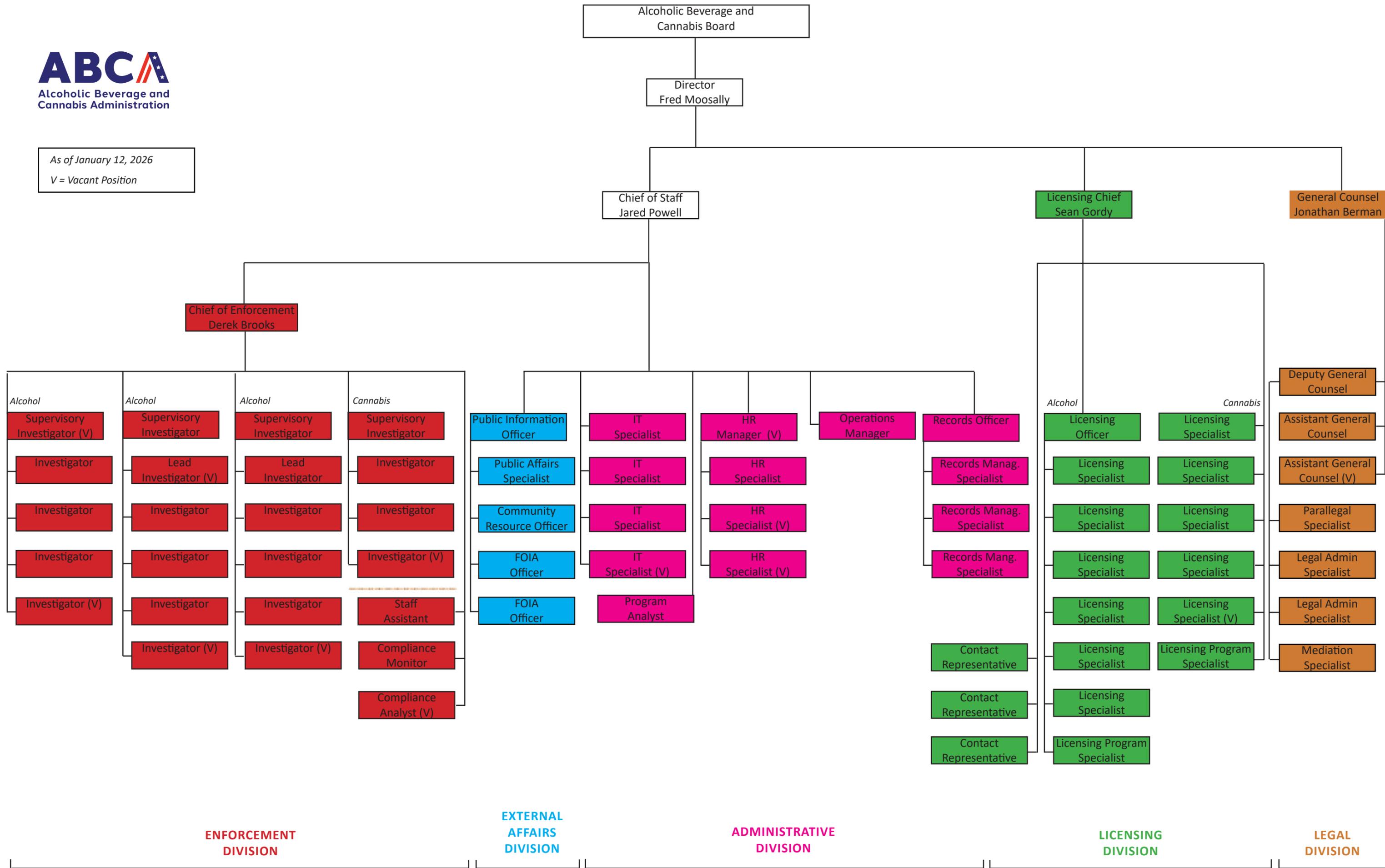




As of January 12, 2026

V = Vacant Position





MURIEL BOWSER
MAYOR

September 16, 2025

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania Avenue, NW, Suite 504
Washington, DC 20004

Dear Chairman Mendelson:

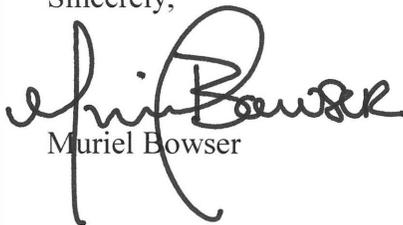
Enclosed for consideration and adoption by the Council of the District of Columbia is a proposed resolution entitled the "Compensation and Working Conditions Agreement between the District of Columbia and the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of 2025."

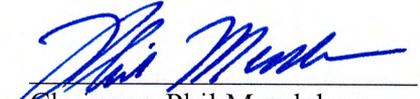
The collective bargaining agreement that will be approved by the resolution provides to American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) bargaining unit members at the District of Columbia Office of the Attorney General and District agencies subordinate to the Mayor a wage increase of 3% for FY 2024, 3% for FY 2025, and 3% for FY 2026.

The agreement also provides a 2% bonus to employees who receive a rating of "Excellent" for the designated evaluation period of the respective fiscal year and preserves the status quo of benefits plans offered to employees, such as life, health and dental insurance.

I urge the Council to take prompt and favorable action on the enclosed resolution.

Sincerely,


Muriel Bowser


Chairman Phil Mendelson
at the request of the Mayor

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7 A PROPOSED RESOLUTION
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11 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
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15
16 To approve the negotiated compensation agreement for employees in Compensation Unit 33.
17

18 RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
19 resolution may be cited as the “Compensation and Working Conditions Agreement between the
20 District of Columbia and the Office of the Attorney General and the American Federation of
21 Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of
22 2025”.

23 Sec. 2. Pursuant to section 1717(j) of the District of Columbia Comprehensive Merit
24 Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-
25 617.17(j)), the Council approves the collective bargaining agreement between the District of
26 Columbia and the Office of the Attorney General and the American Federation of Government
27 Employees, Local 1403, AFL-CIO, and the associated pay schedules, which were transmitted to
28 the Council by the Mayor on _____.

29 Sec. 3. Transmittal

30 The Council shall transmit a copy of this resolution, upon its adoption, to the Mayor, the
31 Attorney General, and the American Federation of Government Employees, Local 1403.

32 Sec. 4. Fiscal impact statement.

33 The Council adopts the fiscal impact statement of the Chief Financial Officer as the fiscal
34 impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
35 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

36 Sec. 5. Effective date.

37 This resolution shall take effect immediately.

District of Columbia Government Salary Schedule: Legal Services (Union)



Fiscal Year: 2024 **Service Code Definition:** Attorneys (includes both OAG and other agencies)

Effective Date: October 8, 2023

Union/Nonunion: Union **Affected CBU/Service Code(s):** BQA A35

Pay Plan/Schedule: LS (Legal Service)
Peoplesoft Schedule: LA0002

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09 \$	65,114 \$	67,285 \$	69,456 \$	71,627 \$	73,798 \$	75,969 \$	78,140 \$	80,311 \$	82,482 \$	84,653 \$	2,171
10 \$	71,722 \$	74,109 \$	76,496 \$	78,883 \$	81,270 \$	83,657 \$	86,044 \$	88,431 \$	90,818 \$	93,205 \$	2,387
11 \$	78,774 \$	81,405 \$	84,036 \$	86,667 \$	89,298 \$	91,929 \$	94,560 \$	97,191 \$	99,822 \$	102,453 \$	2,631
12 \$	94,422 \$	97,572 \$	100,722 \$	103,872 \$	107,022 \$	110,172 \$	113,322 \$	116,472 \$	119,622 \$	122,772 \$	3,150
13 \$	112,290 \$	116,034 \$	119,778 \$	123,522 \$	127,266 \$	131,010 \$	134,754 \$	138,498 \$	142,242 \$	145,986 \$	3,744
14 \$	132,688 \$	137,114 \$	141,540 \$	145,966 \$	150,392 \$	154,818 \$	159,244 \$	163,670 \$	168,096 \$	172,522 \$	4,426
15 \$	156,095 \$	161,297 \$	166,497 \$	171,697 \$	176,899 \$	182,099 \$	187,300 \$	192,501 \$	195,300 \$	199,240	Varies

District of Columbia Government Salary Schedule: Legal Services (Union)



Fiscal Year: 2025 **Service Code Definition:** Attorneys (includes both OAG and other agencies)

Effective Date: October 6, 2024

Union/Nonunion: Union **Affected CBU/Service Code(s):** BQA A35

Pay Plan/Schedule: LS (Legal Service)
Peoplesoft Schedule: LA0002

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09 \$	67,068 \$	69,304 \$	71,540 \$	73,776 \$	76,012 \$	78,248 \$	80,484 \$	82,720 \$	84,956 \$	87,192 \$	2,236
10 \$	73,872 \$	76,331 \$	78,790 \$	81,249 \$	83,708 \$	86,167 \$	88,626 \$	91,085 \$	93,544 \$	96,003 \$	2,459
11 \$	81,137 \$	83,847 \$	86,557 \$	89,267 \$	91,977 \$	94,687 \$	97,397 \$	100,107 \$	102,817 \$	105,527 \$	2,710
12 \$	97,253 \$	100,498 \$	103,743 \$	106,988 \$	110,233 \$	113,478 \$	116,723 \$	119,968 \$	123,213 \$	126,458 \$	3,245
13 \$	115,660 \$	119,516 \$	123,372 \$	127,228 \$	131,084 \$	134,940 \$	138,796 \$	142,652 \$	146,508 \$	150,364 \$	3,856
14 \$	136,668 \$	141,227 \$	145,786 \$	150,345 \$	154,904 \$	159,463 \$	164,022 \$	168,581 \$	173,140 \$	177,699 \$	4,559
15 \$	160,778 \$	166,136 \$	171,492 \$	176,848 \$	182,206 \$	187,562 \$	192,919 \$	198,276 \$	201,159 \$	205,217 \$	Varies

District of Columbia Government Salary Schedule: Legal Services (Union)



Fiscal Year: 2026 **Service Code Definition:** Attorneys (includes both OAG and other agencies)

Effective Date: October 5, 2025

Union/Nonunion: Union **Affected CBU/Service Code(s):** BQA A35

Pay Plan/Schedule: LS (Legal Service)
Peoplesoft Schedule: LA0002

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
09 \$	69,080 \$	71,383 \$	73,686 \$	75,989 \$	78,292 \$	80,595 \$	82,898 \$	85,201 \$	87,504 \$	89,807 \$	2,303
10 \$	76,087 \$	78,620 \$	81,153 \$	83,686 \$	86,219 \$	88,752 \$	91,285 \$	93,818 \$	96,351 \$	98,884 \$	2,533
11 \$	83,572 \$	86,363 \$	89,154 \$	91,945 \$	94,736 \$	97,527 \$	100,318 \$	103,109 \$	105,900 \$	108,691 \$	2,791
12 \$	100,172 \$	103,514 \$	106,856 \$	110,198 \$	113,540 \$	116,882 \$	120,224 \$	123,566 \$	126,908 \$	130,250 \$	3,342
13 \$	119,129 \$	123,101 \$	127,073 \$	131,045 \$	135,017 \$	138,989 \$	142,961 \$	146,933 \$	150,905 \$	154,877 \$	3,972
14 \$	140,767 \$	145,463 \$	150,159 \$	154,855 \$	159,551 \$	164,247 \$	168,943 \$	173,639 \$	178,335 \$	183,031 \$	4,696
15 \$	165,601 \$	171,120 \$	176,637 \$	182,153 \$	187,672 \$	193,189 \$	198,707 \$	204,224 \$	207,194 \$	211,374 \$	Varies

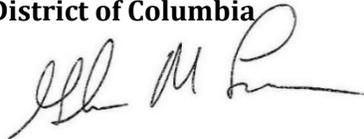
Government of the District of Columbia
Office of the Chief Financial Officer



Glen Lee
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Glen Lee
Chief Financial Officer 

DATE: March 7, 2025

SUBJECT: Fiscal Impact Statement – Compensation and Working Conditions Agreement between the District of Columbia and the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of 2025

REFERENCE: Draft Resolution as provided to the Office of Revenue Analysis on January 13, 2025

Conclusion

Funds are sufficient in the fiscal year 2025 through fiscal year 2028 budget and financial plan to implement the resolution. The resolution will approve pay increases and other compensation for attorneys in multiple agencies that will cost approximately \$6 million in fiscal year 2025 and a total of approximately \$25 million over the financial plan. The Local Funds portion of the cost is \$5 million in fiscal year 2025 and a total of \$18.8 million through fiscal year 2028. \$440,000 was previously funded in the Office of the Attorney General (OAG); funding to cover the remaining costs not already built into the financial plan is available in the Workforce Investments Account.

Background

The resolution approves a compensation and working conditions agreement between the District and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33). It is in effect from fiscal year 2024 through fiscal year 2026. The agreement covers approximately 370 positions across 27 agencies, with an average salary of approximately \$132,000. Approximately 73 percent of the current positions are in OAG, and approximately 71.6 percent of the positions are locally funded.

The Honorable Phil Mendelson

FIS: "Compensation and Working Conditions Agreement between the District of Columbia and the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of 2025", Draft Resolution as provided to the Office of Revenue Analysis on January 13, 2025

Increases to Base Salary

Compensation unit members will receive the following increases to base salary, effective October 1 of each of the following years:

- 3.0 percent for fiscal year 2024 (retroactive);
- 3.0 percent in fiscal year 2025; and
- 3.0 percent in fiscal year 2026.

All members active in fiscal year 2024, including those who retired, will receive the retroactive pay increase for fiscal year 2024.

Other Compensation

Bargaining unit members receiving an "excellent" or higher performance review rating will receive a bonus of two percent of base salary. Total disbursements for time and a half pay are capped at \$150,000 (up from \$100,000 in the previous contract) per fiscal year across the entire bargaining unit. These provisions also apply retroactively for fiscal year 2024.

Financial Plan Impact

Funds are sufficient in the fiscal year 2025 through fiscal year 2028 budget and financial plan to implement the resolution. The resolution will approve pay increases and other compensation for attorneys in multiple agencies that will cost approximately \$6 million in fiscal year 2025 and a total of approximately \$25 million over the financial plan. The Local Funds portion of the cost is \$5 million in fiscal year 2025 and a total of \$18.8 million through fiscal year 2028. \$440,000 was previously funded in the OAG; funding to cover the remaining costs not already built into the financial plan is available in the Workforce Investments Account.

The agreement's increases to base pay and fringe benefits will total \$5 million in fiscal year 2025, including retroactive payments for fiscal year 2024, and \$23.8 million over the four year budget and financial plan.

The cost of performance bonuses is estimated to be \$1 million in fiscal year 2025, including retroactive payments for fiscal year 2024, and \$1.5 million over the four year budget and financial plan.

The Honorable Phil Mendelson

FIS: "Compensation and Working Conditions Agreement between the District of Columbia and the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of 2025", Draft Resolution as provided to the Office of Revenue Analysis on January 13, 2025

Compensation and Working Conditions Agreement between the District of Columbia and the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of 2025
FISCAL IMPACT FY 2025- FY 2028
(\$ in thousands)

	FY 2025^(a)	FY 2026^(b)	FY 2027^(c)	FY 2028	Four-Year Total
Retroactive Salary and Fringe Increases	\$1,658	\$0	\$0	\$0	\$1,658
Retroactive Bonus Pay	\$535	\$0	\$0	\$0	\$535
Base Salary and Fringe Increases	\$3,366	\$5,125	\$6,273	\$7,442	\$22,207
Bonus Pay ^(d)	\$476	\$518	\$0	\$0	\$994
Additional Pay ^(e)	\$50	\$50	\$0	\$0	\$100
TOTAL COST	\$6,085	\$5,693	\$6,273	\$7,442	\$25,053
Local Funds Portion ^(f)	\$4,980	\$4,076	\$4,491	\$5,329	\$18,876
Less: Previously funded by OAG	(\$440)	\$0	\$0	\$0	(\$440)
Less: Funds available in the Financial Plan ^(g)	\$0	(\$667)	(\$1,348)	(\$2,041)	(\$4,056)
COST TO BE COVERED BY WORKFORCE INVESTMENTS ACCOUNT (UPO)	\$4,540	\$3,409	\$3,144	\$3,288	\$14,360

Table Notes

- (a) Includes 3 percent increase for all active members in fiscal year 2025 and for fiscal year 2024 retroactive to October 1, 2023. Fringe benefit costs are also included at 12.65 percent of the salary.
- (b) Salaries increased by 3 percent per the agreement in fiscal years 2024, 2025, and 2026 only.
- (c) Includes inflationary factor of 1.9 percent for fiscal year 2027 and fiscal year 2028.
- (d) Based on FY 2024 results, an estimated 47% will receive a bonus of 2 percent of salary in FY 2025 and FY 2026.
- (e) Covers the increase in the maximum allowed time and a half pay for weekends and holidays.
- (f) Costs are 71.6 percent Local Funds beginning with fiscal year 2025 raises (and 100 percent Local Funds for retroactive amounts).
- (g) Increases built into the financial plan are used toward the cost of the agreement.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL



Legal Counsel Division

MEMORANDUM

TO: Tomás Talamante
Director
Office of Policy and Legislative Affairs

FROM: Ben Moskowitz
Acting Deputy Attorney General
Legal Counsel Division

DATE: December 18, 2024

RE: Compensation and Working Conditions Agreement between the District of Columbia and the Office of the Attorney General and the American Federation of Government Employees, Local 1403, AFL-CIO (Compensation Unit 33) Approval Resolution of 2024 (AE-24-308)

This is to Certify that the Office of the Attorney General has reviewed the above-referenced legislation and determined that it is legally sufficient. If you have any questions, please do not hesitate to call me at (202) 724-5565.

Ben Moskowitz

Ben Moskowitz

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**AMERICAN FEDERATION OF GOVERNMENT
EMPLOYEES, LOCAL 1403,
AFL-CIO,**

AND

THE DISTRICT OF COLUMBIA,

AND

**THE OFFICE OF THE ATTORNEY GENERAL,
DISTRICT OF COLUMBIA**

EFFECTIVE THROUGH SEPTEMBER 30, 2026

**PART I:
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PREAMBLE

This Compensation Agreement (Agreement or Compensation Agreement) is entered into between the District of Columbia and the American Federation of Government Employees, Local 1403, the sole and exclusive collective bargaining representative of unit employees comprising Compensation Unit 33, as certified by the Public Employee Relations Board (PERB). The District of Columbia and the Union are herein after jointly referred to as the parties.

ARTICLE 1 RECOGNITION

AFGE Local 1403 is recognized as the sole and exclusive collective bargaining representative for the bargaining units set forth in PERB Certification No. 121 and PERB Certification No. 133.

ARTICLE 2 WAGES

SECTION A – FY 2024:

The A-35 salary schedule for all bargaining unit employees will be increased by three percent (3%) effective the first day of the first full pay period commencing on or after October 1, 2023.

SECTION B -- FY 2025:

The A-35 salary schedule for all bargaining unit employees will be increased by three percent (3%) effective the first day of the first full pay period commencing on or after October 1, 2024.

SECTION C -- FY 2026:

The A-35 salary schedule for all bargaining unit employees will be increased by three percent (3%) effective the first day of the first full pay period commencing on or after October 1, 2025.

SECTION D

Consistent with DC law, bargaining unit employees actively on the payroll as of the date of approval of this Compensation Agreement by the D.C. Council (or when it otherwise takes effect pursuant to D.C. Official Code § 1-617.17(j)) shall receive the respective retroactive pay as a result of the wage increases in the salary schedules above. Any employees who retired during the period beginning on the effective date of the increase and ending on the date of approval by the Council (or when this Compensation Agreement otherwise takes effect pursuant to D.C. Official Code § 1-617.17(j)) on the increase shall also receive the retroactive pay.

The parties agree that no adjustments coming from the District’s Classification and Compensation initiative shall apply for the term of this Agreement.

ARTICLE 2A
PAY FOR PERFORMANCE BONUSES

SECTION A – FY 2024:

Each employee who receives an “Excellent” or substantially similar rating or higher rating for the evaluation period ending August 31, 2023, shall receive a two percent (2%) bonus. Upon approval of this agreement by the D.C. Council (or when this agreement otherwise takes effect pursuant to D.C. Official Code § 1- 617.17(j)), bonus payments shall be paid to each qualified employee within as soon as possible but no later than ninety (90) days after Council’s approval (or when this agreement otherwise takes effect pursuant to D.C. Official Code § 1- 617.17(j)). If Employer has not conducted a performance review for an employee by December 31, 2023, the employee shall be entitled to the bonus amount for FY 2024, established by the rating in the most recent annual performance evaluation, if any.

Consistent with DC law, eligible bargaining unit employees actively on the payroll as of the date of approval of this Compensation Agreement by the D.C. Council (or the date on which this agreement otherwise takes effect pursuant to D.C. Official Code § 1- 617.17(j)) shall receive the bonus for FY 2024 under this section. Any employees who received an Excellent or substantially similar rating or higher rating for the evaluation period ending August 31, 2023, who subsequently retired on or before the date of approval by the Council (or the date on which this agreement otherwise takes effect pursuant to D.C. Official Code § 1- 617.17(j)) on the increase shall also receive the bonus.

SECTION B -- FY 2025:

Each employee who receives an “Excellent” or substantially similar rating or higher rating for the evaluation period ending August 31, 2024, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2024, and in no event later than March 31, 2025. If Employer has not conducted a performance review for an employee by December 31, 2021, the employee shall be entitled to the bonus amount for FY 2025, established by the rating in the most recent annual performance evaluation, if any.

SECTION C -- FY 2026:

Each employee who receives an “Excellent” or substantially similar rating or higher rating for the evaluation period ending August 31, 2025, shall receive a two percent (2%) bonus. Bonus payments shall be paid to each qualified employee within the second quarter of the fiscal year beginning October 1, 2025, and in no event later than March 31, 2026. If Employer has not conducted a performance review for an employee by December 31, 2025, the employee shall be entitled to the bonus amount for FY 2026, established by the rating in the most recent annual performance evaluation, if any.

ARTICLE 2B
SATURDAY, SUNDAY AND HOLIDAY PAY

Attorneys who are required to work on any Saturday, Sunday or holiday to provide court coverage will receive time and a half pay for all hours worked on any Saturday and double time pay on any Sunday or holiday. Disbursements for Saturday, Sunday and holiday pay will not exceed \$150,000.00 for any fiscal year of this Agreement. After disbursements reach \$150,000.00 in any one fiscal year, attorneys who are required to work on Saturdays, Sundays or holidays to provide court coverage for the remainder of that fiscal year will receive compensatory time for the number of hours actually worked at the applicable rate stated in this Article.

ARTICLE 3
BENEFITS COMMITTEE

SECTION A – General:

The parties herein agree to establish a new, or expand an existing, Benefits Committee for the purpose of addressing the benefits of bargaining unit employees represented by the Union. The Union shall select one representative, and one alternate, to serve on the committee. The Benefits Committee shall meet at least twice during the 6-month period immediately prior to the expiration of any of the District of Columbia contracts for benefits implicated herein.

SECTION B – Purpose:

The purpose of the Benefits Committee is to address the benefits of employees in the Local 1403 bargaining unit and of other local unions that may join this committee and make recommendations to the Executive regarding those benefits. AFGE shall not have final decision making authority with regard to benefits. Differences in opinion arising from Benefits Committee meetings or the procurement process, including but not limited to vendor recommendations/selection and what benefits the District shall provide shall not be subject to grievance arbitration or any bargained or statutory resolution process.

SECTION C – Responsibilities:

The members of the Benefits Committee are authorized to consider all matters that concern the benefits of employees represented by the Committee. The Benefits Committee shall:

1. Monitor the quality and level of services provided to bargaining unit employees under existing Health, Retirement, Optical, Life, Disability, Indemnity and Dental Insurance Plans.
2. Review and recommend changes and enhancements in Health, Retirement, Optical, Life,

Disability, Indemnity and Dental benefits, and any proposals for new benefits, consistent with D.C. Official Code, Title 1, Chapter 6, Subchapter XXI.

SECTION D – Maintenance of Benefits:

Nothing herein shall be construed to reduce, modify or eliminate any benefits available to the bargaining unit employees prior to entering into this Agreement.

SECTION E – Additional Benefits:

The parties agree that the establishment of this Benefits Committee does not limit or prohibit the parties to this Agreement from negotiating and agreeing to additional or modified benefits.

**ARTICLE 4
BENEFITS**

Except as otherwise provided in this Agreement, the Parties hereby incorporate the following specific benefits provided under the Compensation Agreement between the District of Columbia Government and Compensations Units 1 and 2, FY 2022 – FY 2025.

(Compensation Units 1 & 2 Agreement): Life Insurance; Health Insurance; Indemnity Insurance; Short and Long Term Disability Insurance; Optical and Dental Insurance; Annual, Sick and Other Leave; Pre-Tax Benefits; Retirement; Civil Service Retirement System; Defined Contribution; Deferred Compensation; Metro Pass/Monthly Transit Subsidy; Holidays; at least equal to the level of benefits provided to their general membership as the applicable benefits for bargaining unit members covered by this Agreement. To the extent that any successor Compensation Units 1 & 2 Agreement provides for higher levels of benefits than what is provided for under this Agreement with respect to any of the specific or substantively related benefits listed above in this paragraph, the Parties agree to reopen negotiations for the sole purpose of renegotiating those specific benefits. In no event will the benefits stated in this Agreement be reduced through this process.

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 and Chapter 87 of Title 5 of the United States Code.

District of Columbia Official Code §1-622.03 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.

District of Columbia Official Code §1-622.01 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. Life insurance benefits for employees hired on or after October 1, 1987 shall be set at the following minimum level of benefits: The District of Columbia provides life insurance in an amount equal to the employee's annual salary rounded to the next thousand, plus an additional \$2,000. Employees are required to pay two-thirds (2/3) of the total cost of the monthly premium. The District Government shall pay one-third (1/3) of the total cost of the premium. Employees may choose to purchase additional life insurance coverage through the District Government. These additions to the basic coverage are set-forth in the schedule below:

Option A – Standard. Provides \$10,000 additional coverage. Cost determined by age.

Option B – Additional. Provides coverage up to five times the employee's annual salary. Cost determined by age and employee's salary.

Option C – Family. Provides \$10,000 coverage for the eligible spouse and \$10,000 for each eligible child; \$25,000 coverage for eligible spouse and \$10,000 for each eligible child; or \$50,000 coverage for eligible spouse and \$10,000 for each eligible child. Cost determined by age.

3. The level of life insurance benefits provided to Employees covered under this Agreement shall not be decreased or revised during the term of this Agreement without the express advance written consent of the Union. The District shall provide life insurance coverage for employees hired on or after October 1, 1987 that shall provide a level of benefits that is equal in coverage and level of benefits to other similarly situated District of Columbia bargaining unit employees.

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

SECTION B -- Health Insurance:

1. Pursuant to D.C. Official Code § 1-621.02, all employees covered by this agreement and hired after September 30, 1987, shall be entitled to enroll in group health insurance provided by the District of Columbia. Health insurance coverage shall provide a level of benefits that is at least equal in coverage and level of benefits to the plan(s) provided on the effective date of this agreement. District employees are required to execute an enrollment form in order to participate in this program.

(a) The Employer may elect to provide additional health care insurance providers for employees employed after September 1, 1987, provided that additional insurance providers do not reduce the current level of benefits provided to employees. If the Employer decides to expand or reduce the list of eligible insurance providers, the

Employer shall give Union representatives notice of the additions or reductions after the award but prior to implementation.

(b) Employees are required to contribute 25% of the total premium cost of the employee's selected plan. The Employer shall contribute 75% of the premium cost of the employee's selected plan.

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

3. The plan descriptions shall provide the terms of coverage and administration of the respective plans. Plan summaries and the full plans will be available on the DCHR website. Where the full plan is not posted a link to the plans will be provided on the DCHR website.

SECTION C – Optical and Dental:

1. The District shall provide Optical and Dental Plan coverage at a level of benefits that is at least equal in coverage and level of benefits to the plan(s) provided on the effective date of this agreement. Benefit levels shall not be reduced during the term of this agreement. 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 insurance providers, provided that additional insurance providers do not reduce the current level of benefits provided to employees. Should the District Government decide to expand or reduce the list of eligible insurance providers, the District shall give Union representatives notice of the additions or reductions after the award but prior to implementation.

3.

SECTION D – Short and Long Term Disability:

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

2. Short and Long Term Disability Benefit levels shall not be decreased or revised during the term of this Agreement without the express written consent of the Union.

3. The District may elect to provide additional Short and/or Long Term Disability coverage providers, provided that additional insurance providers do not reduce or substantively modify the current level of benefits provided to employees. If the District decides to expand or

reduce the list of eligible disability insurance providers, the District shall give the Union notice of the additions or reductions after the award but prior to implementation.

SECTION E – Indemnity Benefits:

Employer shall provide access to the indemnity benefits currently in effect for Union employees.

SECTION F -- Annual Leave:

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

(a) one-half (1/2) day (4 hours) for each full biweekly pay period for an employee with less than three (3) years of service (accruing a total of thirteen (13) annual leave days per annum);

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

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

2. Part-Time employees who work on a prearranged scheduled tour of duty are entitled to earn leave as provided above on a pro rata basis.

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

4. An employee's request to use annual leave shall not be unreasonably denied.

SECTION G – Sick Leave:

1. In accordance with District of Columbia Code §1-612.03, a full-time employee covered by the terms of this Agreement may accumulate up to thirteen (13) sick days which accrues on the basis of four hours for each full biweekly pay period, and may accumulate up to thirteen (13) days in a calendar year.

2. In the case of part-time employment, the rate at which leave accrues under this subsection shall be a percentage of the rate prescribed above which is determined by dividing 40 into the number of hours in the regularly scheduled work week of that employee during that fiscal year.

3. An employee may use sick leave to:

- (a) Seek medical attention and/or recover from illness or injury;
 - (b) Provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy, or childbirth;
 - (c) Provide care for a family member as a result of medical, dental, or optical examination or treatment;
 - (d) Provide care for a foster child or a prospective or newly adopted child in the employee's care; or
 - (e) Make any other use allowed by law, including to obtain social, medical or legal services if the employee or the employee's family member is a victim of stalking, domestic violence or sexual abuse as provided for under D.C. Official Code § 32-131.02(b)(4).
4. An employee's request to take sick leave shall not be unreasonably denied.

SECTION H – Other Forms of Leave:

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

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).

3. **Funeral Leave:**

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 accordance with Funeral and Memorial Service Leave Amendment Act, D.C. Law 20-83, § 2(a), 61 DCR 176, effective February 22, 2014. In addition, the Employer shall grant an employee's request for annual, sick or compensatory time up to three (3) days upon the death of an immediate relative. Approval of additional time shall be at the Employer's discretion. However, requests for leave shall be granted unless the Agency's ability to accomplish its work would be seriously impaired. For purposes of this section "immediate relative" is an individual who is related to an employee by blood, marriage, adoption, or domestic partnership as father, mother, child, husband, wife, sister, brother, aunt, uncle, grandparent, grandchild or similar familial relationship; or an individual for whom the recipient employee is the legal guardian; or a fiancé, fiancée or domestic partner of an employee, as defined in D.C. Official Code §32-701 (2014 Repl.) and related laws. For the purpose of leave certification, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate within ten (10) business days of the Employer's request.

4. Administrative Closing – An employee who has previously scheduled leave for a day (or portion of a day) on which the District of Columbia or the Office of the Attorney General closes by order of the Mayor or the Attorney General shall not be charged leave for that day, or portion of the day, that the District agency is closed.

5. Back-to-School Leave – Subject to the discretion of an individual’s manager as described in this section, any employee who serves as the primary caregiver for a child enrolled in school, including pre-school, elementary school, middle or junior high school, or high school, may take 2 hours of excused leave (that is without charge to the employee’s leave balance) to assist his or her child in preparing for and traveling to the first day of school during the academic year. An employee’s individual manager shall make every effort to grant requests for excused absences on the first day; however, the granting of all such requests may not be feasible if it results in disruption of public services provided by the administration. Accordingly, when an employee cannot be granted an excused absence on his or her child’s first school day, he or she shall be given an excused absence of 2 hours during the first week of school or as soon thereafter as practicable, in order to assist his or her child in preparing for an attending school.

6. Family Leave – Within any 12-month period, an employee is entitled to up to eight weeks of paid family leave for the birth or adoption of a child or to care for a family member (a person related by blood, legal custody, domestic partnership or marriage) with a serious health condition.

SECTION I -- Pre-Tax Benefits:

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

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

SECTION J – Retirement:

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

- (a) Age 55 and 30 years of service;

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

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

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

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

3. DEFINED CONTRIBUTION PENSION PLAN: The District shall continue the Defined Contribution Pension Plan currently in effect which includes:

(a) All eligible employees hired by the District on or after October 1, 1987, shall be enrolled into the defined contribution pension plan as prescribed by D.C. Official Code § 1-626.09.

(b) After the completion of one year of service, the District shall contribute an amount not less than 5% of their base salary to an employee's Defined Contribution Pension Plan account. The District government funds this plan. There is no employee contribution to the Defined Contribution Pension Plan. After two years of plan participation, an employee is entitled to 20% of the account. After three years of plan participation, an employee is entitled to 40% of the account. After 4 years of plan participation, an employee is entitled to 60% of the account. An employee is fully vested after five years of plan participation and is entitled to 100% of the account.

4. DEFERRED COMPENSATION PROGRAM: All District employees covered by this Agreement shall be eligible to participate in the District's Deferred Compensation Program described in Section 1-626.05 and related Chapters of the D.C. Official Code. The Deferred Compensation Program is a savings system through pre-tax deductions and allows employees to accumulate funds for long-term goals, including retirement. The portion of salary contributed reduces the amount of taxable income in each paycheck. The Internal Revenue Service determines the annual maximum deferral amount. Under the program, employees may choose from various fixed or variable rate investment options.

SECTION K – Holidays:

1. The following legal public holidays are provided to all employees covered by this Agreement:

- (a) New Year's Day, January 1st of each year;

- (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- (c) Washington's Birthday, the 3rd Monday in February of each year;
- (d) D.C. Emancipation Day, April 16th of each year;
- (e) Memorial Day, the last Monday in May of each year;
- (f) Juneteenth Independence Day, June 19th of each year;
- (g) Independence Day, July 4th of each year;
- (h) Labor Day, the 1st Monday in September of each year;
- (i) Indigenous Peoples' Day, the 2nd Monday in October of each year;
- (j) Veterans Day, November 11th of each year;
- (k) Thanksgiving Day, the 4th Thursday in November of each year; and
- (l) Christmas Day, December 25th of each year.

2. Any other legal public holiday observed by the District and any other day declared a holiday for District workers by the President, Congress, or the Mayor will also be granted to employees covered by this Agreement (together, the holidays described in this section are referred to as Holidays throughout this Agreement). When an employee, having a regularly scheduled tour of duty is relieved or prevented from working on a day District agencies are closed by order of the Mayor, he or she is entitled to the same pay for that day as for a day on which an ordinary day's work is performed.

SECTION L – Benefits Levels:

The level of benefits shall not be decreased or revised during the term of this Agreement without the express written consent of the Union.

**ARTICLE 5
COMPENSATORY TIME**

SECTION A:

A lawyer who is required to work one or more hours outside his or her normal work hours may, whenever possible, request an equal amount of compensatory time from his or her supervisor before the work is performed. The decision to grant an employee compensatory time is at the discretion of management but shall not be unreasonably denied. The denial of a request shall be in writing and shall state the reason for the denial.

SECTION B:

Compensatory time may be approved for work that exceeds an employee's regular tour of duty, including:

- Extraordinary assignments
- Scheduled or special events
- Travel time outside normal work hours

SECTION C:

If the request is granted, the time will be recorded on the employee's records and may be used in the same manner that annual leave is used. However, accrued compensatory time off must be used by the end of the 26th pay period after the pay period during which it was earned. In no event will an employee be entitled to pay in lieu of compensatory time, except as expressly provided elsewhere in this Agreement.

**ARTICLE 6
METRO PASS/MONTHLY TRANSIT SUBSIDY**

The District of Columbia Government shall subsidize the cost of monthly Washington Metropolitan Area Transit Authority (WMATA) transit passes or farecards, that can be used to pay for MARC and VRE, for personal use by employees by fifty dollars (\$50.00) per month for actual transportation expenses incurred by employees who use such passes or farecards to commute to and from work (Metro Transit Benefit); provided, however, that any unused portion of the monthly Metro Transit Benefit will roll over from month to month for employees who access the benefit. Any accumulated Metro Transit Benefit not accessed by the end of the calendar year will revert back to the District of Columbia Government. In the event that the District provides additional transit subsidies that exceed fifty dollars (\$50.00) per month to any District employees in the Career Service as an enhanced benefit, the Parties agree to reopen this Agreement for the express purpose of incorporating the same or substantially similar benefit to the Union.

**ARTICLE 7
MILEAGE ALLOWANCE METRO REIMBURSEMENT AND
ACCESS TO OFFICIAL GOVERNMENT VEHICLES AND TRANSPORTATION**

SECTION A – Parking Spaces:

Three (3) parking spaces shall be set aside from among those allocated to the Office of the

Attorney General in the underground parking garage at 400 6th Street, NW, Washington, D.C. 20001 for use by bargaining unit members as determined by the Union. The parking spaces shall be funded by the Union. The parking rate payable by the Union will not exceed the rate applicable to the parking spaces allocated to the Office of the Attorney General. The Union, within its sole discretion, may utilize one or more of its allocated spaces from time to time to provide short term parking for its members. Upon request, the Union shall notify the Employer which employees are authorized to use the Union parking spaces.

SECTION B – Mileage Allowance:

The parties agree that the mileage allowance established by the U.S. General Services Administration for authorized Federal Government travel shall be the reimbursement rate for Union employees authorized to use their personal vehicles for official District of Columbia business. To receive such allowance, authorization by Employer must be received in advance of the employees' travel. Employees shall use the appropriate District Form to document mileage and timely request reimbursement.

SECTION C – Use of Personal Vehicles:

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

2. Claims by employees for personal property damage or loss incident to the use of their personal vehicle for official business may be made under the Military Personnel and Civilian Employees Claim Act of 1964 (31 U.S.C. §3701 et seq.).

SECTION D – Reimbursement for Use of Personal Vehicles:

Management shall not require an employee to use his/her personal vehicle for government purposes. In the event it becomes necessary for employees to use their personal vehicle for official government business, employees shall obtain prior approval from his/her immediate supervisor and shall be reimbursed for mileage and parking incurred consistent with District of Columbia rules, regulations and orders.

SECTION E - Reimbursement for Taxicab or Online Vehicle Expenses:

Employees who must travel by taxicab or online vehicle (e.g. Uber or Zipcar) for official government business to a destination that is not reasonably accessible by Metro shall be reimbursed for their travel, provided that they receive prior authorization from an immediate supervisor for reimbursement.

SECTION F – Metro Fare Cards:

Upon request, Employer shall provide metro fare cards in electronic form to employees for official government travel within the WMATA system. The metro fare card value shall be equivalent to the cost of travel at the time of day during which the employee travels.

SECTION G – Availability of Fleet Vehicles:

Upon prior approval by an immediate supervisor, management shall facilitate the request for a Department of Public Works fleet vehicle to the extent available. Employees may use the vehicle for official government business at no charge to the Employee.

**ARTICLE 8
SICK LEAVE INCENTIVE PROGRAM**

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

SECTION A – Accrual:

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

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

SECTION B – Employees in a Non-pay Status:

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

SECTION C – Procedure for Use of Time Accrued:

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

granted a different day off within one month of the date the employee initially requested. Requests for time off shall be made on the standard "Application for Leave" form.

SECTION D – Use of Time Accrued:

All incentive days must be used in full-day increments following the leave year in which they were earned. Incentive days may not be substituted for any other type of absence from duty. There shall be no carryover or payment for any unused incentive days.

SECTION E – Part Time Employees:

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

**ARTICLE 9
ANNUAL LEAVE BUY-OUT**

SECTION A – Payment for Annual Leave:

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

SECTION B – Computation:

The lump-sum payment shall be computed on the basis of the employee's hourly pay rate at the time of separation.

**ARTICLE 10
BACK PAY**

Arbitration awards or settlement agreements in cases involving an individual employee shall be paid within a reasonable time of receipt from the employee of relevant documentation, including documentation of interim earnings and other potential offsets. Employer shall submit the SF-52 and all other required documentation to the Department of Human Resources or the Office of Pay and Retirement Services within thirty (30) days following receipt from the employee of relevant documentation.

**ARTICLE 11
WAITING PERIODS FOR ADVANCEMENT WITHIN STEPS**

The within-grade waiting periods on the A-35 salary scale for step advancement for bargaining unit employees with a prearranged regularly scheduled tour of duty are as follows:

1. Steps 2, 3, 4 and 5: fifty-two (52) calendar weeks of creditable service;
2. Steps 6, 7, 8, 9 and 10: one hundred and four (104) calendar weeks of creditable service.

ARTICLE 12 GRIEVANCE AND ARBITRATION PROCEDURES

Grievance procedures shall be determined by the terms and conditions of Article 28 in the Non Compensation Agreement.

ARTICLE 13 SAVINGS CLAUSE

SECTION A:

In the event any article, section or portion of this Agreement is held to be invalid and unenforceable by any court or other authority of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the decision; and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated article, section or portion thereof to the extent possible.

SECTION B:

To the extent consistent with the Contract Clause of the United States Constitution, the terms of this Agreement shall supersede any subsequently enacted D.C. laws, District Personnel Manual (DPM) regulations, or departmental rules concerning compensation covered herein for the term of this agreement.

ARTICLE 14 DURATION AND FINALITY

SECTION A -- Effective Date:

This agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the District of Columbia Comprehensive Merit Personnel Act ,D.C. Official Code, § 1-617.15(a). This Agreement shall be effective on the date provided by law (i.e., when it is approved by the Council or as otherwise effective pursuant to D.C. Official Code § 1- 617.17(j)) and shall remain in full force and effect until September 30, 2026, or until a new compensation agreement becomes effective. Notice to reopen the Agreement shall be provided as required by D.C. Official Code § 1-617.17 (f)(1)(A)(i).

SECTION B – Finality:

This 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 that were or could have been negotiated.

ARTICLE 15
INCORPORATION OF NON-COMPENSATION AGREEMENT

The terms and conditions of the Non Compensation Agreement between the District of Columbia and the American Federation of Government Employees, Local 1403, AFL-CIO, effective through September 30, 2026 (Non-Compensation Agreement), are incorporated herein by reference into this Agreement. The provisions of this Compensation Agreement shall control to the extent of any inconsistency.

**PART II:
WORKING CONDITIONS**

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ARTICLE 1 RECOGNITION

Section 1 – Recognition:

- A. The American Federation of Government Employees, (AFGE) Local 1403 (Union) is recognized as the sole and exclusive collective bargaining representative of employees in the bargaining unit as defined in Section 2 of this Article.
- B. As the sole and exclusive representative, the Union is entitled to act for and to negotiate collective bargaining agreements (CBA) on behalf of all employees in the bargaining unit. The Union shall represent the interests of all employees in the bargaining unit without discrimination as to membership.
- C. The Employer shall give the Union an opportunity to be present at any formal meeting between the Employer and one or more employee(s) in the bargaining unit concerning any grievance or general condition of employment of the employee(s) in the bargaining unit. A “formal meeting” refers to any meeting between an employee and any individual in his or her supervisory chain of control that includes at least one (1) other management official or supervisor and at least one (1) Union representative.

Section 2 – Coverage:

- A. All Series 905 attorneys employed by the Office of the Attorney General for the District of Columbia (“OAG”), and all attorneys employed by an agency of the District of Columbia Government which is subordinate to the Mayor (collectively with OAG referred to herein as “Employer”), except employees excluded under D.C. Official Code § 1-617.09(b). PERB Case No. O1-RC-03; Certification No. 121; PERB Case No. 01014-RC-0301, Certification No. 121, 133 (April 19, 2005).
- B. AFGE Local 1403 is recognized as the sole and exclusive bargaining representative for the bargaining units set forth in PERB Certification No. 121 and PERB Certification No. 133.

ARTICLE 2 LABOR-MANAGEMENT RELATIONS

Section 1-A - Composition and Function of the OAG Labor-Management Committee:

- A. The Union and the OAG shall continue the existing OAG Labor-Management Committee (LMC) that will consist of an agreed upon number of Union and OAG representatives.
- B. The purpose of the OAG LMC, which shall meet monthly unless canceled in advance by the chairs, is to provide a forum for the exchange of views on working conditions, terms of employment, risk assessment, matters of common interest or other matters, which either party believes will contribute to improvement in the relations between the Union and the Employer within the framework of this Agreement.

C. Performance evaluation appeals, grievances and disciplinary matters shall not be the subject of discussions at these meetings, nor shall the meeting be for any other purpose, which would modify, add to or detract from the provisions of this Agreement. The Committee shall adopt rules for meetings including rules for notices, agendas, times and locations.

Section 1-B - Composition and Function of the MOLC Labor-Management Committee:

- A. The Union and the Mayor's Office of Legal Counsel (MOLC) shall continue the existing Labor-Management Committee (LMC) that will consist of an agreed upon number of Union and MOLC representatives.
- B. The purpose of the MOLC LMC, which shall meet quarterly, is to provide a forum for the exchange of views on working conditions, terms of employment, risk assessment, matters of common interest or other matters, which either party believes will contribute to improvement in the relations between the Union and the Mayor within the framework of this Agreement.
- C. Performance evaluation appeals, grievances and disciplinary matters shall not be the subject of discussions at these meetings, nor shall the meeting be for any other purpose, which would modify, add to or detract from the provisions of this Agreement. The Committee shall adopt rules for meetings including rules for notices, agendas, times and locations.

Section 2 – Subcommittees:

The parties may mutually agree to establish subcommittees of the LMCs to study problems and conditions.

Section 3 – Union's Right to Request Impact and Effects Bargaining:

Nothing herein shall be construed to limit the Union's right to request impact and effects bargaining over any proposed organizational changes.

Section 4- Labor-Management Meetings:

A. In mutual recognition of the parties' joint desire to discuss and resolve matters of concern at the lowest possible level, the Union steward and first-level supervisor, should meet periodically for the purpose of meaningful consultation and communication on the problems and policies of the organization in their working unit, and if appropriate, the steward may meet with supervisors of a higher level. Such meetings between supervisors and stewards shall be on duty time, shall be brief, and shall cover matters of concern between them and appropriate to their relationship.

B. Appropriate representatives from the Union and Employer shall meet at either party's request to discuss problems concerning the implementation of this Agreement. Each party shall furnish the other with an itemized agenda setting forth the topics of discussion one (1) day before the meeting,

unless otherwise agreed. The parties further agree that items not on the agenda may be raised for discussion, if agreed to by the parties at the meeting.

Section 5 - Organizational Changes:

A. The parties agree that changes to the functions and structure (except changes involving a particular individual as to personnel/supervisory appointments or transfers or space relocations) of the Employer, are a proper matter for consideration by the Labor-Management Committee or relevant subcommittee. The Employer may, in its discretion, solicit the views of the Union on any proposed organizational change at any time, but agrees that it shall provide to the Union President a copy of the final draft of organizational changes that will impact Bargaining Unit Employees. The Union President or the Union President's designee may request a meeting concerning the proposed changes and the Attorney General and/or the Mayor, as appropriate, or their designees, shall honor any such request. Following these consultations, the Union will be provided a copy of the final plan that has been approved by appropriate officials. If any changes to the plan are made thereafter, the Union shall be provided a copy of such changes.

Section 6 – Risk Assessment:

B. The Union may make recommendations to the Attorney General and/or the Mayor, as appropriate, concerning risk management issues for District legal service employees. The Attorney General and/or the Mayor, as appropriate, or their designees will respond to risk management recommendations within a reasonable period of time after receipt, but in no event later than six months following the transmittal of a written recommendation from the LMC to the Attorney General and/or the Mayor, as appropriate.

**ARTICLE 3
ADMINISTRATION OF LEAVE**

Except as otherwise provided in this Agreement or the corresponding Compensation Agreement, the parties shall adhere to all applicable law and District government rules and regulations in the administration of leave. Annual leave must be requested reasonably in advance except in an emergency (unanticipated event). Employer's decision to grant or deny annual leave shall be made within 72 hours of the request, excluding Saturdays, Sundays, holidays, and any other day that the District government is closed and will be based solely on mission (including coverage) requirements. Except in emergency situations, the Employer shall not consider the reason for the annual leave request in making the leave determination. If requested by the employee, the supervisor shall discuss the reason for the denial of any request, and discuss when the employee will be able to take the requested leave. Requests for annual leave shall be approved when possible.

**ARTICLE 4
ALTERNATIVE WORK SCHEDULES**

Section 1 – Fair Labor Standards Act:

Attorneys are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) and no overtime pay or compensatory time is authorized for work performed unless authorized elsewhere in this Agreement.

Section 2 Alternative Work Schedules/Teleworking:

The following three types of Alternative Work Schedules (AWS) for covered employees include: (1) a Flexible Work Schedule, (2) a Compressed Work Schedule, and (3) a Teleworking Schedule, including Ad Hoc (or situational) teleworking.

Employees participating in teleworking plans must be accessible and available during their entire tour of duty and for recall to physically appear in the office. Employees are solely responsible for completing assigned work after appropriate management review and shall comply with management's requirements with regard to advance review of drafts prior to a final deadline.

The Union shall be given advance notice when new or revised flexible/alternative work schedules are proposed and shall be given the opportunity to consult.

A flexible/alternative work schedule shall not affect the existing leave system. Leave will continue to be earned at the same number of hours per pay period as for employees on five (5) day, forty (40) hour schedules and will be charged on an hour-by-hour basis.

Section 3 Supervisor's Authority:

An attorney's request for AWS shall not be unreasonably denied. An immediate supervisor must provide written justification for the denial of an AWS request. An attorney may seek review of the denial of an alternative work schedule to the manager of his/her immediate supervisor. OAG employees may appeal a manager's denial of his/her AWS request to the Attorney General. Agency employees may appeal a manager's denial of his/her AWS request to the agency head. A supervisor may require AWS participants to provide additional information about conformance with their approved tours, such as the use of sign-in sheets, or other time accountability systems or methods.

**ARTICLE 5
EMPLOYEE ASSISTANCE PROGRAM**

Section 1 – General:

The parties recognize that alcoholism, drug abuse, and emotional and mental illness are health problems that may affect job performance. To this end, the Employer will, at least annually, make employees aware of the District's Employee Assistance Program (DPM Chapter 20B, Section

2050, EAP) and available services provided under it. The provisions of the DPM govern except as provided below.

Section 2 - Use of Sick Leave:

Employees undergoing a prescribed program of treatment for alcoholism, drug abuse, emotional illness, or mental illness will be allowed to use available sick leave for this purpose on the same basis as any other illness with appropriate documentation of attendance.

**ARTICLE 6
UNION STEWARDS/OFFICIAL TIME**

Section 1 - Number of Stewards:

- A. The Union may designate, other than the Chief Steward, no more than five (5) stewards, or one (1) steward for every fifty (50) bargaining unit employees, whichever is greater.
- B. The Union will endeavor, whenever possible, to limit the number of Union Representatives working in the same division, to a number that will not cause a significant work disruption in that work unit.

Section 2 - Designation of Representatives:

- A. Union Officers, Stewards and Other Representatives
 - 1. Union Officers and Stewards: The Union agrees to provide the Employer and the Office of Labor Relations and Collective Bargaining (OLRCB) with a written list of its officers and stewards within two (2) workdays after the date this Agreement is executed and within five (5) working days after each general election.
 - 2. Other Representatives: The Union will also notify the Employer and OLRCB, in writing, of other Union representatives who may request official time, along with a description of their individual Union assignments.
- B. Changes in the list will be submitted to the Employer's designated official(s) at least two (2) workdays prior to the assumption of representational responsibilities by any new officers, stewards or other representatives. If a Union official is not on the list of designated representatives and is needed prior to the two (2) days notice, the Union President shall notify the Employer's designated official(s) by phone and/or e-mail before the official will be recognized. The Employer shall recognize any Union official designated pursuant to this section.
- C. The Employer will not recognize any Union official or representative who is not listed as required or for whom notification was not provided in accordance with this section.
- D. Except where explicitly provided, this Agreement shall not be interpreted in any manner that interferes with the Union's right to designate representatives of its own choosing on any particular representational matter.

E. The Union will be notified prior to any change in tours of duty of duly appointed Stewards. The Union shall also be notified prior to the organization of tours of duty that would affect the members of the unit.

F. Employer recognizes that the Union may designate employee members, selected or appointed to a Union office or delegated to a Union function and agrees that, upon request, the employee may be granted annual leave or leave without pay for the period of time required to be away from his/her job. Such requests will be submitted as far in advance as possible, but not less than one (1) working day prior to the day the leave is to begin in the event the leave request is eight (8) hours or less, or five (5) working days in advance, in the event the leave request exceeds eight (8) hours. The Union shall be notified of a disapproval of leave in writing together with the Employer's justification. Leave contemplated under this article shall not be denied except for good cause.

Section 3 - Performance Appraisals:

A. No Union representative will be disadvantaged in the assessment of his/her performance based on his/her participation in Union activities and/or use of official time to conduct labor-management business authorized by this Agreement. However, performance problems unrelated to participation in Union activities and/or the use of official time may be addressed in accordance with other relevant provisions of this Agreement.

B. At the beginning of the rating year or when the Union representative is initially appointed, workload and performance expectations will be established that consider the actual use of official time and the impact on performance of the duties of the employee's position. Additionally, the designated supervisor and the Union representative will meet at least quarterly to discuss needed adjustments to workload and representational needs.

Section 4 - Official Time for Representational Activity:

A. Pursuant to the statutory right and responsibility of the Union to represent bargaining unit employees, representatives of the Union will be granted reasonable amounts of official time to investigate, prepare for, and conduct representational functions in accordance with the provisions of this Article as follows. The Union President will be assigned a caseload equal to no greater than 50% of the average caseload of an attorney with his or her grade level and experience in the Division which employs the Union President. The Union Vice President # 1 will be assigned a caseload equal to no greater than 80% of the average caseload of an attorney with his/her grade level and experience in the Division which employs the Union Vice President #1. The Union Vice President # 2 will be assigned a caseload equal to no greater than 85% of the average caseload of an attorney with his/her grade level and experience in the office which employs the Union Vice President #2. The Union represents that Union Vice President # 1 will primarily represent OAG employees and Union Vice President # 2 will primarily represent employees in subordinate agencies. No other Union members or officer will be assigned a reduced caseload. However, other Union members or officers shall be granted reasonable amounts of official time to investigate, prepare for, and conduct representational functions as needed, including necessary travel time. Employer will not be required to grant or approve official time for any Union shop

steward, officer or other representative who has not complied with the Employer notification requirements of Section 2 of this Article.

B. For the purpose of this Article, "representational functions" means those authorized activities undertaken by employees on behalf of other employees or the Union pursuant to representational rights under the terms of this Agreement and District of Columbia law. Examples of activities for which reasonable amounts of official time will be authorized include:

- (1) collective bargaining negotiations;
- (2) discussions with Employer representatives concerning personnel policies, practices, and matters affecting working conditions;
- (3) any proceeding in which the Union is representing an employee or the Union pursuant to its obligations under this Agreement;
- (4) grievance meetings and arbitration hearings;
- (5) a disciplinary or adverse action oral reply meeting, if the Union is designated as representative of the employee;
- (6) any meetings for the purpose of presenting replies to the proposed termination of probationers, if the Union is designated as representative of the employee;
- (7) any meeting for the purpose of presenting reconsideration replies in connection with the denial of within-grade increases, if the Union is designated as representative of the employee;
- (8) attendance at an examination of an employee who reasonably believes he or she may be the subject of a disciplinary or adverse action;
- (9) informal consultation meetings between the Employer and the Union;
- (10) conferring with affected employees about matters for which remedial relief is available under the terms of this Agreement;
- (11) attendance at meetings of committees on which Union representatives are authorized members by the Employer or this Agreement;
- (12) attendance at labor-management committee meetings or other joint labor-management cooperative efforts;
- (13) attendance at Employer recognized or sponsored activities to which the Union has been invited;
- (14) attendance at public hearings of the District of Columbia City Council or other legislative/administrative bodies of the District or federal government relating to matters that affect either the Employer or labor relations/labor matters in the District of Columbia that impact or may impact the Union;

- (15) necessary travel to any of the activities listed above;
 - (16) training related to the representational functions of Union officials and stewards which the parties agree is to their mutual benefit and for which management is given notice and provided with an agenda and course description; and
 - (17) new employee orientation meetings.
- C. Official time shall not include time spent on internal Union business, including, but not limited to:
- (1) Attending Local, Regional, or National Union meetings;
 - (2) Soliciting members;
 - (3) Collecting dues;
 - (4) Posting notices of Union meetings; administering elections;
 - (5) Preparing and distributing internal Union newsletters or other such internal documents; and,
 - (6) Internal Union strategy sessions, except for representational functions.

Section 5 - Requesting Official Time:

- A. All use of official time by any Union officer, official, steward or other representative must be recorded on the Employer-approved Official Time Report Form and submitted on a monthly basis to Employer's designee.
- B. Official time for Union representatives should be requested on the approved "Official Time Report" form. The Union representative will request authorization for official time from his or her supervisor in advance and as is consistent with workload requirements except when circumstances do not allow for advance approval (e.g., unscheduled meetings called by management where the Union's attendance is requested; or representation of employees in investigatory interviews; or circumstances where the employee might be subject to discipline). Failure to properly request and obtain approval of official time may result in disciplinary action depending on the circumstances.
- C. All advance requests for official time are understood to be estimates.
- D. If a request for official time is denied, the manager or supervisor refusing such permission shall give the reasons for refusal in writing to the individual who was so denied, if the individual involved makes such a request.
- E. Employee Union representatives, except the Union President, in light of his 50% reduced caseload, Vice President #1, in light of his or her 20% reduced caseload, and Vice President #2, in light of his or her 15% reduced caseload, will complete the "Official Time Report" form (attached to

this Agreement as Exhibit "A") provided by the Employer to accurately depict the actual official time used in a timely manner each pay period.

F. Management shall not prevent Union representatives from representing employees at reasonable times consistent with the provisions of this Agreement. The Union and employees recognize that workload and scheduling considerations will not always allow for the immediate release of employees from their assignments. However, the Employer agrees that such permission for release shall not be unreasonably delayed or denied. Workload needs will be balanced with official time needs prior to approval based on the following standard: official time requests shall be granted unless they hinder the accomplishment of essential workload requirements that cannot otherwise be accommodated.

G. All affected employees (e.g., grievants, representatives, witnesses, and appellants) whose presence has been determined to be necessary, by either the Union or the Employer, as the case may be, at relevant proceedings (including hearings, meetings, arbitrations, oral replies, or other labor-management business) will receive necessary official/duty time to participate in and travel to and from the proceedings.

Section 6:

A. The parties agree that Union officials and stewards are entitled to take a reasonable amount of official time and the officials and stewards requesting/using official time shall be treated with civility and shall not be discriminated against because they participate in Union activities and/or take official time. Likewise, Union officials and stewards shall treat supervisors with civility in regard to their supervisors need to have information about the amount and type of official time being requested so that the supervisor can effectively manage their personnel and allotted workload. The parties agree that there is a need for flexibility to enable managers to effectuate the mission of the government and, at the same time, to enable Union officials and stewards of the bargaining unit to take care of Union business expeditiously.

B. In cases of alleged abuse of official time by the Union, or alleged improper restriction of official time or discrimination by the Employer, the parties shall endeavor to resolve the matter at the lowest possible level. If efforts to resolve the matter between the first line supervisor and the Union official or representative fail, then the party alleging the abuse or improper restriction shall bring the matter to the attention of the appropriate management and Union representatives. If the matter is not resolved then either party may seek assistance from the D.C. Office of Labor Relations and Collective Bargaining.

Section 7:

The parties shall conduct separate training concerning use of official time for members and managers and supervisors.

ARTICLE 7
UNION USE OF EMPLOYER FACILITIES AND SERVICES

Section 1:

Upon request, the Union may have access to meeting space by following established Employer procedures. Except as provided elsewhere in this Agreement, the Union shall attempt to hold meetings during the non-work time of employees attending the meetings. The Union will be responsible for maintaining decorum at meetings on the Employer's premises and for restoring the space to the same condition to which it existed prior to the meetings.

Section 2:

Employer workforce, office space, and supplies, except as otherwise provided in this Agreement, shall not be used in support of internal Union business.

Section 3:

The Employer may provide appropriate office space with a locking door for the Union. Assigned Union office space will remain in use unless or until the Employer needs the use of the assigned space. In this event, management will notify the Union sixty (60) days in advance. Other approximately equivalent or mutually agreeable space will be made available at least fifteen (15) business days prior to the time the Union is required to vacate the present office.

Section 4:

The Employer will make available to the Union at a minimum two (2) locking file cabinets, one (1) desk, and three (3) chairs.

Section 5:

The Union shall limit its posting of notices and bulletins to Union-designated bulletin boards, and each such posting shall be authorized and initialed by a Union officer or steward. A courtesy copy of all materials to be posted pursuant to this article will be provided to the Attorney General and/or Mayor, as appropriate, or their designees at the time of posting. Each bulletin board shall have the following notice posted in a prominent place:

This bulletin board is for the exclusive use of AFGE Local 1403 and its membership. Matters posted on the board are not intended to reflect the official views of the DC Government or the Employer unless issued by them.

Section 6:

The contents of the notices posted on the bulletin board shall be at the discretion of the Union, except that the Attorney General and/or Mayor, as appropriate, or their designees may request the removal of language or material that it believes is defamatory or discriminatory. With notice to the Union, Employer may remove language or material that is defamatory or discriminatory.

Section 7:

Union officers and representatives, and other unit members who serve in any capacity on behalf of the Union, may use their regular workstations including telephones, computers, and e-mails to communicate with bargaining unit employees in connection with their representational functions; provided however, such activity shall not interfere with the effective operation of the Government's business. Employer shall not monitor Union telephone or email activity or content related to representational functions. All communication regarding terms and conditions of employment shall be in accordance with the Code of Conduct applicable to District Government employees as defined in the Government Ethics Act (D.C. Law 19-124, D.C. Official Code § 1-1161.01 *et seq.*). Communications, including broadcast emails, will not contain statements that reflect on or attack the integrity or motives of individuals, the Office of the Attorney General, the Mayor, or other agencies of the District Government. Communications will clearly identify the Union official responsible for its content.

**ARTICLE 8
PERSONNEL FILES**

Section 1 - Official Files – Definition and Right to Examine:

Employees and/or their authorized representatives shall be permitted to examine all contents of the employee's personnel files, including without limitation the Official Personnel File ("OPF"), whether maintained by the Employer, DCHR or elsewhere, upon request.

Section 2 - Right to Respond:

Each Employee shall have the right to answer any material filed in his/her personnel files and his/her answer shall be attached to the material to which it relates. Unless prohibited by law or regulation, in the case of complaints made orally that are reduced to writing and placed in a personnel file, Employees shall be informed of the person making the complaint; the substance of the complaint, and the date the complaint was made and may respond as provided for in this section.

Section 3 - Right to Copy:

An employee and/or their authorized representatives will be permitted to copy any material in all personnel files, including without limitation the OPF, for that employee maintained by the Employer.

Section 4 - Access by Union:

Upon presentation of written authorization by an employee, the Union representative may examine all of the employee's personnel files, including without limitation the OPF, and obtain copies of the material free of charge.

Section 5 – Employee to Receive Copies:

As consistent with applicable law, the employee shall receive a copy of all material placed in his/her OPF and all personnel related materials, including electronic data, upon request.

**ARTICLE 9
JOB DESCRIPTIONS**

Each employee within the unit shall receive a copy of the employee's current job description upon request. When an employee's job description is changed, the employee and the Union shall be provided a copy of the new job description. When there is a material change in job duties, the employee shall be given advance notice of the change.

**ARTICLE 10
LATE ARRIVAL/EARLY DISMISSAL**

Section 1 -- Late Arrival:

Employees shall be permitted to arrive late at work without charge to leave during inclement weather or during other extraordinary circumstances where the District government has authorized a late arrival for all non-essential employees, consistent with the authorization. All employees shall be considered non-essential for purposes of this Article unless they have been previously notified of their essential status.

Section 2 -- Early Dismissal:

A. Whenever the Attorney General, the Mayor, designated agency head, or an authorized official authorizes the early dismissal of District government employees, all employees (except those who have been designated in advance as essential employees consistent with the applicable laws and regulations and those who have been notified by their supervisor that because of specific pressing work requirements that they may not leave work early) shall be permitted to leave their duty stations consistent with the early dismissal authorization. The Attorney General and/or Mayor (or their designees) shall make every reasonable effort to ensure that employees are notified timely of the early dismissal or other leave policy during extraordinary circumstances. In addition, managers and supervisors shall make every reasonable attempt to ensure that employees who they manage or supervise are notified of the early dismissal authorization.

B. Notice shall be provided to employees whose work assignments do not permit them to leave work early regardless of the general early release authorization.

Section 3 -- Employees on leave during the late arrival/early dismissal period:

An employee who previously requested and was granted leave during the authorized late arrival and/or early dismissal hours shall not be charged leave for the period requested that coincides with the authorized late arrival and/or early dismissal hours.

**ARTICLE 11
STRIKES AND LOCKOUTS**

In accordance with applicable law, it shall be unlawful for any District Government employee or the Union to authorize, ratify or participate in a strike against the District. The term strike as used herein means any unauthorized concerted work stoppage or slowdown. No lockout of employees shall be instituted by the Employer during the term of this Agreement except that the Employer in a strike situation retains the right to close down any facilities to provide for the safety of employees, equipment or the public.

**ARTICLE 12
CONTRACTING OUT/PRIVATIZATION**

Employer recognizes the Union's desire to retain all work regularly performed for the Employer, and the Union recognizes the Employer's need to maintain an efficient workplace; therefore, Employer will use its best efforts to avoid the displacement of bargaining unit employees caused by a privatization contract to perform work that has been traditionally and regularly performed by bargaining unit employees. Decisions regarding contracting out are areas of discretion of the Employer. The Employer must notify the Union at least thirty (30) days in advance of any contracting out actions. The Union shall have full opportunity to make its recommendations known to the Employer who will duly consider the Union's position and give reasons in writing to the Union for any contracting out action. The Employer shall consult with the Union to determine if the needs of the Government may be met by means other than contracting out work traditionally performed by bargaining unit employees.

**ARTICLE 13
UNION RIGHTS AND SECURITY**

Section 1 – Exclusive Agent:

The Union shall be the exclusive collective bargaining representative of bargaining unit employees.

Section 2 – Access to Employees:

Representatives of the Union shall have access to individual employees, either new or rehired, in its bargaining unit to explain Union membership, services and programs. Such access shall be voluntary for new and rehired employees and shall occur during the formal orientation session. The Union shall have the opportunity to provide a fifteen (15) minute presentation as a part of the orientation programs for the Employer.

Section 3 – Dues Check Off:

Pursuant to D.C. Official Code § 1-617.07, the Employer shall deduct dues from the bi-weekly salaries of those employees who authorize the deduction of said dues. The Union shall be solely responsible for notifying employees, prior to obtaining their authorization, that they have certain constitutional rights consistent with Supreme Court precedent. The employee must complete and sign an authorized dues deduction form to authorize the withholding. Employer will promptly process dues deduction forms.

Section 4 – Annual Notification of Annual Dues Amount:

The amount to be deducted shall be certified to the Office of Labor Relations and Collective Bargaining (OLRCB) annually in writing by the appropriate official of the Union. The employee's authorization shall be forwarded to the OLRCB. It is the responsibility of the employee and the Union to bring errors or changes in status to the attention of the Employer. Corrections or changes shall be made at the earliest opportunity after notification is received but in no case will changes be made retroactively, unless the Employer fails to deduct dues due to the Employer's action or inaction. This provision shall supersede any other dues deduction agreement in effect prior to the effective date of this Agreement.

Section 5 – Cost of Processing:

Union dues shall be transmitted to the Union, minus a fee of \$.15 per dues deduction per pay period, payable to the OLRCB or the Office of the Attorney General, as the case may be for the administrative expenses associated with the collection of said dues pursuant to executed dues check off authorizations.

Section 6 – Hold Harmless:

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

Section 7:

Payment of dues shall not be a condition of employment.

Section 8:

The Union may require that an employee who does not pay dues to pay reasonable costs incurred by the Union in representing such employee in grievances, adverse actions or appeal proceedings within the provisions of the CMPA, provided the Union gives advance notice of said costs to the employee.

Section 9:

The terms and conditions of this Agreement shall apply to all employees in the bargaining unit without regard to Union membership.

**ARTICLE 14
TERM EMPLOYEES**

Section 1:

A. Term employees in the bargaining unit shall be given not less than two (2) pay periods notice of the termination of their appointment.

B. Term bargaining unit employees shall be fully informed in their offer letter prior to their entrance on duty that the offer of employment is a term position. Term employees shall be provided a copy of their official position description.

C. To the extent not inconsistent with District or Federal law and regulations, the Employer shall use its best efforts, to convert term bargaining unit employees (“NTE employees”) to permanent status by the end of each fiscal year if (1) the employee is in a pay status on September 30, 2017, and at the start of each successive fiscal year; (2) Council appropriates sufficient funding that may be utilized for the conversion of attorney term employment into permanent employment; (3) the employee performs services for which the Employer has a continuous need; and (4) the employee has both served for at least one year and performed at a meets expectations level, or the equivalent, for the most recent evaluation rating

period.

D. By December 1st of each year, Employer must provide the Union with the names of all unit term employees, the reason why their positions are term positions, and the names of all unit employees who have been converted to permanent status.

Section 2 – Priority Conversion of NTE Employees to FTE Status:

Management shall give full consideration for the competitive appointment of the most qualified NTE employee for any permanent vacancy in a legal services section or subordinate agency, provided that the NTE employee has:

1. Substantially similar, or greater, experience relevant to the vacant position in that section or subordinate agency, respectively;
2. A successful rating or its equivalent on the most recent performance appraisal, and;
3. More than 24 months of continuous service.

ARTICLE 15 DISCRIMINATION

Section 1 – General Provisions:

A. In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code 2-1401 et seq., the Employer shall not discriminate against any Employee because of actual or perceived race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, disability, gender identity or expression or genetic information.

B. Employer and the Union agree to cooperate to provide equal opportunity for employment and promotion to all qualified persons, to cooperate in ending discrimination, and to promote the full realization of equal employment opportunity through a positive and continuing effort. To this end, EEO concerns may be filed with OAG's or the Mayor's EEO Director, as applicable and in accordance with OAG's Equal Employment Opportunity Office Order currently in effect, as amended, or any substantively similar Mayoral policy or directive, respectively and as the case may be. At the request of either the Union or Employer, the appropriate EEO Director shall consider any employment practice or policy that allegedly has an adverse impact on members of any protected group.

Section 2 - Equal Employment Practices:

The Employer shall continue implementation of any applicable Equal Employment Opportunity Policy and any applicable Affirmative Action Plan in accordance with existing law on affirmative action. The respective Affirmative Action Plans will be developed in accordance with Federal and D.C. Office of Human Rights guidelines. The Union may provide nonbinding input on the development of the Affirmative Action Plans through OAG's or the Mayor's EEO Director, as applicable. The Employer shall provide the Union a copy of the Affirmative Action Plans, when developed by the Employer.

Section 3 – Sexual Harassment:

A. All Employees must be allowed to work in an environment free from sexual harassment. Therefore, the Union and Employer agree to identify and work to eliminate such occurrences in accordance with any applicable District sexual harassment policy as amended or any subsequent policy developed.

B. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Section 4 – Union Activity:

The Employer shall not in any way discriminate against any employee because of the employee's membership or affiliation in or with the Union or service in any capacity on behalf of the Union. Each employee has the right, freely and without fear of penalty or reprisal:

A. To form, join and assist in labor organization or to refrain from this activity;

B. To engage in collective bargaining concerning terms and conditions of employment, as may be appropriate under the law, rules and regulations through a duly designated representative; and

C. To be protected in the exercise of these rights.

Section 5 – Discrimination Charges and Election:

A. An employee may raise a complaint of discrimination under applicable law (to the Mayor's or OAG's EEO Director through the administrative complaint process, the Office of Human Rights, the Equal Employment Opportunity Commission, local or federal courts). In consideration for the benefits of arbitration, each employee must sign the attached waiver acknowledging voluntary waiver of the employee's federal statutory rights, including the employee's rights under Title VII as a condition precedent to submission of his/her discrimination complaint to the grievance process. If an employee elects not to voluntarily waive the employee's rights, the employee cannot submit the employee's discrimination claim through the grievance process. Grievances must be filed within thirty (30) days of the date that the employee knew or should have known of the conduct being grieved. An employee shall be deemed to have exercised this option when the matter that gives rise to the allegation of discrimination is made the subject of a timely filed grievance or an informal EEO complaint, whichever event (filing) occurs first.

B. The Union and Employer shall agree on a panel of arbitrators who shall have at least five years of experience in employment discrimination law to hear such grievances at the arbitration level of review.

C. A party may appeal an arbitrator's award to the Public Employee Relations Board (PERB). If PERB fails to either exercise jurisdiction or fails to take any step to move the matter forward within 180 days, the complainant shall remove and file the matter with D.C. Office of Human Rights for *de novo* review.

D. A complainant has the right to be accompanied, represented, and advised by a representative of her/his choosing at any stage of the complaint process, except where there is a conflict of interest or position. No party (including the Employee or the Union) is entitled to attorney fees or costs at any level of review for any grievance filed under this Article.

E. The Employer shall notify the Union of all remedial or corrective actions that impact on bargaining unit employees to be taken as the result of informal or formal resolution of EEO complaints.

FORM TO BE COMPLETED BY EMPLOYEES WHO DECIDE TO FILE A GRIEVANCE
OVER A DISCRIMINATION CHARGE

I, _____, acknowledge that I have decided to submit my employment discrimination charge through the grievance procedure. In consideration of arbitration, I will forego and waive my rights to file a separate claim under the discrimination statutes, including Title VII, in accordance with applicable law governing such elections. *See Alexander v. Denver-Gardner*, 415 U.S. 36 (1974).

Dated:

EMPLOYEE'S NAME

ARTICLE 16
SAFETY AND HEALTH

Section 1 - Working Conditions:

A. The Employer shall provide and maintain safe working conditions for all

employees. It is understood that the District may exceed standards established by regulations consistent with the objectives set by law. The Union will cooperate in these efforts by encouraging its members to work in a safe manner and to obey established safety practices and regulations.

B. Matters involving safety and health will be governed by the D.C. Occupational Safety and Health Plan in accordance with the Comprehensive Merit Personnel Act (D.C. Official Code section 1-620.01 et seq., as amended).

Section 2 - Corrective Actions:

A. If an employee observes a condition that he or she reasonably believes to be unsafe, the employee shall report the condition to the immediate supervisor and the OAG Risk Manager Specialist or the Risk Manager for the District agency, as applicable.

B. If the supervisor determines that a condition constitutes an immediate hazard to the health and safety of the employee, the supervisor shall take immediate precautions to protect the employee and contact the appropriate Risk Manager Specialist, as necessary. If the supervisor does not agree that the condition constitutes an immediate hazard to the health and safety of the employee, the employee may immediately refer the matter to the next level supervisor or designee. The supervisor or designee shall meet as soon as possible with the employee and his/her Union representative to make a determination of final actions to be taken, if any.

C. Employees shall be protected against penalty or reprisal for reporting an unsafe or unhealthful working condition or practice, or assisting in the investigation of such condition or practice.

Section 3 - First Aid Kits and Defibrillators:

A. Employer shall make first-aid kits reasonably available for the use of all employees in case of on the job injuries.

B. The need for additional first-aid kits is an appropriate issue for the Risk Assessment and Control Committee recommendation. Recommendations of the Risk Assessment and Control Committee will be referred to the Attorney General and/or the Mayor, or their designees.

C. Employer shall provide accessible defibrillators meeting the applicable standard of care where employees in the District legal service occupy office space.

D. Employees who have been identified by the Risk Management Specialist as having been exposed to a toxic substance (including, but not limited to asbestos) in sufficient quantity or duration to meet District Government risk standards shall receive appropriate health screening. In the absence of District Government risk standards, the OAG Risk Manager or the Risk Manager for the District agency, as applicable, will refer to standards established by other appropriate authorities such as OSHA, NIOSH or the EPA.

Section 4 – Excessive Temperatures in Buildings:

Employees, other than those determined by the Employer to be essential, shall be released from duty or reassigned to other duties of a similar nature at a suitably temperate site because of excessively hot or cold conditions in a building. The Employer shall make this determination as expeditiously as possible. In lieu of dismissal, the Employer may authorize employees affected by excessive temperature conditions to telecommute until the condition abates. Administrative leave shall be granted if authorized by the Mayor, the Attorney General, or their designees.

Section 5 – Maintenance of Health Records:

Medical records of employees shall be maintained in accordance with the applicable provisions of law. Medical records shall not be disclosed to anyone except in compliance with applicable laws, rules and regulations relating to the disclosure of information. Copies of rules relating to medical records and information shall be made available to the Union.

ARTICLE 17 INFORMATIONAL REPORTS ON EMPLOYEES

Upon request, and at least annually by December 31st of each year, Employer shall provide the Union a list of bargaining unit members that includes the name, grade, step, title, hire date, organizational unit, assignment, location, contact information (including work address, telephone number and fax number) and bargaining unit status of each bargaining unit employee. The Employer shall maintain the Union on the regular distribution list for the New Hires and Resignations Report, which shall be updated at least quarterly. The Employer shall include the Union status on the New Hires and Resignations Report provided to the Union.

**ARTICLE 18
FITNESS FOR DUTY**

The Employer agrees to comply with applicable District law and controlling regulations concerning fitness for duty.

**ARTICLE 19
REQUESTS FOR INFORMATION**

Consistent with law and upon request of the Union, the Employer shall provide relevant information that the Union needs to perform its duties in grievance processing and collective bargaining negotiations.

**ARTICLE 20
EMPLOYEE USE OF INFORMATION TECHNOLOGY**

Section 1 – New Technology:

Whenever the Employer proposes to acquire or implement equipment or technological changes that may adversely impact employees in the bargaining unit, the Employer shall notify the Union and, when requested, bargain over any adverse effect. Appropriate training for affected employees that will enable them to maintain their present job status shall be among the principal considerations as part of such bargaining. The Employer shall provide training for affected employees to acquire and maintain the skills and knowledge necessary for new equipment or procedures. The training shall be held during working hours. The Employer shall bear the expense of the training. The Employer shall provide training for employees who had previously not been required to use existing technology but who are then required to do so.

Section 2 – Electronic Mail Use:

The parties acknowledge that D.C. Government-provided electronic mail (email) services are to be used for internal and external communications that serve legitimate government functions and purposes. Employees are expected to be familiar with the D.C. Government's Email User Policy. The parties agree that employees are allowed to use email on a limited basis for personal purposes, but such use should be limited to non-work time and should not interfere with the performance of the employee's duties, nor used to conduct outside employment or for discriminatory or harassing purposes or exchange of pornographic, discriminatory or harassing material.

Section 3 – Internet Access and Use:

The parties agree that Internet access through the Employer is considered D.C. Government property and must be used for the program needs of the OAG and the District of Columbia. Employees are expected to be familiar with the D.C. Government's Internet Access and Use Policy. The parties agree that employees are allowed to use the Internet on a limited basis for

personal purposes, but that such use should not interfere with the performance of the employee's duties. Employees are expressly prohibited from visiting websites to conduct outside employment or that contain discriminatory, pornographic, or harassing purposes.

Section 4 – Telephone Use:

The Employer and Union agree that D.C. Government telephones must be used primarily in support of D.C. Government programs. The parties acknowledge that employees are permitted to use telephones on an occasional and selective basis for personal purposes. Such use is a privilege and not a right and may not be abused for the conduct of outside employment during the scheduled tour of duty of the employee or for discriminatory, pornographic, or harassing purposes.

Section 5 – Privacy:

Except as provided generally under current, written, and published D.C. Government policies, the Office of the Attorney General, the MOLC, and/any District agency subordinate to the Mayor shall not monitor employee email, telephone, or internet use, unless it has good cause to do so. The Employer will share with the Union notices of any changes or modifications to said policies that it receives.

**ARTICLE 21
TRAINING**

Section 1 - New Employee Orientation:

Employer will provide each new employee with an orientation and will notify the Union, in advance, of any such orientation. The orientation shall include a fifteen (15) minute presentation by the Union regarding Union membership.

Section 2 - Continued Training Opportunities:

The Employer and Union mutually agree that the legal services provided by attorneys employed by OAG and other District agencies that employ District legal service attorneys will be enhanced by the opportunity for attorneys to engage in continuing legal education that is relevant to their work. The Employer shall encourage and assist Employees in obtaining career-related training and education both inside and outside the OAG and other District agencies that employ District legal service attorneys by collecting and posting current information available on training and educational opportunities. The Employer shall inform Employees of time or expense assistance the Employer may be able to provide. Continued training shall be provided and approved within budgetary constraints. The Employer will use its best efforts to provide a variety of appropriate continuing legal education opportunities, including ongoing access to online training opportunities and legal ethics training opportunities, throughout each year at no cost to employees to enable employees to meet their continuing legal education requirements under the Legal Service Act.

Section 3 - Requests for Continued Training:

The Employer may consider requests for continued training of Employees and may provide time or expense assistance to Employees. Continued training opportunities shall be afforded Employees on a fair and impartial basis to the maximum extent possible. Employees shall be promptly informed of a denial of a training request together with the reason for the denial. The parties agree that the program needs of the Employer are paramount in providing training to Bargaining Unit Employees.

ARTICLE 22 EMPLOYEE RIGHTS

Section 1 – Respect in the Workplace:

It is the intent of the Mayor, the Attorney General, and the Union that all employees both within the bargaining unit and outside shall be treated with fairness and dignity.

Section 2 - Employee Rights:

A. All Union employees have the right, and shall be protected in the free exercise of that right without fear of penalty or reprisal:

- (1) to organize a labor organization free from interference, restraint, or coercion;
- (2) to form, join, or assist any labor organization;
- (3) to bargain collectively through representatives of their own choosing; and
- (4) to refrain from any or all such activities under subsections (1), (2), and (3) of this subsection, except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in D.C. Official Code § 1-617.11 (2012 Supp.) (“Employee Rights”).

B. Employee Rights shall extend to participation in the management of the Union and acting for it in the capacity of a Union representative, including representation of its views to the officials of the Mayor, the Attorney General, D.C. Council and Congress.

Section 3 - Employee Grievances:

An individual employee may present a grievance at any time to the Employer without the intervention of the Union; provided, however, that the Union is afforded at least forty-eight (48) hours advance notice by the Employer to be present and to offer its view when requested by an employee at any meeting held to resolve the grievance. Any employee or group of employees

who present a personal grievance to the Employer may not do so under the name, or by representation, of the Union. Resolutions of grievance must be consistent with the terms of this Agreement.

Section 4 – Conflicts of Interest:

This Agreement does not authorize participation in the management of or acting as a representative of a labor organization by any employee if the participation or activity would result in a conflict of interest, a breach of legal ethics, or otherwise be incompatible with applicable law or with the official duties of the employee.

Section 5 - Campaigns or Drives - Solicitation of Employees in the Bargaining Unit:

A. Definition: For the purpose of this Article, solicitation of employees in the bargaining unit means OAG or District government approved solicitations which have been announced in generally published OAG or D.C. government directives.

B. Participation: Contributions from employees in the bargaining unit and participation by employees in the unit to solicit contributions shall be voluntary. There shall be no discrimination against any employee in the unit for non-participation or for any level of contributions. An employee in the bargaining unit may be requested to volunteer or solicit for contributions. Absent a volunteer, management will request the Union to assist in providing the needed volunteer. Consistent with District government ethics rules, regulations and law, no management or supervisory employee shall participate in any direct solicitation of employees in the bargaining unit who are under his/her supervision except for occasional office functions.

ARTICLE 23 SABBATICAL/EXTENDED LEAVE

It is management policy to allow attorneys to apply for an extended time away from work for community service, education, travel or other outside interests in a non-pay status. To be eligible for a sabbatical, an attorney must have both: 1) been employed within the District legal service for seven years, and 2) received a performance evaluation of at least Successful, or an equivalent rating, in every category for the rating period which immediately precedes the application for sabbatical/extended leave. An attorney who receives a Needs Improvement or a Fails Expectation, or an equivalent rating, in any category is ineligible. At any time after completion of the attorney's seventh anniversary with the District legal service and each successive seven years after return from a sabbatical, the attorney may request a one (1) year period of leave as sabbatical. Attorneys who elect to take a sabbatical will return to a comparable position with the OAG or the District agency in which they worked prior to the sabbatical.

Section 1 – Process:

Application for sabbatical should be submitted to the attorney’s immediate supervisor no later than 120 days before the proposed leave is to commence. The immediate supervisor shall review each application and send a recommendation to approve or disapprove the request to the Attorney General or agency director within 30 days of the submission of the request.

Section 2 – Supervisor’s Authority:

Sabbaticals may be taken for any purpose. However, the reason for the request may be taken into consideration by the employee’s supervisor in determining whether to approve the request. Final decision on request for sabbatical is in the sole discretion of the Mayor or Attorney General, as applicable, who, in his/her discretion, may set limits on the number of attorneys who shall be approved for a sabbatical in any one year. If an employee asks for the reason for the denial, a supervisor must provide a written justification for the denial. The denial of an application for sabbatical/extended leave is not grievable.

Section 3 – Potential Loss of Benefits and Insurance Premiums:

Attorneys understand that an extended leave of absence in a non -pay status may impact his or her retirement and other benefits with the District of Columbia. Attorneys also understand that they are required to pay their portion of any insurance premiums while in a non -pay status. Attorneys shall inform themselves of the District of Columbia rules and regulations applicable to an extended leave of absence in a non -pay status before submitting the request for sabbatical. Under no circumstances is the management required to allow attorneys to use leave intermittently to avoid the loss of benefits while the attorney is on sabbatical.

ARTICLE 24 PROMOTIONS AND CLASSIFICATION ISSUES

Section 1: Promotions Policy

It is the policy to reward well-deserving attorneys in the Legal Service for sustained exemplary performance. This Article sets forth the process and criteria for all attorney promotions.

All promotions are dependent upon, and subject to, the availability of funds in the operating budget of the OAG and relevant subordinate agency, as applicable.

Section 2 - Promotion from Grade 11 to Grade 12 and from Grade 12 to Grade 13

An attorney is not eligible for promotion if the attorney receives a rating of “Needs Improvement” or “Fails Expectations” overall, or in any category.

Attorneys will be advised during the relevant appraisal process whether or not they have been recommended for promotion. A copy of the recommendation shall be sent to the Union.

Section 3 - Promotions to Grades 14 and 15

A. Criteria

An attorney may receive a competitive promotion (not automatic) to a Grade 14 and 15 if the following criteria are met:

1. Consistent Superior Performance

The attorney's overall job performance meets or exceeds established performance standards for that grade level. The attorney's two most recent performance evaluations, if available, shall be considered.

2. Demonstrated Specialized Expertise or Professional Distinction

The attorney has gained or developed specialized expertise in a subject or subjects relevant to the attorney's practice area at the agency or at OAG, as applicable. Such specialized expertise may be demonstrated by the complexity of matters handled or awards of professional distinction. Whether the attorney has demonstrated expertise beyond that of other attorneys performing the same or similar work at the same grade level shall be considered.

3. Satisfactory Handling of Increasingly More Complex Work

The attorney's workload has become increasingly more complex and the attorney performs in a manner that meets or exceeds established performance standards with little or no supervision. Factors to be considered include the complexity of the work, the productivity of the attorney, and the type and amount of supervision needed.

4. Time-In-Grade

The attorney has served at least 24 months as a Grade 13 or 14 as applicable.

5. Other Criteria

Other factors that may be considered include, but are not limited to, an attorney's seniority, the length of time that the recommendation for promotion has been pending, and the availability of funds in the OAG or agency budget, as applicable.

Section 4 – Grievance on Failure to Comply with Process:

Attorneys may not grieve a failure to obtain a promotion or failure to appear on a list of candidates recommended for promotion. The decision on whether to grant a promotion is within the sole and unreviewable discretion of the Attorney General or agency head, as applicable.

Section 5 - Job Qualifications:

Management has the right to determine job qualifications. Where the Employer has considered the recommendations and has determined that two or more employees/applicants for a position are equally qualified to perform the duties of the position, the selection shall be made by the Employer from the designated qualified candidates.

Section 6 - Additional Duties:

Issues involving changed or additional duties assigned to an employee, within his/her present position, shall be considered in accordance with District government position classification guidelines set forth in the District Personnel Manual and any other applicable District of Columbia law.

**ARTICLE 25
TIMELY RECEIPT OF CORRECT PAY AND EXPENSE REIMBURSEMENTS**

Section 1 - Tardy or Non-Receipt of Pay:

A. Employer shall use its best efforts to take all action necessary to correct tardy receipts or non-receipts of employee paychecks due to electronic, delivery, or other pay errors within its control.

B. Employer shall use its best efforts to take all action necessary to assist in correcting tardy receipts or non-receipts of employee paychecks due to electronic, delivery, or other pay errors when the specific error or needed correction is not within its control.

Section 2 - Pay Errors:

Employer shall expeditiously use its best efforts to take all action necessary to correct all other paycheck errors including those concerning benefits, sick leave, annual leave and various deductions. In any event, the Employer shall correct all pay errors no later than two (2) weeks following the identification of the error by the employee or the Employer. In the event that pay errors continue to exist more than two pay period after employee provides notice to the appropriate Employer representative and the delay results due to no fault of employee, employee shall receive four (4) hours of administrative leave.

Section 3 - Timely Receipt of Pay, Pay Increases, and Reimbursements:

A. Employer agrees to use its best efforts to ensure that pay increases resulting from step increases, promotions, and future salary increases, are paid on the effective date but no later than two (2) pay periods following the effective date of the increase. To this end, Employer shall use its best efforts to ensure that paperwork needed to implement such increases is completed within a reasonable time of the proposed effective date of the action and shall process the proposed action as

expeditiously as possible, to avoid or minimize any delay in implementation.

B. Employer agrees to use its best efforts to ensure that retroactive salary increases and retroactive bonuses for performance are paid within 60 days of Council's approval of this Agreement (or when this agreement otherwise takes effect pursuant to D.C. Official Code § 1- 617.17(j)). To this end, Employer shall use its best efforts to ensure that paperwork needed to implement such increases is completed after Council approval of the Agreement (or when this agreement otherwise takes effect pursuant to D.C. Official Code § 1- 617.17(j)) and shall process the retroactive salary increases as expeditiously as possible, to avoid or minimize any delay in implementation.

Section 4 - Timely Reimbursement of Expenses:

Employer shall use its best efforts to take all necessary action to ensure that reimbursement of pre-authorized expenses related to the employee's employment, including but not limited to travel and education expenses, is paid within thirty (30) days of submission of a proper request.

Section 5 – Audits:

In the event employee requests an audit of pay and benefit records because of errors made in their computation, Employer shall complete such audit and transmit the results to the requesting employee within ten (10) business days or shall provide the employee a reason why additional time is required and shall give a projected date of completion.

**ARTICLE 26
GENERAL PROVISIONS**

Section 1 - Work Rules:

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

Section 2 – Identification Device:

The Employer agrees that the employee has a right to participate and identify with the Union as his/her representative in collective bargaining matters. Therefore, the Employer agrees that such identification devices as emblems, buttons and pins supplied by the Union to the employees within the bargaining unit may be worn on their clothing except when appearing in court or before any administrative tribunal or other government agency on behalf of the Employer.

Section 3 - Distribution of Agreement:

The Employer and the Union agree to electronically distribute the fully executed version of this contract to all management and covered employees upon execution of the contract by the parties.

Section 4 – Office Space:

Employer will consider the attorney client and other privileges in providing space. Office space will be identified by OAG, the Mayor, or their designees, and assigned by the Union. Employer determines space, division and section allocation, as well as what offices are available for bargaining unit employees. Employer will afford the Union the advance opportunity to consult over the design of new office space at each step of the design process. The parties acknowledge that this does not interfere with management's final authority to determine the final design.

ARTICLE 27 COMPUTATION OF TIME

All time frames referenced in this Agreement shall be interpreted as business days, unless otherwise specified.

ARTICLE 28 GRIEVANCE AND ARBITRATION PROCEDURES

Section 1 – Definitions:

A grievance under this section is an allegation that the other party has violated a provision of this Agreement. RIFs, furloughs, disciplinary actions and performance rating appeals are excluded from the definition of grievance under this section and such disciplinary actions and ratings are not subject to challenge, review or arbitration under the grievance and arbitration procedures of this section. The grievability of disciplinary actions and performance evaluations is governed by other parts of this Agreement and the Compensation Agreement.

Section 2 – Performance Ratings:

Any performance rating may be appealed within thirty (30) calendar days of receipt by the employee to a three-person committee established by the Attorney General or the Mayor's Office of Legal Counsel. The committee shall be empowered to review the basis for a direct supervisor's rating, conduct a hearing, receive written briefs, and issue a written decision which shall approve, modify, or reject a performance rating. Any decision by the Committee shall be appealable to the Attorney General or agency head, as applicable, within thirty (30) calendar days of receipt of the decision by the employee. The Attorney General's decision or agency head's decision, as applicable, shall be final and no further appeal shall be allowed under this Agreement. If the committee does not act within thirty (30) calendar days of the appeal, the evaluation may be appealed to the Attorney General or the agency head, as applicable who shall issue a decision within fifteen (15) calendar days thereafter. If the Attorney General or agency head, as applicable, does not act within fifteen (15) calendar days, unsatisfactory evaluations may be appealed under the provisions of this Article within fifteen (15) calendar days. The Attorney General and the Mayor's Office of Legal Counsel shall establish procedures for appeals under this Article to the committee and to the Attorney General and agency head, respectively.

Section 3 – General Provisions:

Any grievance that may arise between the parties involving an alleged violation of this Agreement shall be settled as described in this Article unless otherwise agreed to in writing by the Union President and the Attorney General or agency head, as applicable, or his/her designee.

Section 4 – Information Requests:

Both parties shall provide all information determined to be reasonable and needed by the other party for processing of a grievance after a request by the other party within a reasonable amount of time.

Section 5 – Procedure:

A. This procedure is designed to enable the parties to settle grievances at the lowest possible administrative level. Grievances must be filed at the lowest level where resolution is possible. Therefore, all grievances shall ordinarily be presented to the immediate supervisor unless it is clear that the immediate supervisor does not have authority to deal with the grievance and that it should be filed elsewhere. The Union may request a face-to-face meeting with the appropriate management representative who is delegated authority to deal with the grievance at each step. The parties agree to endeavor to engage in productive meetings to resolve a grievance.

B. Nothing in this Agreement shall be construed as precluding discussion between an employee, the Union and the appropriate supervisor over a matter of interest or concern to any of them prior to the initiation of a grievance. Once a matter has been made the subject of a grievance under this procedure, nothing herein shall preclude any party (the Union, the Employer or the Employee) from attempting to resolve the grievance informally at the appropriate level.

Step 1: The employee and/or the Union shall take up the grievance, in writing, with the employee's immediate supervisor within fifteen (15) business days from the date of the occurrence or when the employee or the Union knew or should have known of the occurrence. The written grievance shall be clearly identified as a grievance submitted under the provisions of this Article, and shall list the name of the grievant or grievants, the contract provisions allegedly violated, the basic facts, issues, or concerns giving rise to the grievance, the date or approximate date and location of the violation and the remedy sought. The supervisor shall address the matter and shall respond, in writing, to the Steward and/or the employee within fifteen (15) business days after the receipt of the grievance.

Step 2: If the grievance has not been settled, or the supervisor has failed to respond, it may be presented in writing by the Union to the second level supervisor within ten (10) business days after the Step 1 response is due or received, whichever is sooner. The second level supervisor shall respond to the Union in writing within ten (10) business days after receipt of the written grievance.

Step 3: If the grievance is still unresolved, or the supervisor has failed to respond, it may be presented in writing by the Union to the Attorney General or agency head, as applicable, or his/her designee, within twenty (20) working days after the Step 2 response is due or received, whichever is sooner. The Attorney General or agency head, as applicable, or his/her designee, shall respond in writing to the Union within twenty (20) business days after receipt of the written grievance.

Step 4: If the grievance is still unresolved, or the Attorney General, or agency head, as applicable, or his/her designee has failed to respond, the Union may by written notice request arbitration within twenty (20) business days after the reply at Step 3 is due or received whichever is sooner.

A grievance filed by the Union on a matter involving more than one division within OAG, may be filed with the Attorney General or his/her designee at Step 3. The grievance must be filed within fifteen (15) business days from the date of the occurrence giving rise to the grievance or when the Union knew or should have known of the occurrence.

When mutually agreed by the parties, grievances on the same matter on behalf of two (2) or more employees may be processed as a single grievance for the purpose of resolving all the grievances.

A grievance filed by the Union which does not seek personal relief for a particular employee or a group of employees, but rather expresses the Union's disagreement with management's interpretation or application of the Agreement and which seeks an institutional remedy shall be filed at Step 3 within fifteen (15) business days from the date of the occurrence or when the Union knew or should have known of the occurrence to the extent reasonably possible.

A grievance filed by the Employer should be filed directly with the Union President within fifteen(15) business days from the date of the occurrence or when the Employer knew or should have known of the occurrence giving rise to the grievance. The Union President shall have fifteen (15) business days to respond. If the Employer's grievance is still unresolved, or the Union President or his/her designee has failed to respond, the Employer may by written notice request arbitration within twenty (20) business days after the Union's reply is due or received whichever is sooner.

A grievance concerning a continuing violation of this Agreement may be filed at any time during the existence of the alleged violation of this Agreement.

Section 6 - Selection of the Arbitrator:

The arbitration proceeding shall be conducted by an arbitrator selected by the Employer and the Union. The Federal Mediation and Conciliation Service (FMCS) shall be requested to provide a list of seven (7) arbitrators from which an arbitrator shall be selected within seven (7) calendar days after receipt of the list by both parties. Both the Employer and the Union may strike three (3) names from the list using the alternate strike method. The party requesting arbitration shall strike the first name. The arbitration hearing shall be conducted pursuant to the FMCS

guidelines unless modified by this Agreement.

Section 7 – Authority of the Arbitrator:

The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation or application of the express provisions of this Agreement at issue between the Union and the Employer consistent with applicable law and regulation. He/she shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; or to impose on either party a limitation or obligation not explicitly provided for in this Agreement. The written award of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority shall be final and binding on the aggrieved employee, the Union and the Employer, subject to either party's appeal rights to the Public Employee Relations Board and the Superior Court of the District of Columbia.

Section 8 - Decision of the Arbitrator:

The arbitrator shall be requested to render his/her decision in writing within thirty (30) calendar days after the conclusion of the arbitration hearing.

Section 9 - Expenses of the Arbitrator:

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

Section 10 - Time Off For Grievance Hearings:

The employee, Union Steward and/or Union representative shall, upon request, be permitted to meet and discuss grievances with designated management officials at each step of the Grievance Procedure within the time specified consistent with Section 4 of Article 6 on Union Stewards.

Section 11 – Time Limits:

All time limits following the initiation of any grievance set forth in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may be invoked. The appropriate representative of either party shall not unreasonably deny a request for an extension of time if the request is made in writing by the original deadline date. The parties may mutually agree in writing to waive Steps 1 and/or 2 of the procedure described in this Article.

Section 12 – Termination of Grievance:

A grievance shall terminate when either party terminates its own grievance, when both parties consent or for failure to meet contractual time limits. The termination of a grievance shall not prejudice either party from reinstating a grievance at a later date.

Section 13 – Exclusions:

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

**ARTICLE 29
DISCIPLINE AND DISCHARGE**

Section 1 -- Disciplinary Actions:

A. Assistant Attorneys General ("AAG") and Assistant General Counsel ("AGC") in the bargaining unit are appointed to serve the District of Columbia consistent with the provisions of the Legal Service Act. An AAG or AGC may be subject to disciplinary action, including reprimand, suspension (with or without pay), reduction in grade or step, or removal for unacceptable performance or for any reason that is not arbitrary or capricious. Disciplinary actions shall be processed in accordance with Section 3614, Chapter 36 of the D.C. Personnel Regulations. The Employer shall provide the Employee with ten (10) calendar days advance notice, consistent with the notice provisions of Chapter 36 of the D.C. Personnel Regulations, of any proposed discipline, with the exception of summary removal. The proposed notice of discipline will also be sent to the Union.

B. Notwithstanding Section 1A herein, the Attorney General or an agency head, may summarily suspend or remove a bargaining unit member, in accordance with Sections 1616 and 1617 of the DPM, when the employee's conduct:

1. Threatens the integrity of government operations;
2. Constitutes an immediate hazard to the agency, to other District employees, or to the employee; or
3. Is detrimental to public health, safety, or welfare.

C. Upon request, an employee subject to any disciplinary action shall be allowed access to his or her office, at a mutually agreeable time, to retrieve personal items.

D. If there is no appeal pursuant to the provisions herein, the Attorney General's decision or agency head's decision, as applicable, shall be the final agency decision.

Section 2 -- Appeal Procedures:

After the Attorney General or agency head issues an administrative decision in accordance with §3614, Chapter 36 of the D.C. Personnel Regulations, the Union, on behalf of the Employee, may appeal the Attorney General's or agency head's suspensions of ten days or more, including demotions and terminations, within ten (10) business days of the Attorney General's or agency head's decision. This time limit may be extended by mutual consent of the parties, but if not so extended, must be strictly observed. An appeal to the nonbinding arbitrator shall stay the time limits for invoking a review by the Mayor under Section 3614, Chapter 36 of the D.C. Personnel Regulations. The Attorney General's or the agency head's decision in connection with a suspension of less than ten days or any other corrective action is final and not subject to appeal.

Section 3 -- Stay of Disciplinary Action:

The filing of an appeal shall not serve to stay or delay the effective date of the Attorney General's or agency head's final administrative decision.

Section 4 -- Standard of Review and Authority of the Arbitrator:

A. The arbitrator's jurisdiction and authority and opinion shall be confined exclusively to suspensions of ten days or more, and shall be an advisory, nonbinding decision concerning whether the Employer's decision to discipline is: (1) a result of the Employee's unacceptable performance, (2) for any reason that is not arbitrary or capricious in accordance with § 106.56(a) of the Legal Service Act, or (3) both.

B. The arbitrator does not have authority to modify, amend, or rescind any disciplinary action or to impose any back-pay or other financial obligation on the Employer resulting from the disciplinary action.

Section 5 -- Time Limits:

All time limits set forth, in this Article must be strictly observed. If the Union fails to pursue any step within the time limit then it shall have no further right to continue the appeal.

Section 6 -- Extension of Time Limits:

All time limits set forth in this Article may be extended by mutual consent, but if not so extended, must be strictly observed. If the matter in dispute is not resolved within the time period provided for in any step, the next step may be invoked. However, if a party fails to pursue any step within the time limit, then he/she shall have no further right to continue the grievance. The appropriate representative of either party shall not unreasonably deny a request for an extension of time if such request is made in writing by the original deadline date. The parties may mutually agree in writing to waive Steps 1 and or 2 of the procedure described in this Article.

Section 7 -- Substitution of Binding Arbitration Procedures:

In the event that the Council of the District of Columbia legislatively establishes a binding arbitration process concerning discipline and discharge for any unit employees in the Legal Service, the parties agree to reopen negotiations solely to rescind this Article to the extent of any conflict and incorporate the binding arbitration process into this Agreement to the maximum extent possible.

**ARTICLE 30
SAVINGS CLAUSE**

SECTION 1:

In the event any article, section or portion of this Agreement is held to be invalid and unenforceable by any court or other authority of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the decision; and upon issuance of such a decision, the Employer and the Union agree to immediately negotiate a substitute for the invalidated article, section or portion thereof to the extent possible.

SECTION 2:

To the extent consistent with the Contract Clause of the United States Constitution, the terms of this Agreement shall supersede any subsequently enacted D.C. laws, District Personnel Manual (DPM) regulations, or departmental rules concerning non-compensation covered herein for the term of this agreement.

**ARTICLE 31
INCORPORATION OF COMPENSATION AGREEMENT TERMS**

The terms and conditions of the Compensation Agreement between the District of Columbia and the American Federation of Government Employees, Local 1403, AFL-CIO, effective October 1, 2020, through September 30, 2023 (Compensation Agreement), are incorporated by reference into this Agreement. The provisions of the Compensation Agreement shall control to the extent of any inconsistency.

ARTICLE 32
DURATION AND FINALITY

Section 1 -- Effective Date

This agreement shall be implemented as provided herein subject to the requirements of Section 1715 of the District of Columbia Comprehensive Merit Personnel Act, D.C. Official Code, § 1-617.15(a). This Agreement shall be effective on the date provided by law (i.e., when it is approved by the Council or as otherwise effective pursuant to D.C. Official Code § 1-617.17(j)) and shall remain in full force and effect until September 30, 2023, or until a new non-compensation agreement becomes effective. Notice to reopen the Agreement shall be provided as required by D.C. Official Code § 1-617.17(f)(1)(A)(i).

Section 2 – Finality

This Agreement was reached after negotiations during which the parties were able to negotiate on any and all negotiable non-compensation issues, and contains the full agreement of the parties as to all such non-compensation issues that were or could have been negotiated.

On this ____ day of _____, 2024 and in witness to this Agreement, the parties hereto set their signatures.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**

**FOR THE AMERICAN FEDERATION
OF GOVERNMENT EMPLOYEES
LOCAL 1403**

**Eugene Adams, Director
Mayor's Office of Legal Counsel**

**Aaron Finkhousen, President
AFGE, Local 1403**

**Brian L. Schwalb, Attorney General
Office of the Attorney General**

On this ____ day of _____, 2024 and in witness to this Agreement, the parties hereto set their signatures.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**

**FOR THE AMERICAN FEDERATION
OF GOVERNMENT EMPLOYEES
LOCAL 1403**

**E. Lindsey Maxwell II, Esq., Director
Office of Labor Relations & Collective
Bargaining**

**Anne Hollander, Chief Negotiator
AFGE, Local 1403**

**Vanessa Natale, Deputy Director
Mayor's Office of Legal Counsel**

**Rebecca Barnes, Vice President
AFGE, Local 1403**

**Marta M. Paravano, Chief Operating Officer
Office of the Attorney General**

**Edward Rich, Acting Vice President
AFGE, Local 1403**

**Rachel Noteware, Associate Director
Mayor's Office of Legal Counsel**

**Freddie D'Ateno, Chief Human Resources Officer
Office of the Attorney General**

**De'Yan Harris, Esq. Attorney Advisor
Office of Labor Relations & Collective Bargaining**

**Kevin Maurice Stokes, Supervisory Attorney Advisor
Office of Labor Relations & Collective Bargaining**

APPROVAL

This collective bargaining working conditions agreement between the District of Columbia and the bargaining units represented by AFGE, Local 1403, dated _____, has been reviewed in accordance with Section 1-617.15(a) of the District of Columbia Official Code and is hereby approved on this _____ day of _____, 2025.

Brian L. Schwalb, Attorney General

APPROVAL

This collective bargaining working conditions agreement between the District of Columbia and the bargaining units represented by AFGE, Local 1403, dated _____, has been reviewed in accordance with Section 1-617.15(a) of the District of Columbia Official Code and is hereby approved on this _____ day of _____, 2025.

Muriel E. Bowser, Mayor



MURIEL BOWSER
MAYOR

March 21, 2022

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

Dear Chairman Mendelson:

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

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

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

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

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

Sincerely,



Murie Bowser
Mayor


Chairman Phil Mendelson
at the request of the Mayor

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A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To approve the compensation collective bargaining agreement between the District of Columbia Government and Compensation Units 1 and 2.

RESOLVED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022".

Sec. 2. Pursuant to section 1717(j) of the District of Columbia Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code 1-617.17(j)), the Council of the District of Columbia approves the compensation collective bargaining agreement between the Government of the District of Columbia and Compensation Units 1 and 2, which was transmitted to the Council by the Mayor on _____.

Sec. 3. This resolution applies to employees at the following agencies and offices: the Office of Administrative Hearings; the Office of Contracting and

35 Procurement; the Office of Human Rights; the Alcoholic Beverage Regulation
36 Administration; the Office of the State Superintendent of Education; the Office of Cable
37 Television, Film, Music and Entertainment; the Child and Family Services Agency; the
38 Homeland Security and Emergency Management Agency; the Office of Unified
39 Communications; the Department of Behavioral Health; the Department on Disability
40 Services; the Office of Risk Management; the Department of Youth Rehabilitation
41 Services; the Department of Consumer and Regulatory Affairs; the Office of the Attorney
42 General; the Department of Corrections; the Department of Employment Services; the
43 Department of Energy and Environment; the Fire and Emergency Medical Services
44 Department; the Office of the Chief Financial Officer; the Department of Forensic
45 Sciences; the Department of General Services; the Department of Housing and
46 Community Development; the Department of Health; the Department of Health Care
47 Finance; the Department of Human Services; the Department of Insurance, Securities,
48 and Banking; the Office of the Chief Medical Examiner; the Metropolitan Police
49 Department; the Department of Motor Vehicles; the Office of Planning; the District of
50 Columbia Public Library; the District of Columbia Public Schools; the Public Service
51 Commission; the Department of Public Works; the Department of Parks and Recreation;
52 the Department of For-Hire Vehicles; the Office of the Chief Technology Officer; the
53 University of the District of Columbia; and the Office of Zoning.

54 Sec. 4. Fiscal impact statement.

55 The Council adopts the attached fiscal impact statement as the fiscal impact
56 statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
57 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

58 Sec. 5. Transmittal.

59 The Secretary of the Council shall transmit a copy of this resolution, upon its
60 adoption, to the Compensation Units 1 and 2 Chief Negotiators (AFSCME District
61 Council 20, AFGE Council 14 and NAGE) and to the Mayor.

62 Sec. 6. Effective date.

63 This resolution shall take effect immediately.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF THE ATTORNEY GENERAL



ATTORNEY GENERAL
KARL A. RACINE

Legal Counsel Division

MEMORANDUM

TO: Ronan Gulstone
Executive Director
Office of Policy and Legislative Affairs

FROM: Brian K. Flowers
Deputy Attorney General
Legal Counsel Division

DATE: March 1, 2022

SUBJECT: Legal Sufficiency Review of the “Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022” (AD-22-096)

This is to Certify that this Office has reviewed the above-referenced resolution and that we have found it to be legally sufficient. If you have any questions in this regard, please do not hesitate to call me at 724-5524.

Brian K. Flowers

Brian K. Flowers

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



Fitzroy Lee
Acting Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Fitzroy Lee
Acting Chief Financial Officer

DATE: March 18, 2022

SUBJECT: Fiscal Impact Statement – Compensation Collective Bargaining Agreement between the District of Columbia Government and Compensation Units 1 and 2, FY 2022 - FY 2025, Approval Resolution of 2022

REFERENCE: Draft Resolution as provided to the Office of Revenue Analysis on March 10, 2022

Conclusion

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

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

Background

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

The Honorable Phil Mendelson

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

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

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

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

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

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

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

All other compensation terms are unchanged from the prior agreement.

Financial Plan Impact

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

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

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

The Honorable Phil Mendelson

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

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

Table Notes:

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

**COMPENSATION COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

THE DISTRICT OF COLUMBIA GOVERNMENT

AND

COMPENSATION UNITS 1 AND 2

**EFFECTIVE October 1, 2021, through
September 30, 2025**

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PREAMBLE

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

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

ARTICLE 1 WAGES

SECTION A: FISCAL YEAR 2022:

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

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

SECTION B: FISCAL YEAR 2023:

Effective the first day of the first full pay period beginning on or after October 1, 2022, the FY 2023 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by two and a one-half percent (2.5%).

SECTION C: FISCAL YEAR 2024:

Effective the first day of the first full pay period beginning on or after October 1, 2023, the FY 2024 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by three percent (3.0%).

SECTION D: FISCAL YEAR 2025:

Effective the first day of the first full pay period beginning on or after October 1, 2024, the FY 2025 salary schedules of employees employed in bargaining units as certified and assigned to Compensation Units 1 & 2 by the Public Employees Relations Board shall be adjusted by three percent (3.0%).

SECTION E: WITHIN GRADE INCREASES

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

**ARTICLE 2
METRO PASS**

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

**ARTICLE 3
PRE-PAID LEGAL PLAN**

SECTION A:

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

SECTION B:

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

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

SECTION A:

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

SECTION B:

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

SECTION C:

The parties agree that \$650,000.00 will be set aside to be used toward Negotiated employee Assistance Home Purchase Program (NEAHP) for the duration of the Agreement. If at any time the funds set aside have been depleted, the Parties will promptly convene negotiations to provide additional funds for the program.

SECTION D:

Any funds set aside in Fiscal Years 2022, 2023, 2024 and 2025 shall be available for expenditure in that fiscal year or any other fiscal year covered by the Compensation Units 1 and 2 Agreement. All funds set aside for housing incentives shall be expended or obligated prior to the expiration of the Compensation Units 1 and 2 Agreement for FY 2022 – FY 2025.

**ARTICLE 5
BENEFITS COMMITTEE**

SECTION A:

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

SECTION B: RESPONSIBILITIES:

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

SECTION C:

The Committee shall:

1. Monitor the quality and level of services provided to covered employees under existing Health, Optical and Dental Insurance Plans for employees in Compensation Units 1 and 2.
2. Recommend changes and enhancements in Health, Optical and Dental benefits for employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXI of the D.C. Official Code (2001 ed.).
3. With the assistance of the Office of Contracting and Procurement, evaluate criteria for bids, make recommendations concerning the preparation of solicitation of bids and make recommendations to the contracting officer concerning the selection of providers following the receipt of bids, consistent with Chapter 4 of the D.C. Official Code (2001 ed.).

4. Following the receipt of bids to select health, dental, optical, life and disability insurance providers, the Union's Chief Negotiator shall be notified to identify no more than two individuals to participate in the RFP selection process.
5. Explore issues concerning the workers' compensation system that affect employees in Compensation Units 1 and 2 consistent with Chapter 6, Subchapter XXIII of the D.C. Official Code (2001 ed.).
6. The Union shall be notified of proposed benefit programs to determine the extent to which they impact employees in Compensation Units 1 and 2. Upon notification, the Union shall inform the Office of Labor Relations and Collective Bargaining within ten (10) calendar days to discuss any concerns it has regarding the impact on employees in Compensation Units 1 and 2.

ARTICLE 6 BENEFITS

SECTION A: LIFE INSURANCE:

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

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

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

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

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

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

SECTION B: HEALTH INSURANCE:

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

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

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

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

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

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

SECTION C: OPTICAL AND DENTAL:

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

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

SECTION D: SHORT-TERM DISABILITY INSURANCE PROGRAM

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

SECTION E: ANNUAL LEAVE:

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

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

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

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

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

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

SECTION F: SICK LEAVE:

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

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

SECTION G: OTHER FORMS OF LEAVE:

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

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

3. **Funeral Leave:**

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

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

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

SECTION H: PRE-TAX BENEFITS:

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

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

SECTION I: RETIREMENT:

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

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

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

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

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

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

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

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

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

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

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

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

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

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

(b) Composition of the JLMTAPRC

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

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

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

(d) Duration of the Committee

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

4. TIAA-CREF PLAN:

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

SECTION J: HOLIDAYS:

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

- (a) New Year's Day, January 1st of each year;
- (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- (c) Washington's Birthday, the 3rd Monday in February of each year;
- (d) Emancipation Day, April 16th;
- (e) Memorial Day, the last Monday in May of each year;
- (f) Juneteenth, June 19th
- (g) Independence Day, July 4th of each year;
- (h) Labor Day, the 1st Monday in September of each year;
- (i) Indigenous Peoples' Day, the 2nd Monday in October of each year;
- (j) Veterans Day, November 11th of each year;
- (k) Thanksgiving Day, the 4th Thursday in November of each year;
and
- (l) Christmas Day, December 25th of each year.
- (m) 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 employee's assigned tour of duty in a day or forty (40) hours in a pay status in a work week shall be overtime work for which an employee shall receive either overtime pay or compensatory time unless the employee has used unscheduled leave during the forty (40) hour work week. The unscheduled leave rule will not apply when an employee has worked back-to-back shifts and takes unscheduled leave for an eight (8) hour period following the back-to-back shift or where an employee has indicated his/her preference not to work overtime and the Employer has

no other option but to order the employee to work overtime. Scheduled leave is leave requested and approved prior to the close of the preceding shift.

SECTION B: Compressed, Alternate and Flexible Schedules:

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

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

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

SECTION C:

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

SECTION D:

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

SECTION E:

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

ARTICLE 8

INCENTIVE PROGRAMS

PART I - SICK LEAVE INCENTIVE PROGRAM:

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

SECTION A:

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

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

SECTION B:

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

SECTION C:

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

SECTION D:

All incentive days must be used in full-day increments following the leave year in which they were earned. The Employer will notify the employee of their sick leave incentive day(s) no later than March of each year. The incentive day(s) will also be credited to the employee's leave account no later than the end of April of each year. Incentive days may

not be substituted for any other type of absence from duty. There shall be no carryover or payment for any unused incentive days.

SECTION E:

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

SECTION F:

This program shall be in effect in Fiscal Years 2022, 2023, 2024 and 2025.

PART II – PERFORMANCE INCENTIVE PILOT PROGRAM:

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

ARTICLE 9

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

SECTION A: CALL-BACK

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

SECTION B: CALL-IN

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

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

SECTION C: ON-CALL

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

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

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

SECTION D: HOLIDAY PAY

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

SECTION E: NIGHT DIFFERENTIAL

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

SECTION F: PAY FOR SUNDAY WORK

A full-time employee assigned to a regularly scheduled tour of duty, any part of which includes hours that fall between midnight Saturday and midnight Sunday, is entitled to Sunday premium pay for each hour of work actually performed which is not overtime work and which is not in excess of eight (8) hours for each tour of duty which begins or ends on Sunday. Sunday premium pay is computed as an additional twenty-five percent (25%) of the employee's basic rate of compensation.

SECTION G: ADDITIONAL INCOME ALLOWANCE FOR CHILD AND FAMILY SERVICES

1. The Additional Income Allowance (AIA) program within the Child and Family Services Agency (CFSA) which was established pursuant to the "Personnel Recruitment and Retention Incentives for Child and Family Services Agency Compensation System Changes Emergency Approval Resolution of 2001", Council Resolution 14-53 (March 23, 2001) and as

contained in Chapter 11, Section 1154 of the District Personnel Manual, "Recruitment and Retention Incentives – Child and Family Services Agency," shall remain in full force and effect during the term of this Agreement.

2. The Administration of the AIA within CFSA shall be governed by the implementing regulations established in Child and Family Services Agency, Human Resources Administration Issuance System, HRA Instruction No. IV.11-3.
3. **OTHER SUBORDINATE AGENCIES WITH SIGNIFICANT RECRUITMENT AND RETENTION PROBLEMS**
Subordinate agencies covered by this Agreement may provide additional income allowances for positions that have significant recruitment and retention problems consistent with Chapter 11, Part B, Section 1143 of the District Personnel Manual.

ARTICLE 10 MILEAGE ALLOWANCE

SECTION A:

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

SECTION B:

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

SECTION C:

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

2. Claims by employees for personal property damage or loss incident to the use of their personal vehicle for official business if a government vehicle is not available

may be made under the Military Personnel and Civilian Employees Claim Act of 1964 (31 U.S.C. §3701 *et seq.*).

SECTION D:

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

SECTION E:

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

ARTICLE 11
ANNUAL LEAVE/COMPENSATORY TIME BUY-OUT

SECTION A:

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

SECTION B:

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

ARTICLE 12
BACK PAY

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

ARTICLE 13
DUTY STATION COVERAGE

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

ARTICLE 14
GRIEVANCES

SECTION A:

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

SECTION B:

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

ARTICLE 15
LOCAL ENVIRONMENT PAY

SECTION A:

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

conditions or hardships in a local environment is not intended to condone work practices that circumvent safety laws, rules and regulations.

SECTION B:

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

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

SECTION C:

Employees as listed in Attachment 2, Approved Positions for Local Environmental Pay, of DCHR Instruction No. 11B-90, Premium Pay – Local and Environmental Pay, and any other employee including District Service (DS) employees as determined pursuant to Section D of this Article are eligible for environmental differentials.

SECTION D:

The determination as to whether additional pay is warranted for workplace exposure to environmental hazards, hardships or unusual working conditions may be initiated by an agency or labor organization in accordance with the provisions of DCHR Instruction No. 11B-90, Premium Pay – Local and Environmental Pay. The determination shall be issued by DCHR within ninety (90) calendar days of the submission of the request.

SECTION E:

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

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

- High Work

2. **Moderate Exposure.** Employees subject to “Moderate” exposure shall receive local environment pay equal to ten percent (10%) of *the rate for RW 10, step 2 on*

the Compensation Unit 2 pay schedule. The following categories of work are currently paid the rate for “moderate” exposure:

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

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

- Dirty Work
- Cold Work
- Hot Work
- Welding Preheated metals
- Explosives and Incendiary Materials – Low Degree Hazard
- Poison (Toxic Chemicals) – Low Degree Hazard
- Micro Organisms – Low Degree Hazard

ARTICLE 16 NEWLY CERTIFIED BARGAINING UNITS

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

ARTICLE 17
TERM AND TEMPORARY EMPLOYEES

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

SECTION A:

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

SECTION B:

Each Agency and Local Union shall review all term appointments within the respective agencies to determine whether such appointments are made and maintained consistent with applicable law. The Union shall identify individual appointments it believes to be contrary to applicable law and notify the Agency. The Agency shall provide the Union reason(s) for the term or temporary nature of the appointment(s), where said appointments appear to be contrary to law. If an employee has been inappropriately appointed to or maintained in a temporary or term appointment, the Agency and the Union shall meet to resolve the matter.

SECTION C:

The agency shall convert bargaining unit temporary and term employees identified by the joint labor-management committees, who perform permanent services, who are in a pay status during the term of this Agreement, and are paid from appropriated funding to the career service..

SECTION D:

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

SECTION E:

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

SECTION F:

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

SECTION G:

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

SECTION H:

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

**ARTICLE 18
ADMINISTRATIVE CLOSING**

SECTION A:

1. Employees designated as “Essential Employees” are those who work in critical District government operations that cannot be suspended or interrupted, even in the event of declared emergencies. “Essential Employees” must report to work as scheduled even when the government is administratively closed, during emergencies or other government closing. Once an employee has been notified by his/her employing agency that his/her position is designated as “Essential” no further notice is required as long as the employee continues to occupy the position designated “Essential”.
2. Employees designated “Emergency Employees” are those who support certain critical government operations and functions necessary for the continuity of operations, including during declared emergencies. “Emergency Employees” may be required to work when a situation or condition occurs and result in early dismissal for other employees, government closing or during other emergencies.

Once an employee has been notified by his/her employing agency that his/her position is designated as “Emergency”, the designation will remain in effect until the designation is terminated in writing.

3. As applicable, employees required to work when all other District Government employees are released for administrative closings, shall be compensated in accordance with the minimum standards established by the Fair Labor Standards Act, (FLSA), 29 U.S.C. § 201, *et seq.*
4. As applicable, employees required to work when all other District Government employee are released as a result of an administrative closings shall be compensated, in addition to their regular pay, one hour for each hour worked during the administrative closing.

SECTION B:

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

**ARTICLE 19
SAVINGS CLAUSE**

SECTION A:

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

SECTION B:

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

**ARTICLE 20
DURATION**

This Agreement shall remain in full force and effect through September 30, 2025. On this ____ day of _____2022 , and as witness the parties hereto have set their signature.

Compensation Units One and Two Collective Bargaining Agreement
Signed: _____, 2022

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**

FOR THE UNIONS

APPENDIX 1

Management's Proposal
7/26/10

INSERT DATE

Firstname Lastname
Position/Title
Department/Division

RE: On-Call Notification

Dear Mr./Ms. Lastname:

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

Sincerely,

SUPERVISOR/MANAGER NAME
SUPERVISOR POSITION TITLE

APPROVAL

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

Muriel Bowser
Mayor

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



Fiscal Year: 2023 **Service Code Definition:** Professional and Scientific

Effective Date: October 9, 2022 **Series:**

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077
X01

% Increase: 2.5% over FY21

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
9 \$	58,590 \$	60,462 \$	62,334 \$	64,206 \$	66,078 \$	67,950 \$	69,822 \$	71,694 \$	73,566 \$	75,438 \$	1,872
10 \$	64,276 \$	66,337 \$	68,398 \$	70,459 \$	72,520 \$	74,581 \$	76,642 \$	78,703 \$	80,764 \$	82,825 \$	2,061
11 \$	70,593 \$	72,861 \$	75,129 \$	77,397 \$	79,665 \$	81,933 \$	84,201 \$	86,469 \$	88,737 \$	91,005 \$	2,268
12 \$	87,340 \$	90,052 \$	92,764 \$	95,476 \$	98,188 \$	100,900 \$	103,612 \$	106,324 \$	109,036 \$	111,748 \$	2,712
13 \$	100,633 \$	103,859 \$	107,085 \$	110,311 \$	113,537 \$	116,763 \$	119,989 \$	123,215 \$	126,441 \$	129,667 \$	3,226
14 \$	118,935 \$	122,746 \$	126,557 \$	130,368 \$	134,179 \$	137,990 \$	141,801 \$	145,612 \$	149,423 \$	153,234 \$	3,811

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



Fiscal Year: 2024 **Service Code Definition:** Professional and Scientific

Effective Date: October 8, 2023 **Series:**

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077
X01

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
9 \$	60,348 \$	62,276 \$	64,204 \$	66,132 \$	68,060 \$	69,988 \$	71,916 \$	73,844 \$	75,772 \$	77,700 \$	1,928
10 \$	66,204 \$	68,327 \$	70,450 \$	72,573 \$	74,696 \$	76,819 \$	78,942 \$	81,065 \$	83,188 \$	85,311 \$	2,123
11 \$	72,711 \$	75,047 \$	77,383 \$	79,719 \$	82,055 \$	84,391 \$	86,727 \$	89,063 \$	91,399 \$	93,735 \$	2,336
12 \$	89,958 \$	92,752 \$	95,546 \$	98,340 \$	101,134 \$	103,928 \$	106,722 \$	109,516 \$	112,310 \$	115,104 \$	2,794
13 \$	103,651 \$	106,974 \$	110,297 \$	113,620 \$	116,943 \$	120,266 \$	123,589 \$	126,912 \$	130,235 \$	133,558 \$	3,323
14 \$	122,504 \$	126,429 \$	130,354 \$	134,279 \$	138,204 \$	142,129 \$	146,054 \$	149,979 \$	153,904 \$	157,829 \$	3,925

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



Fiscal Year: 2025 **Service Code Definition:** Professional and Scientific

Effective Date: October 6, 2024 **Series:**

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0077
X01

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2023 **Service Code Definition:** Technical and Paraprofessional

Effective Date: October 9, 2022 **Series:**

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0078
X02

% Increase: 2.5% Over FY 21

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2024 **Service Code Definition:** Technical and Paraprofessional

Effective Date: October 8, 2023 **Series:**

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0078
X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2025 **Service Code Definition:** Technical and Paraprofessional

Effective Date: October 6, 2024 **Series:**

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

Pay Plan/Schedule: CS

Peoplesoft Schedule: DS0078
X02

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 41,905	\$ 43,366	\$ 44,827	\$ 46,288	\$ 47,749	\$ 49,210	\$ 50,671	\$ 52,132	\$ 53,593	\$ 55,054	\$ 1,461
6	\$ 46,437	\$ 48,055	\$ 49,673	\$ 51,291	\$ 52,909	\$ 54,527	\$ 56,145	\$ 57,763	\$ 59,381	\$ 60,999	\$ 1,618
7	\$ 51,456	\$ 53,244	\$ 55,032	\$ 56,820	\$ 58,608	\$ 60,396	\$ 62,184	\$ 63,972	\$ 65,760	\$ 67,548	\$ 1,788
8	\$ 56,503	\$ 58,305	\$ 60,107	\$ 61,909	\$ 63,711	\$ 65,513	\$ 67,315	\$ 69,117	\$ 70,919	\$ 72,721	\$ 1,802
9	\$ 62,158	\$ 64,144	\$ 66,130	\$ 68,116	\$ 70,102	\$ 72,088	\$ 74,074	\$ 76,060	\$ 78,046	\$ 80,032	\$ 1,986
10	\$ 68,189	\$ 70,376	\$ 72,563	\$ 74,750	\$ 76,937	\$ 79,124	\$ 81,311	\$ 83,498	\$ 85,685	\$ 87,872	\$ 2,187
11	\$ 74,893	\$ 77,299	\$ 79,705	\$ 82,111	\$ 84,517	\$ 86,923	\$ 89,329	\$ 91,735	\$ 94,141	\$ 96,547	\$ 2,406

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



Fiscal Year: 2023 **Service Code Definition:** Clerical and Administrative Support

Effective Date: October 9, 2022 **Series:**

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

Pay Plan/Schedule: CS
Peoplesoft Schedule: DS0079
 X03

% Increase: 2.5% Over FY 21

Resolution Number:

Date of Resolution:

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

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



Fiscal Year: 2024 **Service Code Definition:** Clerical and Administrative Support

Effective Date: October 8, 2023 **Series:**

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

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

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



Fiscal Year: 2025 **Service Code Definition:** Clerical and Administrative Support

Effective Date: October 6, 2024 **Series:**

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

Pay Plan/Schedule: 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	\$ 33,904	\$ 35,091	\$ 36,278	\$ 37,465	\$ 38,652	\$ 39,839	\$ 41,026	\$ 42,213	\$ 43,400	\$ 44,587	\$ 1,187
3	\$ 36,952	\$ 38,234	\$ 39,516	\$ 40,798	\$ 42,080	\$ 43,362	\$ 44,644	\$ 45,926	\$ 47,208	\$ 48,490	\$ 1,282
4	\$ 38,756	\$ 40,072	\$ 41,388	\$ 42,704	\$ 44,020	\$ 45,336	\$ 46,652	\$ 47,968	\$ 49,284	\$ 50,600	\$ 1,316
5	\$ 41,905	\$ 43,366	\$ 44,827	\$ 46,288	\$ 47,749	\$ 49,210	\$ 50,671	\$ 52,132	\$ 53,593	\$ 55,054	\$ 1,461
6	\$ 46,437	\$ 48,055	\$ 49,673	\$ 51,291	\$ 52,909	\$ 54,527	\$ 56,145	\$ 57,763	\$ 59,381	\$ 60,999	\$ 1,618
7	\$ 51,456	\$ 53,244	\$ 55,032	\$ 56,820	\$ 58,608	\$ 60,396	\$ 62,184	\$ 63,972	\$ 65,760	\$ 67,548	\$ 1,788
8	\$ 56,503	\$ 58,305	\$ 60,107	\$ 61,909	\$ 63,711	\$ 65,513	\$ 67,315	\$ 69,117	\$ 70,919	\$ 72,721	\$ 1,802
9	\$ 62,158	\$ 64,144	\$ 66,130	\$ 68,116	\$ 70,102	\$ 72,088	\$ 74,074	\$ 76,060	\$ 78,046	\$ 80,032	\$ 1,986

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



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

Effective Date: October 9, 2022

Union/Nonunion: Union **Job Series:** 0006 Correctional Program Specialist
 0081 Fire Protection Specialist
 0101 Correctional Treatment Specialist
Pay Plan/Schedule: CS 0390 Telecommunications Equipment Operator
Peoplesoft Schedule: DS0067 1802 Cellblock Technician (Cellblock Only)
 X04 1811 Criminal Investigator
 2151 Dispatcher (OUC Only)

% Increase: 2.5% Over FY 21

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 8, 2023

Union/Nonunion: Union **Job Series:** 0006 Correctional Program Specialist
 0081 Fire Protection Specialist
 0101 Correctional Treatment Specialist
Pay Plan/Schedule: CS 0390 Telecommunications Equipment Operator
Peoplesoft Schedule: DS0067 1802 Cellblock Technician (Cellblock Only)
 X04 1811 Criminal Investigator
 2151 Dispatcher (OUC Only)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
4	\$ 43,646	\$ 44,860	\$ 46,074	\$ 47,288	\$ 48,502	\$ 49,716	\$ 50,930	\$ 52,144	\$ 53,358	\$ 54,572	\$ 1,214
5	\$ 50,202	\$ 51,558	\$ 52,914	\$ 54,270	\$ 55,626	\$ 56,982	\$ 58,338	\$ 59,694	\$ 61,050	\$ 62,406	\$ 1,356
6	\$ 52,920	\$ 54,433	\$ 55,946	\$ 57,459	\$ 58,972	\$ 60,485	\$ 61,998	\$ 63,511	\$ 65,024	\$ 66,537	\$ 1,513
7	\$ 57,113	\$ 58,795	\$ 60,477	\$ 62,159	\$ 63,841	\$ 65,523	\$ 67,205	\$ 68,887	\$ 70,569	\$ 72,251	\$ 1,682
8	\$ 59,527	\$ 61,393	\$ 63,259	\$ 65,125	\$ 66,991	\$ 68,857	\$ 70,723	\$ 72,589	\$ 74,455	\$ 76,321	\$ 1,866
9	\$ 63,710	\$ 65,768	\$ 67,826	\$ 69,884	\$ 71,942	\$ 74,000	\$ 76,058	\$ 78,116	\$ 80,174	\$ 82,232	\$ 2,058
10	\$ 70,158	\$ 72,426	\$ 74,694	\$ 76,962	\$ 79,230	\$ 81,498	\$ 83,766	\$ 86,034	\$ 88,302	\$ 90,570	\$ 2,268
11	\$ 74,624	\$ 77,106	\$ 79,588	\$ 82,070	\$ 84,552	\$ 87,034	\$ 89,516	\$ 91,998	\$ 94,480	\$ 96,962	\$ 2,482
12	\$ 89,420	\$ 92,401	\$ 95,382	\$ 98,363	\$ 101,344	\$ 104,325	\$ 107,306	\$ 110,287	\$ 113,268	\$ 116,249	\$ 2,981
13	\$ 106,327	\$ 109,873	\$ 113,419	\$ 116,965	\$ 120,511	\$ 124,057	\$ 127,603	\$ 131,149	\$ 134,695	\$ 138,241	\$ 3,546
14	\$ 125,665	\$ 129,850	\$ 134,035	\$ 138,220	\$ 142,405	\$ 146,590	\$ 150,775	\$ 154,960	\$ 159,145	\$ 163,330	\$ 4,185

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



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

Effective Date: October 6, 2024

Union/Nonunion: Union **Job Series:** 0006 Correctional Program Specialist
 0081 Fire Protection Specialist
 0101 Correctional Treatment Specialist
Pay Plan/Schedule: CS 0390 Telecommunications Equipment Operator
Peoplesoft Schedule: DS0067 1802 Cellblock Technician (Cellblock Only)
 X04 1811 Criminal Investigator
 2151 Dispatcher (OUC Only)

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 9, 2022

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

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

% Increase: 2.5% Over FY 21

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 57,795	\$ 59,312	\$ 60,829	\$ 62,346	\$ 63,863	\$ 65,380	\$ 66,897	\$ 68,414	\$ 69,931	\$ 71,448	\$ 1,517
7	\$ 62,661	\$ 64,350	\$ 66,039	\$ 67,728	\$ 69,417	\$ 71,106	\$ 72,795	\$ 74,484	\$ 76,173	\$ 77,862	\$ 1,689
9	\$ 67,949	\$ 69,825	\$ 71,701	\$ 73,577	\$ 75,453	\$ 77,329	\$ 79,205	\$ 81,081	\$ 82,957	\$ 84,833	\$ 1,876
11	\$ 77,395	\$ 79,663	\$ 81,931	\$ 84,199	\$ 86,467	\$ 88,735	\$ 91,003	\$ 93,271	\$ 95,539	\$ 97,807	\$ 2,268
12	\$ 87,340	\$ 90,052	\$ 92,764	\$ 95,476	\$ 98,188	\$ 100,900	\$ 103,612	\$ 106,324	\$ 109,036	\$ 111,748	\$ 2,712
13	\$ 96,959	\$ 99,966	\$ 102,973	\$ 105,980	\$ 108,987	\$ 111,994	\$ 115,001	\$ 118,008	\$ 121,015	\$ 124,022	\$ 3,007

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



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

Effective Date: October 8, 2023

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

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



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

Effective Date: October 6, 2024

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	Steps										Between Steps
	1	2	3	4	5	6	7	8	9	10	
5	\$ 61,312	\$ 62,922	\$ 64,532	\$ 66,142	\$ 67,752	\$ 69,362	\$ 70,972	\$ 72,582	\$ 74,192	\$ 75,802	\$ 1,610
7	\$ 66,477	\$ 68,269	\$ 70,061	\$ 71,853	\$ 73,645	\$ 75,437	\$ 77,229	\$ 79,021	\$ 80,813	\$ 82,605	\$ 1,792
9	\$ 72,085	\$ 74,076	\$ 76,067	\$ 78,058	\$ 80,049	\$ 82,040	\$ 84,031	\$ 86,022	\$ 88,013	\$ 90,004	\$ 1,991
11	\$ 82,109	\$ 84,515	\$ 86,921	\$ 89,327	\$ 91,733	\$ 94,139	\$ 96,545	\$ 98,951	\$ 101,357	\$ 103,763	\$ 2,406
12	\$ 92,656	\$ 95,534	\$ 98,412	\$ 101,290	\$ 104,168	\$ 107,046	\$ 109,924	\$ 112,802	\$ 115,680	\$ 118,558	\$ 2,878
13	\$ 102,861	\$ 106,052	\$ 109,243	\$ 112,434	\$ 115,625	\$ 118,816	\$ 122,007	\$ 125,198	\$ 128,389	\$ 131,580	\$ 3,191

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



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

Effective Date: October 9, 2022 **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: 2.5% Over FY 21

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02	\$ 17.92	\$ 18.55	\$ 19.18	\$ 19.81	\$ 20.44	\$ 21.07	\$ 21.70	\$ 22.33	\$ 22.96	\$ 23.59	\$ 0.63
02L	\$ 19.57	\$ 20.25	\$ 20.93	\$ 21.61	\$ 22.29	\$ 22.97	\$ 23.65	\$ 24.33	\$ 25.01	\$ 25.69	\$ 0.68
03	\$ 19.35	\$ 20.01	\$ 20.67	\$ 21.33	\$ 21.99	\$ 22.65	\$ 23.31	\$ 23.97	\$ 24.63	\$ 25.29	\$ 0.66
03L	\$ 21.17	\$ 21.90	\$ 22.63	\$ 23.36	\$ 24.09	\$ 24.82	\$ 25.55	\$ 26.28	\$ 27.01	\$ 27.74	\$ 0.73
04	\$ 20.71	\$ 21.43	\$ 22.15	\$ 22.87	\$ 23.59	\$ 24.31	\$ 25.03	\$ 25.75	\$ 26.47	\$ 27.19	\$ 0.72
04L	\$ 22.71	\$ 23.49	\$ 24.27	\$ 25.05	\$ 25.83	\$ 26.61	\$ 27.39	\$ 28.17	\$ 28.95	\$ 29.73	\$ 0.78
05	\$ 22.19	\$ 22.93	\$ 23.67	\$ 24.41	\$ 25.15	\$ 25.89	\$ 26.63	\$ 27.37	\$ 28.11	\$ 28.85	\$ 0.74
05L	\$ 24.12	\$ 24.96	\$ 25.80	\$ 26.64	\$ 27.48	\$ 28.32	\$ 29.16	\$ 30.00	\$ 30.84	\$ 31.68	\$ 0.84
06	\$ 23.41	\$ 24.23	\$ 25.05	\$ 25.87	\$ 26.69	\$ 27.51	\$ 28.33	\$ 29.15	\$ 29.97	\$ 30.79	\$ 0.82
06L	\$ 25.74	\$ 26.62	\$ 27.50	\$ 28.38	\$ 29.26	\$ 30.14	\$ 31.02	\$ 31.90	\$ 32.78	\$ 33.66	\$ 0.88
07	\$ 24.98	\$ 25.84	\$ 26.70	\$ 27.56	\$ 28.42	\$ 29.28	\$ 30.14	\$ 31.00	\$ 31.86	\$ 32.72	\$ 0.86
07L	\$ 27.29	\$ 28.24	\$ 29.19	\$ 30.14	\$ 31.09	\$ 32.04	\$ 32.99	\$ 33.94	\$ 34.89	\$ 35.84	\$ 0.95
08	\$ 26.41	\$ 27.31	\$ 28.21	\$ 29.11	\$ 30.01	\$ 30.91	\$ 31.81	\$ 32.71	\$ 33.61	\$ 34.51	\$ 0.90
08L	\$ 28.87	\$ 29.89	\$ 30.91	\$ 31.93	\$ 32.95	\$ 33.97	\$ 34.99	\$ 36.01	\$ 37.03	\$ 38.05	\$ 1.02
09	\$ 27.70	\$ 28.66	\$ 29.62	\$ 30.58	\$ 31.54	\$ 32.50	\$ 33.46	\$ 34.42	\$ 35.38	\$ 36.34	\$ 0.96
09L	\$ 30.41	\$ 31.45	\$ 32.49	\$ 33.53	\$ 34.57	\$ 35.61	\$ 36.65	\$ 37.69	\$ 38.73	\$ 39.77	\$ 1.04
10	\$ 29.08	\$ 30.10	\$ 31.12	\$ 32.14	\$ 33.16	\$ 34.18	\$ 35.20	\$ 36.22	\$ 37.24	\$ 38.26	\$ 1.02
10L	\$ 31.92	\$ 33.03	\$ 34.14	\$ 35.25	\$ 36.36	\$ 37.47	\$ 38.58	\$ 39.69	\$ 40.80	\$ 41.91	\$ 1.11
11	\$ 30.52	\$ 31.59	\$ 32.66	\$ 33.73	\$ 34.80	\$ 35.87	\$ 36.94	\$ 38.01	\$ 39.08	\$ 40.15	\$ 1.07
11L	\$ 33.45	\$ 34.62	\$ 35.79	\$ 36.96	\$ 38.13	\$ 39.30	\$ 40.47	\$ 41.64	\$ 42.81	\$ 43.98	\$ 1.17
12	\$ 31.92	\$ 33.03	\$ 34.14	\$ 35.25	\$ 36.36	\$ 37.47	\$ 38.58	\$ 39.69	\$ 40.80	\$ 41.91	\$ 1.11
12L	\$ 35.00	\$ 36.20	\$ 37.40	\$ 38.60	\$ 39.80	\$ 41.00	\$ 42.20	\$ 43.40	\$ 44.60	\$ 45.80	\$ 1.20
13	\$ 33.31	\$ 34.46	\$ 35.61	\$ 36.76	\$ 37.91	\$ 39.06	\$ 40.21	\$ 41.36	\$ 42.51	\$ 43.66	\$ 1.15
13L	\$ 36.36	\$ 37.68	\$ 39.00	\$ 40.32	\$ 41.64	\$ 42.96	\$ 44.28	\$ 45.60	\$ 46.92	\$ 48.24	\$ 1.32

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



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

Effective Date: October 8, 2023 **L- Leader**

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
	02	\$ 18.45	\$ 19.10	\$ 19.75	\$ 20.40	\$ 21.05	\$ 21.70	\$ 22.35	\$ 23.00	\$ 23.65	\$ 24.30	\$ 0.65
	02L	\$ 20.16	\$ 20.86	\$ 21.56	\$ 22.26	\$ 22.96	\$ 23.66	\$ 24.36	\$ 25.06	\$ 25.76	\$ 26.46	\$ 0.70
	03	\$ 19.93	\$ 20.61	\$ 21.29	\$ 21.97	\$ 22.65	\$ 23.33	\$ 24.01	\$ 24.69	\$ 25.37	\$ 26.05	\$ 0.68
	03L	\$ 21.81	\$ 22.56	\$ 23.31	\$ 24.06	\$ 24.81	\$ 25.56	\$ 26.31	\$ 27.06	\$ 27.81	\$ 28.56	\$ 0.75
	04	\$ 21.34	\$ 22.08	\$ 22.82	\$ 23.56	\$ 24.30	\$ 25.04	\$ 25.78	\$ 26.52	\$ 27.26	\$ 28.00	\$ 0.74
	04L	\$ 23.40	\$ 24.20	\$ 25.00	\$ 25.80	\$ 26.60	\$ 27.40	\$ 28.20	\$ 29.00	\$ 29.80	\$ 30.60	\$ 0.80
	05	\$ 22.86	\$ 23.62	\$ 24.38	\$ 25.14	\$ 25.90	\$ 26.66	\$ 27.42	\$ 28.18	\$ 28.94	\$ 29.70	\$ 0.76
	05L	\$ 24.86	\$ 25.72	\$ 26.58	\$ 27.44	\$ 28.30	\$ 29.16	\$ 30.02	\$ 30.88	\$ 31.74	\$ 32.60	\$ 0.86
	06	\$ 24.13	\$ 24.97	\$ 25.81	\$ 26.65	\$ 27.49	\$ 28.33	\$ 29.17	\$ 30.01	\$ 30.85	\$ 31.69	\$ 0.84
	06L	\$ 26.50	\$ 27.41	\$ 28.32	\$ 29.23	\$ 30.14	\$ 31.05	\$ 31.96	\$ 32.87	\$ 33.78	\$ 34.69	\$ 0.91
	07	\$ 25.75	\$ 26.63	\$ 27.51	\$ 28.39	\$ 29.27	\$ 30.15	\$ 31.03	\$ 31.91	\$ 32.79	\$ 33.67	\$ 0.88
	07L	\$ 28.10	\$ 29.08	\$ 30.06	\$ 31.04	\$ 32.02	\$ 33.00	\$ 33.98	\$ 34.96	\$ 35.94	\$ 36.92	\$ 0.98
	08	\$ 27.19	\$ 28.12	\$ 29.05	\$ 29.98	\$ 30.91	\$ 31.84	\$ 32.77	\$ 33.70	\$ 34.63	\$ 35.56	\$ 0.93
	08L	\$ 29.74	\$ 30.79	\$ 31.84	\$ 32.89	\$ 33.94	\$ 34.99	\$ 36.04	\$ 37.09	\$ 38.14	\$ 39.19	\$ 1.05
	09	\$ 28.53	\$ 29.52	\$ 30.51	\$ 31.50	\$ 32.49	\$ 33.48	\$ 34.47	\$ 35.46	\$ 36.45	\$ 37.44	\$ 0.99
	09L	\$ 31.33	\$ 32.40	\$ 33.47	\$ 34.54	\$ 35.61	\$ 36.68	\$ 37.75	\$ 38.82	\$ 39.89	\$ 40.96	\$ 1.07
	10	\$ 29.95	\$ 31.00	\$ 32.05	\$ 33.10	\$ 34.15	\$ 35.20	\$ 36.25	\$ 37.30	\$ 38.35	\$ 39.40	\$ 1.05
	10L	\$ 32.89	\$ 34.03	\$ 35.17	\$ 36.31	\$ 37.45	\$ 38.59	\$ 39.73	\$ 40.87	\$ 42.01	\$ 43.15	\$ 1.14
	11	\$ 31.44	\$ 32.54	\$ 33.64	\$ 34.74	\$ 35.84	\$ 36.94	\$ 38.04	\$ 39.14	\$ 40.24	\$ 41.34	\$ 1.10
	11L	\$ 34.47	\$ 35.67	\$ 36.87	\$ 38.07	\$ 39.27	\$ 40.47	\$ 41.67	\$ 42.87	\$ 44.07	\$ 45.27	\$ 1.20
	12	\$ 32.89	\$ 34.03	\$ 35.17	\$ 36.31	\$ 37.45	\$ 38.59	\$ 39.73	\$ 40.87	\$ 42.01	\$ 43.15	\$ 1.14
	12L	\$ 36.07	\$ 37.30	\$ 38.53	\$ 39.76	\$ 40.99	\$ 42.22	\$ 43.45	\$ 44.68	\$ 45.91	\$ 47.14	\$ 1.23
	13	\$ 34.29	\$ 35.48	\$ 36.67	\$ 37.86	\$ 39.05	\$ 40.24	\$ 41.43	\$ 42.62	\$ 43.81	\$ 45.00	\$ 1.19
	13L	\$ 37.45	\$ 38.81	\$ 40.17	\$ 41.53	\$ 42.89	\$ 44.25	\$ 45.61	\$ 46.97	\$ 48.33	\$ 49.69	\$ 1.36

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



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

Effective Date: October 6, 2024 **L- Leader**

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

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

% Increase: 3.0%

Resolution Number:

Date of Resolution:

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
02	\$ 19.00	\$ 19.67	\$ 20.34	\$ 21.01	\$ 21.68	\$ 22.35	\$ 23.02	\$ 23.69	\$ 24.36	\$ 25.03	\$ 0.67
02L	\$ 20.77	\$ 21.49	\$ 22.21	\$ 22.93	\$ 23.65	\$ 24.37	\$ 25.09	\$ 25.81	\$ 26.53	\$ 27.25	\$ 0.72
03	\$ 20.53	\$ 21.23	\$ 21.93	\$ 22.63	\$ 23.33	\$ 24.03	\$ 24.73	\$ 25.43	\$ 26.13	\$ 26.83	\$ 0.70
03L	\$ 22.47	\$ 23.24	\$ 24.01	\$ 24.78	\$ 25.55	\$ 26.32	\$ 27.09	\$ 27.86	\$ 28.63	\$ 29.40	\$ 0.77
04	\$ 21.99	\$ 22.75	\$ 23.51	\$ 24.27	\$ 25.03	\$ 25.79	\$ 26.55	\$ 27.31	\$ 28.07	\$ 28.83	\$ 0.76
04L	\$ 24.08	\$ 24.91	\$ 25.74	\$ 26.57	\$ 27.40	\$ 28.23	\$ 29.06	\$ 29.89	\$ 30.72	\$ 31.55	\$ 0.83
05	\$ 23.52	\$ 24.31	\$ 25.10	\$ 25.89	\$ 26.68	\$ 27.47	\$ 28.26	\$ 29.05	\$ 29.84	\$ 30.63	\$ 0.79
05L	\$ 25.59	\$ 26.48	\$ 27.37	\$ 28.26	\$ 29.15	\$ 30.04	\$ 30.93	\$ 31.82	\$ 32.71	\$ 33.60	\$ 0.89
06	\$ 24.87	\$ 25.73	\$ 26.59	\$ 27.45	\$ 28.31	\$ 29.17	\$ 30.03	\$ 30.89	\$ 31.75	\$ 32.61	\$ 0.86
06L	\$ 27.32	\$ 28.25	\$ 29.18	\$ 30.11	\$ 31.04	\$ 31.97	\$ 32.90	\$ 33.83	\$ 34.76	\$ 35.69	\$ 0.93
07	\$ 26.51	\$ 27.42	\$ 28.33	\$ 29.24	\$ 30.15	\$ 31.06	\$ 31.97	\$ 32.88	\$ 33.79	\$ 34.70	\$ 0.91
07L	\$ 28.94	\$ 29.95	\$ 30.96	\$ 31.97	\$ 32.98	\$ 33.99	\$ 35.00	\$ 36.01	\$ 37.02	\$ 38.03	\$ 1.01
08	\$ 28.00	\$ 28.96	\$ 29.92	\$ 30.88	\$ 31.84	\$ 32.80	\$ 33.76	\$ 34.72	\$ 35.68	\$ 36.64	\$ 0.96
08L	\$ 30.64	\$ 31.72	\$ 32.80	\$ 33.88	\$ 34.96	\$ 36.04	\$ 37.12	\$ 38.20	\$ 39.28	\$ 40.36	\$ 1.08
09	\$ 29.42	\$ 30.43	\$ 31.44	\$ 32.45	\$ 33.46	\$ 34.47	\$ 35.48	\$ 36.49	\$ 37.50	\$ 38.51	\$ 1.01
09L	\$ 32.28	\$ 33.38	\$ 34.48	\$ 35.58	\$ 36.68	\$ 37.78	\$ 38.88	\$ 39.98	\$ 41.08	\$ 42.18	\$ 1.10
10	\$ 30.85	\$ 31.93	\$ 33.01	\$ 34.09	\$ 35.17	\$ 36.25	\$ 37.33	\$ 38.41	\$ 39.49	\$ 40.57	\$ 1.08
10L	\$ 33.89	\$ 35.06	\$ 36.23	\$ 37.40	\$ 38.57	\$ 39.74	\$ 40.91	\$ 42.08	\$ 43.25	\$ 44.42	\$ 1.17
11	\$ 32.36	\$ 33.50	\$ 34.64	\$ 35.78	\$ 36.92	\$ 38.06	\$ 39.20	\$ 40.34	\$ 41.48	\$ 42.62	\$ 1.14
11L	\$ 35.49	\$ 36.73	\$ 37.97	\$ 39.21	\$ 40.45	\$ 41.69	\$ 42.93	\$ 44.17	\$ 45.41	\$ 46.65	\$ 1.24
12	\$ 33.89	\$ 35.06	\$ 36.23	\$ 37.40	\$ 38.57	\$ 39.74	\$ 40.91	\$ 42.08	\$ 43.25	\$ 44.42	\$ 1.17
12L	\$ 37.14	\$ 38.41	\$ 39.68	\$ 40.95	\$ 42.22	\$ 43.49	\$ 44.76	\$ 46.03	\$ 47.30	\$ 48.57	\$ 1.27
13	\$ 35.34	\$ 36.56	\$ 37.78	\$ 39.00	\$ 40.22	\$ 41.44	\$ 42.66	\$ 43.88	\$ 45.10	\$ 46.32	\$ 1.22
13L	\$ 38.58	\$ 39.98	\$ 41.38	\$ 42.78	\$ 44.18	\$ 45.58	\$ 46.98	\$ 48.38	\$ 49.78	\$ 51.18	\$ 1.40

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



Fiscal Year:	2023	Service Code Definition:	
Effective Date:	October 9, 2022	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:	2.5%	Over FY21	
Resolution Number:			
Date of Resolution:			

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
5	\$ 45,673	\$ 46,914	\$ 48,155	\$ 49,396	\$ 50,637	\$ 51,878	\$ 53,119	\$ 54,360	\$ 55,601	\$ 56,842	\$ 1,241
6	\$ 50,619	\$ 51,995	\$ 53,371	\$ 54,747	\$ 56,123	\$ 57,499	\$ 58,875	\$ 60,251	\$ 61,627	\$ 63,003	\$ 1,376
7	\$ 54,434	\$ 55,974	\$ 57,514	\$ 59,054	\$ 60,594	\$ 62,134	\$ 63,674	\$ 65,214	\$ 66,754	\$ 68,294	\$ 1,540
8	\$ 60,051	\$ 61,746	\$ 63,441	\$ 65,136	\$ 66,831	\$ 68,526	\$ 70,221	\$ 71,916	\$ 73,611	\$ 75,306	\$ 1,695
9	\$ 66,081	\$ 67,955	\$ 69,829	\$ 71,703	\$ 73,577	\$ 75,451	\$ 77,325	\$ 79,199	\$ 81,073	\$ 82,947	\$ 1,874
10	\$ 72,528	\$ 74,584	\$ 76,640	\$ 78,696	\$ 80,752	\$ 82,808	\$ 84,864	\$ 86,920	\$ 88,976	\$ 91,032	\$ 2,056
11	\$ 79,678	\$ 81,941	\$ 84,204	\$ 86,467	\$ 88,730	\$ 90,993	\$ 93,256	\$ 95,519	\$ 97,782	\$ 100,045	\$ 2,263
12	\$ 95,473	\$ 98,186	\$ 100,899	\$ 103,612	\$ 106,325	\$ 109,038	\$ 111,751	\$ 114,464	\$ 117,177	\$ 119,890	\$ 2,713

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



Fiscal Year:	2024	Service Code Definition:	Health Care Occupations
Effective Date:	October 8, 2023	Service Codes:	A15, A39
Union/Nonunion:	Union	Job Series:	0603 Physicians Assistant 0620 Licensed Practical Nurse 0625 Autopsy Assistant Mortuary 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	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
5	\$ 47,044	\$ 48,322	\$ 49,600	\$ 50,878	\$ 52,156	\$ 53,434	\$ 54,712	\$ 55,990	\$ 57,268	\$ 58,546	\$ 1,278
6	\$ 52,135	\$ 53,553	\$ 54,971	\$ 56,389	\$ 57,807	\$ 59,225	\$ 60,643	\$ 62,061	\$ 63,479	\$ 64,897	\$ 1,418
7	\$ 56,068	\$ 57,654	\$ 59,240	\$ 60,826	\$ 62,412	\$ 63,998	\$ 65,584	\$ 67,170	\$ 68,756	\$ 70,342	\$ 1,586
8	\$ 61,852	\$ 63,598	\$ 65,344	\$ 67,090	\$ 68,836	\$ 70,582	\$ 72,328	\$ 74,074	\$ 75,820	\$ 77,566	\$ 1,746
9	\$ 68,064	\$ 69,994	\$ 71,924	\$ 73,854	\$ 75,784	\$ 77,714	\$ 79,644	\$ 81,574	\$ 83,504	\$ 85,434	\$ 1,930
10	\$ 74,703	\$ 76,821	\$ 78,939	\$ 81,057	\$ 83,175	\$ 85,293	\$ 87,411	\$ 89,529	\$ 91,647	\$ 93,765	\$ 2,118
11	\$ 82,068	\$ 84,399	\$ 86,730	\$ 89,061	\$ 91,392	\$ 93,723	\$ 96,054	\$ 98,385	\$ 100,716	\$ 103,047	\$ 2,331
12	\$ 98,335	\$ 101,130	\$ 103,925	\$ 106,720	\$ 109,515	\$ 112,310	\$ 115,105	\$ 117,900	\$ 120,695	\$ 123,490	\$ 2,795

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



Fiscal Year: 2025 **Service Code Definition:** Health Care Occupations

Effective Date: October 6, 2024 **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	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
5	\$ 48,453	\$ 49,770	\$ 51,087	\$ 52,404	\$ 53,721	\$ 55,038	\$ 56,355	\$ 57,672	\$ 58,989	\$ 60,306	\$ 1,317
6	\$ 53,701	\$ 55,161	\$ 56,621	\$ 58,081	\$ 59,541	\$ 61,001	\$ 62,461	\$ 63,921	\$ 65,381	\$ 66,841	\$ 1,460
7	\$ 57,752	\$ 59,385	\$ 61,018	\$ 62,651	\$ 64,284	\$ 65,917	\$ 67,550	\$ 69,183	\$ 70,816	\$ 72,449	\$ 1,633
8	\$ 63,709	\$ 65,507	\$ 67,305	\$ 69,103	\$ 70,901	\$ 72,699	\$ 74,497	\$ 76,295	\$ 78,093	\$ 79,891	\$ 1,798
9	\$ 70,106	\$ 72,094	\$ 74,082	\$ 76,070	\$ 78,058	\$ 80,046	\$ 82,034	\$ 84,022	\$ 86,010	\$ 87,998	\$ 1,988
10	\$ 76,946	\$ 79,127	\$ 81,308	\$ 83,489	\$ 85,670	\$ 87,851	\$ 90,032	\$ 92,213	\$ 94,394	\$ 96,575	\$ 2,181
11	\$ 84,530	\$ 86,931	\$ 89,332	\$ 91,733	\$ 94,134	\$ 96,535	\$ 98,936	\$ 101,337	\$ 103,738	\$ 106,139	\$ 2,401
12	\$ 101,288	\$ 104,166	\$ 107,044	\$ 109,922	\$ 112,800	\$ 115,678	\$ 118,556	\$ 121,434	\$ 124,312	\$ 127,190	\$ 2,878

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



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

Effective Date: October 9, 2022

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

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0500

% Increase: 2.5% over FY21

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 8, 2023

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

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0500

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

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



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

Effective Date: October 6, 2024

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

Pay Plan/Schedule: RW
Peoplesoft Schedule: WS0500

% Increase: 3.0%

Resolution Number:

Date of Resolution:

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

UDC AFSCME Union Administrative Employees

FY2023
Effective Date
Union/Non Union
Peoplesoft Plan Schedule
Percentage Increase

October 1, 2022
Union
DS0095
2.5% Over FY 21

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

UDC AFSCME Union Administrative Employees

FY2024
Effective Date
Union/Non Union
Peoplesoft Plan Schedule
Percentage Increase

October 1, 2023
Union
DS0095
3.0%

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

UDC AFSCME Union Administrative Employees

**FY2025
Effective Date
Union/Non Union
Peoplesoft Plan Schedule
Percentage Increase**

**October 1, 2024
Union
DS0095
3.0%**

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