friends to provide services to them if they need personal care needs.

V. **Adjournment:** 12:02 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday, May 22, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce

DACL Staff Present

Charon P.W. Hines (Director), Angela Richardson (Chief of Staff), Elaine Block (General Counsel), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

David Quick (DCPL), Sheila Jones (DHS), Tesha Coleman (DC Health), Zachary Smith (DDOT), Roland Nicholas (DFHV)

Members of the Public

Heather Foote, Edgar Sheppard, Carolyn Matthews, Karen Zuckerstein, Frances Johnson, Reginald Watson, Maria Elena Anderson, Jeannette Mobley

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

January meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Charon P.W. Hines, Director, DACL

The DACL's budget for FY2024 increased by a total of \$3,090,500 This budget includes three significant enhancements approved by the Mayor:

- \$1,500,000 to support the Connector Card Program.
- \$1,000,000 to support the Safe at Home Program
- \$340,500 to support the iPad Program

Additionally, the budget includes one key enhancements approved by the Council:

- \$250,000 to support a Dementia Care Navigator Program.

The DACL's budget for FY2025 increased by a total of \$1,159,000. This budget includes two significant enhancements proposed by the Mayor:

- \$450,000 to support a Dementia Care Navigator Program.
- \$350,000 for Senior Villages Services.

Additionally, the budget includes two key enhancements approved by the Council:

- \$112,999 for a Legal Counsel Hotline Attorney FTE.
- \$247,000 for the Connector Card Program.

Discussion: Senior Villages are non-profit organizations in neighborhoods across the city. They are not senior centers; the villages typically partner with other organizations. Think of senior villages as miniature-hubs of DACL. Some of their activities may include: social activities like book clubs, guest speakers, fitness and wellness activities. The fundamental concept of villages is neighbors-helping-neighbors, doing 1:1 assistance with technology, assembling things, etc.

Announcements:

- We have a new food vendor for Wards 1 and 2 seniors: Ocean Pro, started May 16th. DACL nutrition team has been on-site at our different dining sites onboarding our new food vendor.
- May is Older Americans Month, this year's theme is "Power by Connection"
- Senior Fest in partnership with DPR is at UDC at 10am Wednesday May 29th.
- June is Elder Abuse Awareness Month. Mayor Bowser's 13th Annual Senior Symposium will be Tuesday June 25 at Ballou Senior High School. This year's theme is "Empowerment through Awareness," focusing on elder abuse prevention and strategies to combat fraud and scams targeting seniors. OAG will be a partner for Senior Symposium this year.
- June 8th DACL will participate in the Capital Pride parade with a trolley. In 2025 World Pride will be hosted in DC.
- Miss Senior DC Pageant will be on Saturday June 15th at UDC. Ms. Senior America will be in attendance as a special guest.

IV. **Ex-Officio Updates**

David Quick, DCPL

Summer programming at the library is about to start. Discover Summer is for young people and adults. Please encourage nieces, nephews, grandkids, etc. to participate. There are prizes and activities all summer. DCPL is always looking for ways to connect library services with DACL and to increase the quality of those connections. Any feedback from seniors is welcome.

Zachary Smith, DDOT

DDOT is hosting public meetings for various projects in the works. First public meeting in South Dakota Ave, where we are working on a safety project from Riggs Rd NE to Bladensburg Rd NE. Virtual meeting for this project will be May 20th and in-person meeting will be Saturday, June 1.

Tesha Coleman, DC Health

The DC Brain Health 2024-28 Plan has been published and available on the DC Health website. Dementia ads are currently running on TV and on buses in the neighborhood. DC Health has an upcoming public hearing on June 12 for their preventative health block grant, partners and community members are welcome to share their feedback on DC Health's overall prevention plan.

Chandra Goodman, DOES

DOES has the Senior Community Service Employment Program (SCSEP) and is currently looking for new participants and anyone who is actively looking for employment. DOES centers are available to assist with resume writing and job training needed to return to work.

Sheila Jones, DHS

PET-V sites have completely shut down. DHS is working with the remaining 40 individuals at bridge housing locations to continue to make sure these individuals get housing, most of them have been granted vouchers and are currently in various stages of the DCH process. DHS is working to remove barriers to ensure that individuals who have vouchers or are expecting to receive them are getting housed and getting moved out of low barrier shelters.

Since PET-V sites closure, DHS has housed over 2000 individuals.

Nicholas Roland, DFHV

Neighborhood Connect is being cut from the 2025 budget and no longer continue after the end of FY24.

DFHV will reach out to YellowCab regarding their card readers, and why they are not taking cards without chips.

To report complains, residents can submit a complaint to DFHV Complaints Department via their website <https://dfhv.dc.gov/service/dfhv-complaints-and-compliments>, by emailing dfhv.complainst@dc.gov or by calling Call: (855) 484-4966 or (202) 645-7300 (Press 2 for Complaints).

V. **Adjournment:** 12:03 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday, June 26, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce, Karen Zuckerstein, Roxeanna Moreland, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard, Reginald Watson, Maria Elena Anderson

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Outreach Specialist), Elaine Block (General Counsel)

Ex-Officio Members Present

Roland Nicholas (DFHV), Donti McField (DOES), Zachary Smith (DDOT)

Members of the Public

Carolyn Matthews

- I. **Swearing Ceremony of New Commissioners – MOTA**
Karen Zuckerstein, Roxeanna Moreland, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard, Reginald Watson, and Maria Elena Anderson were into the Commission on Aging by the Mayor’s Office of Talents and Appointments.
- II. **Call to Order**
Chairperson Bobo called the meeting to order at 10:15 am. He began the meeting with a moment of silence.
- III. **Review and Approval of Minutes**
May meeting minutes were reviewed and approved.
- IV. **Presentations/Discussion**
 - A. **Office of the Attorney General (OAG)**
 - OAG presents on their Mediation Program which tries to resolve consumer and tenant complaints without the need to go to court. This is a free program for District residents. OAG Mediation can try to help when the consumer/tenant is a DC Resident **or** the business/landlord is located or headquartered in the District. This is a voluntary service by both parties involved, meaning that the consumer and the business must choose to

engage. Some of the disputes the mediation program can help mediate are billing disputes, landlord/tenant issues, contract disputes, social media lockout, credit repair and scams. To submit a complaint, residents can the OAG Hotline, 202.442.9828, submit a Consumer Complaint Online at oag.dc.gov/consumer-protection or email at consumer.protection@dc.gov

B. Charon P.W. Hines, Director, DACL

Discussion with Director Hines revolved around safety in residential buildings – senior buildings or building with a predominant senior population. Director Hines, offered to be the connection between those buildings where seniors are facing safety concerns and MPD, as well as continuing to be an advocate for the overall safety of seniors.

Director Hines, also invites the commissioners to take part in the Age-Friendly DC livability survey that will help inform the 2024-2028 Strategic Plan.

V. **Ex-Officio Updates**

Zachary Smith, DDOT

No updates provided.

Donti McField, DOES

No updates provided.

Nicholas Roland, DFHV

No updates.

V. **Adjournment:** 12:33 pm.

D.C. Commission on Aging
Meeting Minutes
Thursday, September 26, 2024
10:00 a.m.

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce, Karen Zuckerstein, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard

DACL Staff Present

Angela Richardson (Chief of Staff), Estefani Legge (Outreach Specialist),

Ex-Officio Members Present

Zachary Smith (DDOT), David Quick (DCPL), Sheila Jones (DHS), Jenna Nguyen (OP)

Members of the Public

Carolyn Matthews

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:15 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

June meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Angela Richardson, Chief of Staff, DACL

The 7th Annual Brain Games happened Wednesday, September 25 at the MLK library. It was the most attended Brain Games that DACL has hosted to-date, we had about 90 seniors in attendance. We had teams from almost every ward. Team Cerebral, from Ward 6, based off Hayes Senior Wellness Center were this year's champions. Second place was Ward 8, Congress Heights, and 3rd place was Ward 1 "Silver Stunners." Also, this month we had our 38th Annual Centenarian Salute, where we honored over 55 seniors over the age of 100 in the District of Columbia, about 20 of those attended the event in-person.

The agency is wrapping up the FY2024 fiscal year and getting ready to launch FY25, the Villages received an increase of \$350K from the mayor, we are also launching the Dementia Navigators Program which will go to IONA Senior Services, Sibley Senior Association and Geneveive & Johnson Senior Daycare, combined they are receiving

\$450,000 to operate the Navigator Program for our seniors who are experiencing Alzheimer's disease and related dementias.

Also, for FY25, DACL received an additional \$750,000 for the Connector Card Program. The week of September 29th, Ms. Senior DC Janet Corbitt, will be traveling to Atlantic City to represent the District of Columbia in the Ms. Senior America Pageant.

Beginning October 1st, East River Family Strengthening Collaborative will be the Ward 1 Lead Agency and IONA will be the new Ward 4 Lead Agency. IONA will now service wards 2, 3, and 4.

Our Grantee Kick-Off is happening October 23rd, where all grantees come together, and we provide any technical assistance they may need.

If the Commission has suggestions in regard to locations for future congregate dining sites please direct them to us. Congregate dining sites must have a minimum of 25 senior participants.

An issue of concern that was brought up by Ms. Matthews is drug addiction among the senior population. There was a recommendation made that all directors of senior wellness centers should receive the training provided by FEMS which also involves training on the usage of NARCAN for any potential overdoses on-site.

The issue of drug-dealing on senior sites is constantly flagged to Chief of Police, Pamela Smith.

B. Jenna Nguyen, OP

Jenna presented an oversight of her upcoming presentation at the Commission's October meeting. Jenna explains that all data to be presented is extracted from the U.S. Census data.

C. John Fanning, DC Council

With budget season coming up, it is a good time to have a conversation in the aging in place community about budget priorities, particularly what the Commission wants to see funded. With the discontinuation of the Circulator, it's possible that we might need more funding for the Connector Card Program.

Creating a Public Safety Task Force for senior buildings with the Chief of Police to share information is a great idea.

The Commission would like to see more Engagement Forums with DOB to discuss building code violations at senior facilities. The Council is willing to support this initiative.

D. Sheila Jones, DHS

No major updates. DHS continues to work veraciously to place participants from the PEP-V program into permanent supportive housing. There 10 individuals remaining that need housing placements to prevent them from going back to shelter.

IV. **Ex-Officio Updates**

David Quick, DCPL

Early voting will take place at some library locations, including the MLK Library. Begging of November DCPL will host a travelling exhibition from the Smithsonian about the Green Book, it's one of their rotating exhibitions that go around the country to different locations. The exhibit will be located on the main floor at the MLK library starting in November.

Zachary Smith, DDOT

Open Streets on Saturday, Oct. 5 <https://openstreets.dc.gov/>
DDOT is winding down the DC Circulator program.

V. **Adjournment:** 11:45 pm.

**D.C. Commission on Aging
Wednesday, October 25, 2023
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Thelma Burless, Director – Genevieve N. Johnson Senior Day Care Program
 - b) Jamal Holtz, Special Assistant – OCTO
 - c) Congress Heights Wellness Center Advisory Board
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

**D.C. Commission on Aging
Wednesday, November 29, 2023
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Angela Richardson – DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

**D.C. Commission on Aging
Wednesday, January 24, 2024
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Presentations
 - a) Charon P.W. Hines – Director, DACL
 - b) Cathy Borris-Hales – DC Health
 - c) Edenbridge – PACE Program
 - d) DPR – Marcus Coates
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. New Business
- VII. Public Comment
- VIII. Announcements
- IX. Adjournment

D.C. Commission on Aging
Wednesday, May 22, 2024
10:00 a.m.

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
 - b) FY25 Budget Discussion – Chief Operating Officer, DACL
- IV. Ex-Officio Updates/Presentations
- V. COA Ward and Committee Reports
- VI. Adjournment

10:00 a.m.

AGENDA

- I. Swearing In Ceremony – Mayor’s Office of Talents & Appointments (MOTA)
- II. Call to Order
- III. Review and Approval of Minutes Commissioners
- IV. Presentation: Office of the Attorney General (OAG)
- V. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
- VI. Ex-Officio Updates/Presentations
- VII. COA Ward and Committee Reports
- VIII. Adjournment

**D.C. Commission on Aging
Thursday, September 26, 2024
10:00 a.m.**

AGENDA

- I. Call to Order
- II. Review and Approval of Minutes Commissioners
- III. Agency Updates/Announcements
 - a) Charon P.W. Hines – Director, DACL
- IV. Ex-Officio Updates
- V. COA Ward and Committee Reports
- VI. Adjournment

**D.C. Commission on Aging
Meeting Minutes
Wednesday October 25, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Carolyn Matthews, Maria Wilson, Hattie Pierce

DACL Staff Present

Angela Richardson (Interim Chief of Staff), Regat Hagos (Interim Chief Operating Officer), Mark Bjorge (Community Outreach Specialist)

Ex-Officio Members Present

David Quick (DCPL), Zachary Smith (DDOT), Mary Terrell (DOES)

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am.

II. **Review and Approval of Minutes**

Meeting minutes are pending approval because there isn't a full quorum.

III. **Presentations**

A. Charon P.W. Hines, Director, DACL

Miss Senior America Pageant happened last week in Atlantic City at the Tropicana. Our local queen from DC Cerise Turner was present to compete. Cerise did an excellent job representing the District of Columbia, although she did not place, she received favorable feedback from the judges. A new representative will be sent to the national pageant next year. The new Miss Senior DC will be selected in June, District residents 60+ are able to compete for the crown. Once the flyer is ready it will be shared with the commissioners to help with the promotion. Members from our new lead agency Genevieve and Johnson are present and bring a lot of energy and excitement as a new lead agency this fiscal year.

The lead agencies for FY24 are as follow:

- Ward 1: East River Family Strengthening Collaborative (ERFSC)
- Ward 2 & 3: Iona Senior Services
- Ward 4: Genevieve N. Johnson Senior Day Care Program (GNJ)
- Ward 5 & 6: Seabury Resources for Aging
- Ward 7 & 8: East River Family Strengthening Collaborative (ERFSC)

Right now, DACL has a Request for Proposal out that closes Oct 31st. The agency has received one-time funding from the council for ADRD Alzheimer, dementia and related diseases and we have received lots of interest from organizations that do this valuable and critical work. DACL should have an update regarding this funding by the next meeting in November or December. We have new staff who have joined our IR&A, Community Transition (CTT) teams. We have Melanie Johnson as our new Chief Programs Officer, Melanie has a strong background in healthcare administration. Angela Richardson has officially been confirmed as the agency's new Chief of Staff.

B. Thelma Burless, Director, Genevieve and Johnson Senior Daycare Center

Ms. Burless has been the director of G&J for approximately 5 years. It has been an exciting experience. Prior to Ms. Burless, Ms. Virginia Johnson served in that role for about 25 years until her retirement. Ms. Burless is joined by her executive assistant, a nutritionist and a social worker. Genevieve and Johnson has been around for 41 years. For 41 years they have been a senior center in Ward 4 and the only senior center who has a dual program that engages both well-seniors and those who suffer from memory loss. Genevieve and Johnson offers recreation and socialization, case management, counseling, and nutrition programs to seniors. G&J also offers 4 hours of geriatric day-care, allowing caregivers some rest. Now as a new lead agency G&J will be able to expand their programming to other Ward 4 dining services. G&J is located at 4817 Blagdon Ave NW. Zion Community Enterprise oversees G&J programming. More information regarding G&J can be found by visiting their website at <https://gnjseniordaycare.com/>.

To become a member of G&J participants must be 60+ and a DC resident. For more information G&J can be reached at 202-723-8537. As a lead agency, G&J will oversee First Baptist Senior Center, Hattie Holmes, Lamond, Fort Stevens, Colony House and Karen House. G&J nutritionist will be overseeing the nutrition education in these centers as well as providing nutrition counseling 101 as well as aiding in the distribution of the nutritional program, Ensure.

C. Ward 8 Advisory Committee

Angeline McAllister, representing Congress Heights Senior Wellness Center as the Chair of their Advisory Board. The Advisory Board is concerned because the Deaf and Hard-of-Hearing Program is coming to their center, not to be integrated but as a stand-alone program. This is a decision that was made without considering the impact that it would have on the Congress Heights Senior Center. Currently the center has approximately 600 members, not all of them come out daily, but a significant number of them do to enjoy their programming. The concern is in regard to the space that will be taken to accommodate the new Deaf and Hard-of-Hearing Program. The center is also trying to institute a virtual exercise program, which they just got an expansion for after years of advocating for and for it. With the proposed relocation of the Deaf

and Hard-of-Hearing Program the center feels like this newly gained space is being taken away and it will shift the dynamic of all their thriving programs they currently have. The committee's ask is to reconsider the location of the program to be integrated and not as a stand-alone program as it will impact their current programming at the center.

Another concern is that the front door at the center has been broken since June. There are safety and accessibility concerns as the door does not work for people on wheelchairs.

IV. **Ex-Officio Updates**

Adrian Sutton – OCTO

OCTO is the tech agency of the government. Adrian Sutton is the Digital Inclusion Coordinator and travels around senior centers to teach seniors how to be millennials with smart devices. Since 2020 the program has expanded to include residents with disabilities, returning citizens from jail and any working-class resident who may not have digital skills. Jamal joins Adrian Sutton from OCTO, Jamal helps Link Strategies. Link Strategies is a social impact community group. Link Strategies received funds during COVID to rethink broadband in DC, how we can make infrastructure changes to get more communities free or low-cost internet. In order to accomplish this goal, Link Strategies has developed a survey to get feedback on ways to expand internet for DC residents. When you look across the District of Columbia, where you see the gaps with people with the least number of households with internet, they are mainly located in wards 5, 7 and 8. How do we close the digital divide in the District of Columbia? DC has allocated 100 million dollars to implement a digital equity plan.

Commissioners share feedback.

OCTO is trying to provide ongoing tech support for inter-ready devices like tablets and smartphones. Jamal encourages commissioners to complete online or paper surveys and to attend their future listening sessions. They can be contacted at digitalequity@dc.gov.

David Quick, DCPL

DCPL provides services at all 26 locations, some of the upcoming events at the library include, Banned Books Scavenger Hunt which will highlight books that are being challenged as a society, Art All Night.

The library's Adult Learning Department has our computer training lab where they're doing a lot of tech and computer related courses that go all the way up to kind of higher level things like learning Google Suite or Microsoft Office, but also have basic computing focus classes that can be things like Techie Tuesdays where you come in with a device and just get a little bit of assistance if you're from folks who want to feel more comfortable using their iPhone or their Android as well as a class called Computer Comfort.

Sheila Jones, Department of Human Services

The Pandemic Emergency Program for Medically Vulnerable Individuals (PEP-V), the pandemic emergency program for medically vulnerable individuals, is coming to an end. The last site Skyline at 10 I St SW is destined to close no later than December 1, 2023. Individuals who are currently still on the site, approximately 155 are being issued rapid re-housing subsidies or permanent supportive housing vouchers, so they're guaranteed to have a place to move to. The department is working to have individuals who require a high level of care move into assisted living placements or senior living apartments. The goal is for individuals not to return to shelter unless they agree to do so.

Mary Terrell, DOES

Mary Terrell shares that The National Telecommunications and Information Administration has money to help minority communities who have no access to broadband. Taniesha Pierce provides a brief job opportunity relevant to seniors. The Senior Employment Program is trying to see how they can expand the program to all wards and senior communities.

Zachary Smith, DDOT

DDOT have upcoming meetings about their bus priority program. Bus priority program is the red painted streets on the side of the road to allow buses more quickly, they are essentially bus-only lanes. No cars can travel during specified times, usually during peak-hours. One of the meeting is this afternoon and the next one is happening virtually November 29th at 6PM for Florida Ave NW and NE. Both of these are in the planning stages, so no final design has been done. Also Georgia Ave we have a bus priority meeting at the Bernice Fontenau Senior Wellness Center next Friday, November 3rd, and that'll be in person from 11:00 AM to 12:00 PM.

V. **Adjournment: 12:00 pm**

**D.C. Commission on Aging
Meeting Minutes
Wednesday November 29, 2023
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Carolyn Matthews, Mary Taylor, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Chandra Goodman (DOES), David Quick (DCPL), Danilo Pelletiere (DHCD), Mary Terrell (DOES), Sheila Jones (DHS)

Members of the Public

Heather Foote, Edgar Sheppard

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

October meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Charon P.W. Hines, Director, DACL

Chairman Bobo discusses with Director Hines that when they were appointed to the commission, they received emails but have not need able to access them. Director Hines will look into getting them access to it. Director will work with the Mayor's Office of Talents and Appointments and OCTO to get this resolved.

Chairman Bobo is also advocating to have more case managers, and have a case manager come to the senior wellness centers to assist seniors with their needs, maybe 1 day a week for about 4 hours like they have in Congress Heights. Director Hines will explore the availability of our current case managers to see if this is feasible at the moment to develop a model/pilot with the team to have "Case Manager Hours" at senior wellness centers.

Announcements from Director Hines:

- DACL is deep into FY2025 budget formulations. The team at DACL has been working diligently in making sure we remain equitable in all of our programs and services to keep them running. At the moment we are not anticipating any shortages in programs and services and expect to maintain the services we currently have.
- DACL is currently exploring ways to expand collaboration with ACL, our federal government partners through available grant opportunities that may be relevant to our programs and services in our agency.
- Director Hines has upcoming meetings with other sister agencies' directors to further look and explore ways to partner and collaborate. We want to find ways to educate our seniors on the different programs and services offered through other sister government agencies that they have access to.
- On Monday we have an event called "Pass The Sash," where Seabury is passing the administration of Ms. Senior DC to East River. Women who are 60+ years old and want to talk about their philosophy of life are encouraged to apply to the Ms. Senior DC Pageant which has typically been held in June at UDC, admission tickets have been about \$20. The event is recorded by the DC Office of Cable Television, Film, Music and Entertainment and shown a few weeks later.
- The 25th Mayor Bowser's Senior Holiday Celebration is Wednesday December 13th at The Armory. Cameo Club will have a table at the event to meet the new pageant's administrators.
- A new senior leader has been hired as the Chief Operating Officer: Regat Hagos who has served as an interim in the position for the past few months as well as the Resource Allocation Officer.
- As part of the National Caregivers Month, which is the month of November, Director Hines will be attending the Genevieve and Johnson's, our Ward 4 Lead Agency caregiver's lounge which they have every other Wednesday from 5pm to 7pm.
- Cameo Club will continue meeting at Model Cities. When contestants come for the information session, when they are selected, orientation, those meetings will happen at East River.

Director Hines will work with DOEE regarding the LIHEAP Program to find a way seniors can stay informed and receive updates on their LIHEAP applications. Director Hines will also propose the idea of having a LIHEAP representative on certain days/hours at Senior Wellness Centers to inform and help seniors with the application.

Director Hines will talk with DC Health about getting COVID tests for distribution at senior wellness centers.

Heather Foote suggests that agencies should consolidate transportation information available to seniors. These agencies include WMATA, DACL, DFHV, DDOT. Heather Foote has developed a sheet for seniors to know to which agency to go for the different programs offered but it continues to be very confusing for seniors to navigate. These agencies should collaborate with one another to streamline information regarding their transportation programs available to seniors. Another challenge is that even though a lot of money is put into the Connector Card, seniors have difficulty using it because it's not intuitive.

B. Gail Kohn, Age-Friendly DC

Age-Friendly DC differentiates from DACL that it is concerned and focused on lifelong aging, including those individuals in their younger years who will be a future older adults. DACL exclusively serves those seniors who are 60+ years of age and those with disabilities. We are in the final process of producing a 5-year report. One of the 14 domains in the report is about caregiving. Caregiving is about unpaid caregivers, relatives or friends of the people they are helping. Age-Friendly DC works with the Caregiver Association run by Home Care Partners. The association can provide respite for people who are unpaid caregivers. Age-Friendly worked to get people who were in public housing trained as caregiver and it was done through agencies that are training caregivers. That program produced a small number of caregivers of people who were interested in becoming caregivers. That number then got even smaller because in order to become a caregiver, participants had to be able to read and calculate on an eighth-grade level. About 20 people became certified over the last 5-years since Age-Friendly DC began working on this program. The people that went through the program are working as caregivers through Home Care Partners who were involved in the training and certification of these individuals. The licensing issue brought up by the commission, arises from people having difficulty getting certified because DC Health has been facing challenges with their contractor.

C. Aimellia Siemson, DC Council

The pilot program that allows for a property tax monthly payment plan will be reintroduced to the council this week. The bill will establish a pilot program at the Office of Tax and Revenue (OTR), for property taxes that are not mortgaged, especially benefiting seniors that have been in their property for so long, and are now on a fixed income, this will allow them to enroll in the program for monthly billing instead of semi-annual billing, allowing them to budget better for the expense. In addition the Council introduced the public sector workers comp bill on Monday.

IV. Ex-Officio Updates

David Quick, DCPL

DCPL is having their annual DC Reads Program which is 1 city, 1 book, where the library tries to get the whole District reading one book. This year it will be three different books, written by local DC female authors. Discussion will happen through online book clubs and one big author talk in February.

Rapid COVID tests are being distributed at DCPL again.

Chandra Goodman, DOES

DOES has the Senior Community Service Employment Program (SCSEP) and is currently looking for new participants and anyone who is actively looking for employment. DOES centers are available to assist with resume writing and job training needed to return to work.

Sheila Jones, DHS

The final date for demobilization and closure of PET-V sites is December 15, 2023. The agency is expecting all clients to be out of the sites on or before that date. Over the entire pandemic and the upcoming closure of the sites, DHS has found housing for over 1000 individual clients, most of whom were seniors. Many of them received housing vouchers, whether it is permanent supportive housing vouchers or emergency housing vouchers, or other different types of vouchers.

During this transition Bridge Housing was created for individuals that have housing vouchers but are waiting for a lease or inspection. They are in constant communication with their assigned housing provider and housing case manager. Individuals in the respite program which is for the frail and medically vulnerable individuals will not return to shelter. Unity Healthcare will be taking 20 of these individuals to 801 for respite care. Less than 40 people will be returning to shelters because individuals have indicated that is their choice and others have declined to engage in the housing process.

Mary Terrell, DOES

The Public Adjusters are people who stand between insurer and insured, they are a wonderful resource for resolving claims with insurance companies. They are paid by contractors, not directly by the individual seeking their service. Public Adjuster: Wayne Harris, (301) 684 0540.

There is a thriving apprenticeship program at DOES across many sectors.

The entrepreneurship program in the District is thriving and there are funds available for people who want to go into entrepreneurship and want to launch some kind of small or large business project. Currently the population involved in entrepreneurship are people within the 50 and up. These are people with experience, expertise and potential funding.

Danilo Pelletiere, DHCD

The Heirs Program is up and running. The program allows families that have had someone pass away, be able to resolve the issues around their family's home that would benefit the family of the deceased. This is also a resource for seniors thinking about what will happen with their own home.

The Home-Owners Assistance Program is a federal program started during COVID and has helped 1,133 households with \$24.2 million, and the average assistance has been \$21,413. That's \$19 million in mortgage payments, \$3.1 million in housing association dues payments, \$1.2 million in insurance and taxes, and \$849,000 in utilities and Internet charges. For more information about the HAF program individuals can call (202) 442-7200, to contact Danilo: danilo.pelletiere@dc.gov.

V. **Adjournment:** 12:02 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday January 24, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Maria Wilson, Carolyn Matthews, Mary Taylor, Barbara Lee

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

Chandra Goodman (DOES), David Quick (DCPL), Danilo Pelletiere (DHCD), Mary Terrell (DOES), Sheila Jones (DHS)

Members of the Public

Heather Foote, Edgar Sheppard

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

November meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Cathy Borris-Hale, DC Health

Cathy Borris-Hale is the Nurse Specialist for Discipline and Practice for the Board of Nursing at DC Health. Ms. Borris Hale answered some questions that were forwarded to her in advance by the commission:

What is the process to become a certified home-health aide?

Ms. Borris-Hale: The first step is for participants to attend a home health aide training program listed on our website. We have a listing of all those programs that have been approved and participants must successfully complete the program. After completion of the program, participants must submit an online application. Nursing students who have completed the fundamentals of nursing may also apply. Part of the online application process involves uploading documents, for example: government ID, photo ID, and also pay the corresponding fee.

Once the application is received, we will conduct a criminal background check and review all their credentials. Once everything is verified and approved applicants will receive their certification online.

How is the need of multilingual home health aides handled?

Ms. Borris-Hale: We have a vendor called Credentia that works with our applicants for the testing and examination part of the process. The only other language the test is offered in at the moment is Spanish.

What is the process for home health aides to become certified if they're limited English proficiency?

Ms. Borris-Hale: Applicants must have a minimum of a fifth grade English level. If appropriate we may refer applicants for English lessons at schools like Carlos Rosario. This is particularly important because the applicants don't know what clients they may get assigned to.

To report concerns regarding home-health aides performance on the job, the first step is to call their Home Health Aide agency. DC Health also takes complaints which are reviewed by the Board of Nursing and appropriate action is taken.

To contact Ms. Borris-Hale:

Cathy Borris-Hale, Nurse Specialist for Discipline & Practice, DC BON, cathy.borris-hale@dc.gov; 202-724-8691.

B. Jasmine Bailey, PACE Program

The Program of AllInclusive Care for the Elderly (PACE) provides medical and social services to eligible elderly residents. A team of health care professionals provides PACE participants with coordinated care across both Medicare and Medicaid benefits. For most PACE participants, PACE services enable them to remain in the community rather than receive care in a nursing home.

PACE covers all Medicare- and Medicaid-covered care and services and other services that the PACE team decides are necessary to improve and maintain your health. This includes prescription drugs, as well as any other medically necessary care, like doctor or health care provider visits, transportation, home care, hospital visits, and even nursing home stays when necessary. The PACE program becomes your "one-stop shop" for all your health care services.

PACE provides all the care and services covered by Medicare and Medicaid if authorized by your health care team. If your health care team decides you need care and services that Medicare and Medicaid doesn't cover, PACE may still cover them.

At the moment, the program is bringing in an average of 8 participants/month from Wards 7 and 8.

C. Charon P.W. Hines, Director, DACL Council

Updates provided by Director Hines:

1. Email access to the commissioners has been granted thanks to the collaboration between Director Hines, MOTA and OCTO. Email addresses and password access were provided.
2. DACL's Performance Oversight hearing is next Thursday, February 1 at 9:30am at the Wilson Building on Pennsylvania Avenue. Commissioner Bobo and Commissioner Matthews will be testifying.
3. Ms. Senior DC Pageant is accepting applications until the end of February.
4. Red, White & You is a Valentine Day celebration in partnership with DPR which will be held in February. The event will be hosted at two different DPR locations for convenience: Edgewood Recreation Center and Deanwood Recreation Center. The event will be from 11am-2pm.
5. The Gallery Place Chinatown taskforce has been launched by the mayor.
6. On Monday, January 22, the mayor announced the 2024 Marion Barry Summer Youth Employment Program also known as the MBSYEP. This is the 45th year of MBSYEP. This is a great opportunity for young adults, nieces, nephews, grandchildren, up to the age of 24.
7. Regarding sister-agency collaborations, Director Hines has been working with Director Bolling from the Department of For-Hire Vehicles (DFHV) for possible additional transportation programs both agencies can partner on to increase the access for transportation.

Director Hines has also been in communication with the Department of Healthcare Finance regarding the EDP waiver process and making sure families and applicants are provided with updates on their application.

Director Hines is also working with DC Housing Authority and exploring options for possible collaboration since we have a lot of our seniors live in DCHA properties. Director Hines also had an opportunity to speak with Director Jacson at DOEE about the LIHEAP program. Director Hines worked internally with our case management team to get the list of seniors that have called in requesting an update on their LIHEAP application and sent it over to Director Jackson.

WMATA has eliminated the fee to receive the Senior Smartrip card. Director Hines is working with them to have them come to our senior wellness sites to assist seniors with the application.

DC Health – Dr. Bennett will have COVID tests distributed to senior wellness centers.

IV. Ex-Officio Updates

Marcus Coates, DPR

Marcus Coates is the Deputy Director of Recreation Services at DPR. Mr. Coates oversees all of the recreation centers, the aquatics facilities and programs that go into both the recreation and aquatics facilities. Under his purview is also the permits and registration division as well as the programs that go throughout our inventory.

Marion Speight is the representative for senior services at DPR.

For senior programming please contact Marion Speight at marion.speight@dc.gov, 202-255-1369. Among the many different programs we have at DPR for our seniors include:

- Various levels of Aquatics programs for senior, specifically from learning how to swim level 1 to media, a media levels of level 2, learning to swim and then a more advanced level of swim, which is a Level 3 senior swim.
- Water aerobics.
- We have a partnership with University of District of Columbia and they have a fitness program called Body Wise Water Aerobics that they facilitate at several locations.
- Competitive swim team that senior specific.
- Senior tennis
- Computer training
- Pickleball
- Fall Prevention program that helps seniors maintain their mobility to reduce the risk of falls.

In addition to the diverse programming, DPR also has signature events like Senior Fest, Senior Games, Senior Spring City Tour, etc.

David Quick, DCPL

Tax assistance will be happening again this year at DCPL. Tax assistance will be by appointment only. For more information please visit:

<https://www.dclibrary.org/using-the-library/tax-preparation>

As part of our Black History month programming we will have NPR journalist Ayesha Rascoe speak about her new book “HBCU Made: A Celebration of the Black College Experience.”

Zachary Smith, DDOT

Starting January 29, DDOT will start Phase II of the Clear Lanes project. This is for streets with red bus only lanes.

Enforcement of no driving, no standing, no parking, and our bus zones or bus only lanes during certain times will start. Starting next Monday, if you are traveling in those lanes during the restricted hours and they vary between the bus lanes, you may receive a ticket

Chandra Goodman, DOES

American Job Center workshop can prepare seniors for interviews as well as assist them with their resumes to be a successful applicant for the Senior Community Service Employment Program (SCSEP), for more information please visit:

<https://ncba-aging.org/scsep/>

Sheila Jones, DHS

The final date for demobilization and closure of PET-V sites is December 15, 2023. The agency is expecting all clients to be out of the sites on or before that date. Over the entire pandemic and the upcoming closure of the sites, DHS has found housing for over 1000 individual clients, most of whom were seniors. Many of them received housing vouchers, whether it is permanent supportive housing vouchers or emergency housing vouchers, or other different types of vouchers.

During this transition Bridge Housing was created for individuals that have housing vouchers but are waiting for a lease or inspection. They are in constant communication with their assigned housing provider and housing case manager. Individuals in the respite program which is for the frail and medically vulnerable individuals will not return to shelter. Unity Healthcare will be taking 20 of these individuals to 801 for respite care. Less than 40 people will be returning to shelters because individuals have indicated that is their choice and others have declined to engage in the housing process.

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Gail Kohn, Age-Friendly DC

Please register for the upcoming final 2023-24 taskforce meeting by going to the Age-Friendly DC website. Jacqueline Gould from the Department of Healthcare

Finance will be present to speak more on the PACE program for all-inclusive care for the elderly and about the program money follows the person which is a very important program for people to be able to hire their relatives and friends to provide services to them if they need personal care needs.

V. **Adjournment:** 12:02 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday, May 22, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce

DACL Staff Present

Charon P.W. Hines (Director), Angela Richardson (Chief of Staff), Elaine Block (General Counsel), Estefani Legge (Staff Assistant)

Ex-Officio Members Present

David Quick (DCPL), Sheila Jones (DHS), Tesha Coleman (DC Health), Zachary Smith (DDOT), Roland Nicholas (DFHV)

Members of the Public

Heather Foote, Edgar Sheppard, Carolyn Matthews, Karen Zuckerstein, Frances Johnson, Reginald Watson, Maria Elena Anderson, Jeannette Mobley

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:07 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

January meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Charon P.W. Hines, Director, DACL

The DACL's budget for FY2024 increased by a total of \$3,090,500 This budget includes three significant enhancements approved by the Mayor:

- \$1,500,000 to support the Connector Card Program.
- \$1,000,000 to support the Safe at Home Program
- \$340,500 to support the iPad Program

Additionally, the budget includes one key enhancements approved by the Council:

- \$250,000 to support a Dementia Care Navigator Program.

The DACL's budget for FY2025 increased by a total of \$1,159,000. This budget includes two significant enhancements proposed by the Mayor:

- \$450,000 to support a Dementia Care Navigator Program.
- \$350,000 for Senior Villages Services.

Additionally, the budget includes two key enhancements approved by the Council:

- \$112,999 for a Legal Counsel Hotline Attorney FTE.
- \$247,000 for the Connector Card Program.

Discussion: Senior Villages are non-profit organizations in neighborhoods across the city. They are not senior centers; the villages typically partner with other organizations. Think of senior villages as miniature-hubs of DACL. Some of their activities may include: social activities like book clubs, guest speakers, fitness and wellness activities. The fundamental concept of villages is neighbors-helping-neighbors, doing 1:1 assistance with technology, assembling things, etc.

Announcements:

- We have a new food vendor for Wards 1 and 2 seniors: Ocean Pro, started May 16th. DACL nutrition team has been on-site at our different dining sites onboarding our new food vendor.
- May is Older Americans Month, this year's theme is "Power by Connection"
- Senior Fest in partnership with DPR is at UDC at 10am Wednesday May 29th.
- June is Elder Abuse Awareness Month. Mayor Bowser's 13th Annual Senior Symposium will be Tuesday June 25 at Ballou Senior High School. This year's theme is "Empowerment through Awareness," focusing on elder abuse prevention and strategies to combat fraud and scams targeting seniors. OAG will be a partner for Senior Symposium this year.
- June 8th DACL will participate in the Capital Pride parade with a trolley. In 2025 World Pride will be hosted in DC.
- Miss Senior DC Pageant will be on Saturday June 15th at UDC. Ms. Senior America will be in attendance as a special guest.

IV. **Ex-Officio Updates**

David Quick, DCPL

Summer programming at the library is about to start. Discover Summer is for young people and adults. Please encourage nieces, nephews, grandkids, etc. to participate. There are prizes and activities all summer. DCPL is always looking for ways to connect library services with DACL and to increase the quality of those connections. Any feedback from seniors is welcome.

Zachary Smith, DDOT

DDOT is hosting public meetings for various projects in the works. First public meeting in South Dakota Ave, where we are working on a safety project from Riggs Rd NE to Bladensburg Rd NE. Virtual meeting for this project will be May 20th and in-person meeting will be Saturday, June 1.

Tesha Coleman, DC Health

The DC Brain Health 2024-28 Plan has been published and available on the DC Health website. Dementia ads are currently running on TV and on buses in the neighborhood. DC Health has an upcoming public hearing on June 12 for their preventative health block grant, partners and community members are welcome to share their feedback on DC Health's overall prevention plan.

Chandra Goodman, DOES

DOES has the Senior Community Service Employment Program (SCSEP) and is currently looking for new participants and anyone who is actively looking for employment. DOES centers are available to assist with resume writing and job training needed to return to work.

Sheila Jones, DHS

PET-V sites have completely shut down. DHS is working with the remaining 40 individuals at bridge housing locations to continue to make sure these individuals get housing, most of them have been granted vouchers and are currently in various stages of the DCH process. DHS is working to remove barriers to ensure that individuals who have vouchers or are expecting to receive them are getting housed and getting moved out of low barrier shelters.

Since PET-V sites closure, DHS has housed over 2000 individuals.

Nicholas Roland, DFHV

Neighborhood Connect is being cut from the 2025 budget and no longer continue after the end of FY24.

DFHV will reach out to YellowCab regarding their card readers, and why they are not taking cards without chips.

To report complains, residents can submit a complaint to DFHV Complaints Department via their website <https://dfhv.dc.gov/service/dfhv-complaints-and-compliments>, by emailing dfhv.complainst@dc.gov or by calling Call: (855) 484-4966 or (202) 645-7300 (Press 2 for Complaints).

V. **Adjournment:** 12:03 pm.

**D.C. Commission on Aging
Meeting Minutes
Wednesday, June 26, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce, Karen Zuckerstein, Roxeanna Moreland, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard, Reginald Watson, Maria Elena Anderson

DACL Staff Present

Charon P.W. Hines (Director), Estefani Legge (Outreach Specialist), Elaine Block (General Counsel)

Ex-Officio Members Present

Roland Nicholas (DFHV), Donti McField (DOES), Zachary Smith (DDOT)

Members of the Public

Carolyn Matthews

- I. **Swearing Ceremony of New Commissioners – MOTA**
Karen Zuckerstein, Roxeanna Moreland, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard, Reginald Watson, and Maria Elena Anderson were into the Commission on Aging by the Mayor’s Office of Talents and Appointments.
- II. **Call to Order**
Chairperson Bobo called the meeting to order at 10:15 am. He began the meeting with a moment of silence.
- III. **Review and Approval of Minutes**
May meeting minutes were reviewed and approved.
- IV. **Presentations/Discussion**
 - A. **Office of the Attorney General (OAG)**
 - OAG presents on their Mediation Program which tries to resolve consumer and tenant complaints without the need to go to court. This is a free program for District residents. OAG Mediation can try to help when the consumer/tenant is a DC Resident **or** the business/landlord is located or headquartered in the District. This is a voluntary service by both parties involved, meaning that the consumer and the business must choose to

engage. Some of the disputes the mediation program can help mediate are billing disputes, landlord/tenant issues, contract disputes, social media lockout, credit repair and scams. To submit a complaint, residents can the OAG Hotline, 202.442.9828, submit a Consumer Complaint Online at oag.dc.gov/consumer-protection or email at consumer.protection@dc.gov

B. Charon P.W. Hines, Director, DACL

Discussion with Director Hines revolved around safety in residential buildings – senior buildings or building with a predominant senior population. Director Hines, offered to be the connection between those buildings where seniors are facing safety concerns and MPD, as well as continuing to be an advocate for the overall safety of seniors.

Director Hines, also invites the commissioners to take part in the Age-Friendly DC livability survey that will help inform the 2024-2028 Strategic Plan.

V. **Ex-Officio Updates**

Zachary Smith, DDOT

No updates provided.

Donti McField, DOES

No updates provided.

Nicholas Roland, DFHV

No updates.

V. **Adjournment:** 12:33 pm.

**D.C. Commission on Aging
Meeting Minutes
Thursday, September 26, 2024
10:00 a.m.**

Commissioners Present

Guleford Bobo, Chairperson, Hattie Pierce, Karen Zuckerstein, Charles Hicks, Frances Johnson, Jeannette Mobley, Edgard Sheppard

DACL Staff Present

Angela Richardson (Chief of Staff), Estefani Legge (Outreach Specialist),

Ex-Officio Members Present

Zachary Smith (DDOT), David Quick (DCPL), Sheila Jones (DHS), Jenna Nguyen (OP)

Members of the Public

Carolyn Matthews

I. **Call to Order**

Chairperson Bobo called the meeting to order at 10:15 am. He began the meeting with a moment of silence.

II. **Review and Approval of Minutes**

June meeting minutes were reviewed and approved.

III. **Presentations/Discussion**

A. Angela Richardson, Chief of Staff, DACL

The 7th Annual Brain Games happened Wednesday, September 25 at the MLK library. It was the most attended Brain Games that DACL has hosted to-date, we had about 90 seniors in attendance. We had teams from almost every ward. Team Cerebral, from Ward 6, based off Hayes Senior Wellness Center were this year's champions. Second place was Ward 8, Congress Heights, and 3rd place was Ward 1 "Silver Stunners." Also, this month we had our 38th Annual Centenarian Salute, where we honored over 55 seniors over the age of 100 in the District of Columbia, about 20 of those attended the event in-person.

The agency is wrapping up the FY2024 fiscal year and getting ready to launch FY25, the Villages received an increase of \$350K from the mayor, we are also launching the Dementia Navigators Program which will go to IONA Senior Services, Sibley Senior Association and Geneveive & Johnson Senior Daycare, combined they are receiving

\$450,000 to operate the Navigator Program for our seniors who are experiencing Alzheimer's disease and related dementias.

Also, for FY25, DACL received an additional \$750,000 for the Connector Card Program. The week of September 29th, Ms. Senior DC Janet Corbitt, will be traveling to Atlantic City to represent the District of Columbia in the Ms. Senior America Pageant.

Beginning October 1st, East River Family Strengthening Collaborative will be the Ward 1 Lead Agency and IONA will be the new Ward 4 Lead Agency. IONA will now service wards 2, 3, and 4.

Our Grantee Kick-Off is happening October 23rd, where all grantees come together, and we provide any technical assistance they may need.

If the Commission has suggestions in regard to locations for future congregate dining sites please direct them to us. Congregate dining sites must have a minimum of 25 senior participants.

An issue of concern that was brought up by Ms. Matthews is drug addiction among the senior population. There was a recommendation made that all directors of senior wellness centers should receive the training provided by FEMS which also involves training on the usage of NARCAN for any potential overdoses on-site.

The issue of drug-dealing on senior sites is constantly flagged to Chief of Police, Pamela Smith.

B. Jenna Nguyen, OP

Jenna presented an oversight of her upcoming presentation at the Commission's October meeting. Jenna explains that all data to be presented is extracted from the U.S. Census data.

C. John Fanning, DC Council

With budget season coming up, it is a good time to have a conversation in the aging in place community about budget priorities, particularly what the Commission wants to see funded. With the discontinuation of the Circulator, it's possible that we might need more funding for the Connector Card Program.

Creating a Public Safety Task Force for senior buildings with the Chief of Police to share information is a great idea.

The Commission would like to see more Engagement Forums with DOB to discuss building code violations at senior facilities. The Council is willing to support this initiative.

D. Sheila Jones, DHS

No major updates. DHS continues to work veraciously to place participants from the PEP-V program into permanent supportive housing. There 10 individuals remaining that need housing placements to prevent them from going back to shelter.

IV. **Ex-Officio Updates**

David Quick, DCPL

Early voting will take place at some library locations, including the MLK Library. Begging of November DCPL will host a travelling exhibition from the Smithsonian about the Green Book, it's one of their rotating exhibitions that go around the country to different locations. The exhibit will be located on the main floor at the MLK library starting in November.

Zachary Smith, DDOT

Open Streets on Saturday, Oct. 5 <https://openstreets.dc.gov/>
DDOT is winding down the DC Circulator program.

V. **Adjournment:** 11:45 pm.

Attachment Q16

Provide a list of all publications, brochures and pamphlets prepared by or for the agency during FY24 and Q1 of FY25.

Paid Media:

Beacon Newspaper: The Living Boldly Column (Published Monthly)

The Washington Informer: The Living Boldly Column (Published Monthly)

SeniorZone (Published Quarterly)

Press Releases/Media Advisories:

Press Release: Mayor Bowser Breaks Ground on 93 Units of Affordable Senior Housing in Ward 3 – October 25, 2023

Media Advisory: Bowser Administration Combats Senior Isolation with the 25th Annual Senior Holiday Celebration – December 12, 2023

Press Release: DACL Announces the Recipients for the Alzheimer's Disease and Related Dementias (ADRD) Grant Program – January 16, 2024

Press Release: Mayor Bowser to Celebrate Valentine's Day with DC Seniors at Inaugural DACL Event – February 13, 2024

Press Release: Mayor Bowser Breaks Ground on Final Phase of Skyland Town Center, Delivering Townhomes, Affordable Senior Housing and Retail – June 20, 2024

Press Release: With Temperatures Forecast to Reach 100 Degrees on Saturday and Sunday, Extended Heat Emergency Plan to Remain Activated in Washington, DC -June 21, 2024

Press Release: Mayor Bowser to Host 13th Annual Senior Symposium- June 24, 2024

Media Advisory: Bowser Administration Celebrates Healthy Aging Month with the 38th Annual Centenarian Salute, and Citywide Events - September 19, 2024

Media Release: Mayor Bowser and DACL Celebrate Nearly a Decade of Progress for DC Seniors at the 26th Annual Senior Holiday Celebration – December 6, 2024

Press Release: Mayor Bowser Cuts Ribbon on New Joy Evans Therapeutic Recreation Center- December 23, 2024

Special Event Programs and Graphics:

ADRD Grant Announcement Graphic – October 10, 2023
Ms. Senior America Pageant – October 17, 2023
Mayor Bowser’s 36th Annual High Heel Race – October 25, 2023
Lisner-Louise-Dickson-Hurt Home Groundbreaking – October 25, 2023
Hattie Holmes Senior Wellness Center “Party N’ Pink” - October 26, 2023
Mayor’s Office of LGBTQ Affairs “Silver Soiree” Graphic - October 30, 2023
Wards 2 & 3 Wellness Center Taskforce- November 2, 2023
DPR Autumn Nights Line Dance Party Graphic - November 2, 2023
DC Motherhued National Caregivers Month Workshop – November 4, 2023
Mayor Bowser’s 25th Annual Senior Holiday Celebration Graphic - November 9, 2023
Model Cities Senior Wellness Center 5th Anniversary- November 16, 2023
Safeway and Events DC Feast of Sharing- November 22, 2023
Caregivers Lounge at Genevieve N. Johnson Day Care Center – November 30, 2023
Mayor Bowser’s 25th Annual Senior Holiday Celebration- December 13, 2023
Senior Wellness Center Holiday Celebrations- December 28, 2023
DACL 2023 Recap- December 31, 2023
Fresh Start 5K- January 2, 2024
Green Book FY 24 Unveiling- January 4, 2024
Ms. Senior DC Application Announcement Graphic - January 5, 2024
MLK Day Parade and Peace Walk- January 15, 2024
Cold Weather Emergency Notice- January 16, 2024
Cold Weather Emergency Notice- January 19, 2024
Senior SmarTrip cards- January 19, 2024
DACL Presents ADRD Grantees- January 19, 2024
Red, White, and You - January 19, 2024
Director Hines meets with Bernice Fonteneau Senior Wellness Center about Ward 1 seniors- January 22, 2024
Cameo Club Swearing In Ceremony- January 22, 2024
Director Hines talks about Ms. Senior Pageant on WHUR- January 23, 2024
Ward 2&3 Task Force Meeting – January 23, 2024
Queen Cerise promotes the senior SmarTrip card – January 24, 2024
Senior Service Network FY24 Grantee Meeting- January 24, 2024
Commission on Aging Meeting- January 24, 2024
“A Moment with DC Seniors”- January 29, 2024
Ms. Senior DC 2024 at FY 24 Performance Oversight Hearing- February 1, 2024
Director Hines and Senior Leadership after testifying at FY 24 Performance Oversight Hearing- February 2, 2024
Fairlawn Senior Wellness Center Community Interest Meeting- March 20, 2024
2024 Older Americans Month Calendar- April 24, 2024
DC Commission on Aging Interest Flyer –April 25, 2024
SeniorFest 2024- May 13, 2024
Mayor Bowser’s 13th Annual Senior Symposium Flyer- June 4, 2024
Ms. Senior DC Pageant- June 11, 2024

Mayor Bowser's Centenarian Salute Interest Flyer- July 10, 2024
National Night Out with MPD- August 6,2024
7th Annual Brain Games- September 3, 2024
Falls Prevention Awareness Day 2024- September 10,2024
Mayor Bowser's 38th Centenarian Salute- September 18,2024
Ms. Senior America Pageant- October 4, 2024
Mayor Bowser's 26th Annual Senior Holiday Celebration- November 12,2024
Safeway's Feast of Sharing- November 27,2024
Ms. Senior DC Pageant 2025 Interest Flyer- January 13,2025
Red, White, and You Flyer- January 16, 2025

Program Information Fact Sheets and Flyers:

ABRD Competitive Grant Flyer- October 10, 2023
Safe at Home 2.0 Update- November 15,2023
Get to Know the Director Update- December 12, 2023
Safe at Home 1.0 Update- December 21, 2023
Ms. Senior DC Pageant Info Flyer- January 4, 2024
Grantee Kickoff Flyer- January 4,2024
Get to Know the Director Flyer- January 10, 2024
FY24 ABRD Grantee Recipients- January 19,2024
Red, White, and You Flyer- January 19,2024
ABRD FY23 Fact Sheet – January 30,2024
Budget Teletownhall- February 28, 2024
Fairlawn Senior Wellness Center Community Interest Meeting- March 20,2024
2024 Older Americans Month Calendar- April 24, 2024
DC Commission on Aging Interest Flyer –April 25, 2024
SeniorFest 2024- May 13, 2024
Mayor Bowser's 13th Annual Senior Symposium Flyer- June 4,2024
Ms. Senior DC Pageant- June 11,2024
Mayor Bowser's Centenarian Salute- July 10, 2024
7th Annual Brain Games- September 3, 2024
Falls Prevention Awareness Day 2024- September 10,2024
Mayor Bowser's 26th Annual Senior Holiday Celebration- November 12,2024
Ms. Senior DC Pageant 2025 Interest Flyer- January 13,2025
Red, White, and You Flyer- January 16, 2025

Electronic Publications:

ABRD External Newsletter (Monthly publication to 8,646 subscribers)
ABRD Ambassador Newsletter (Monthly publication to 210 subscribers)
ABRD Internal Newsletter (Quarterly publication to 106 subscribers)

New Lead Agency Announcement – October 1, 2023

FY 2024 Alzheimer's Disease and Related Dementias (ADRD) Request for Applications (RFA) E-blast – October 10, 2023

DACL Senior Holiday Celebration Thank You E-blast – December 14, 2023

New Ward 8 Senior Wellness Center E-blast- March 26, 2024

Join Us at Franklin Park for Darrell Green's Key to the City- October 17, 2024

DACL Senior Programming Closed- January 6, 2025

Important Notice: Closure of DACL Senior Centers TODAY due to Snowfall- January 7, 2024

Important Notice: Closure of DACL Senior Centers TODAY due to Snowfall- February 12, 2025