



FIRE AND EMS CHIEF
John A. Donnelly, Sr.

Executive Officer
DFC Roy Ward

OPERATIONS
AFC Anthony Kelleher

OPS (Platoon 1)
DFC Douglas Pagel

OPS (Platoon 2)
DFC Thomas Chenworth

OPS (Platoon 3)
DFC Jonathan Davis

OPS (Platoon 4)
DFC Brian Rudy

Homeland Security and Special Operations Division
DFC Mitchell Kannry

Homeland Security Office
BFC Jeffrey Taylor

SERVICES
AFC Gary Steen, Jr.

Fleet Maintenance Division
DFC Michael Poetker

Logistics Division
DFC Derek Hopkins

Health and Safety Division
DFC Sean Brooks

Deputy Risk Mgr
(vacant)

Medical Services Office (PFC)
BFC Matthew Woolston

Property Management and Facilities Division
Sean MacCarthy

Agency Resource Allocation Officer
Cassandra White

EMS
AFC Andre Edwards, Sr.

EMS Operations
DFC Ryan Elborne

EMS Battalion Chief (Platoon 1)
BFC Fred Zink

EMS Battalion Chief (Platoon 2)
BFC Tim Baker

EMS Battalion Chief (Platoon 3)
BFC Derek Weinroth

EMS Battalion Chief (Platoon 4)
BFC David Schott

Office of Unified Communications
BFC Nicole Liriano

TECHNICAL SERVICES
AFC Daniel McCoy

Fire Prevention Division/Fire Marshal
DFC Edward Kauffman

State Safety Oversight
Capt. Martin MacMahon

Office of Internal Affairs
BC/P Melonie Barnes

Information Technology Division
DFC Eric Bowers

Chief Information Officer
Melanie Baisley

PROFESSIONAL DEVELOPMENT
AFC Kishia Clemencia

Professional Standards Division
DFC Oluwafunmike Omasere

Training Division
DFC Joseph Robinson

Recruiting Office
BFC Richard Peterson

Human Resources Division
Dominique Odesola

MEDICAL DIRECTOR (Acting)
Sean Morgan, MD

Assistant Medical Director
(vacant)

Continuous Quality Improvement (CQI)
Marshall Washick

EMS Quality Improvement
Gabriel Gan

CHIEF OF STAFF
John Coombs, Esq.

Program Analytics Office
Andrew Beaton

Administrative Officer
Alysia Taylor

Budget and Accounting (OCFO)
Christa Foy (Acting)

Labor Relations Office
Monica Hayes

Strategy & Impact Division/DCOS
Alexis Squire

Media and Community Relations Division
(vacant)

Accountability Office
Kenneth Hunter

EMS Community Outreach
Clothida Nwaete

GENERAL COUNSEL
Rudy Chounoune, Esq.

Deputy General Counsel
Dwayne Jefferson, Esq.

Information and Privacy Office (FOIA)
Christina Dalton

**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(l) (2001 Edition).

3. **Funeral Leave:**

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

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

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

SECTION H: PRE-TAX BENEFITS:

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

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

SECTION I: RETIREMENT:

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

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

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

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

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

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

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

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

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

3. DEFINED CONTRIBUTION PENSION PLAN:

Section A:

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

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

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

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

(b) Composition of the JLMTAPRC

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

(c) Responsibilities of the JLMTAPRC

The Committee shall be responsible to:

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

(d) Duration of the Committee

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

4. TIAA-CREF PLAN:

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

SECTION J: HOLIDAYS:

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

- (a) New Year's Day, January 1st of each year;
- (b) Dr. Martin Luther King, Jr.'s Birthday, the 3rd Monday in January of each year;
- (c) Washington's Birthday, the 3rd Monday in February of each year;
- (d) Emancipation Day, April 16th;
- (e) Memorial Day, the last Monday in May of each year;
- (f) 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 employees assigned tour of duty in a day or forty (40) hours in a pay status in a work week shall be overtime work for which an employee shall receive either overtime pay or compensatory time unless the employee has used unscheduled leave during the forty (40) hour work week. The unscheduled leave rule will not apply when an employee has worked (back-to-back shifts) and takes unscheduled leave for an eight (8) hour period following the back-to-back shift or where an employee has indicated his/her preference not to work overtime and the Employer has

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

SECTION B: Compressed, Alternate and Flexible Schedules:

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

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

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. § 2011, *et seq.*
4. As applicable, employees required to work when all other District Government employee are released as a result of an administrative closings shall be compensated, in addition to their regular pay, one hour for each hour worked during the administrative closing.

SECTION B:

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

ARTICLE 19 SAVINGS CLAUSE

SECTION A:

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

SECTION B:

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

ARTICLE 20 DURATION

This Agreement shall remain in full force and effect through September 30, 2025. On this ____ day of _____ 2022, and as witness the parties hereto have set their signature.

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

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

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**

FOR THE UNIONS

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

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE DISTRICT OF COLUMBIA GOVERNMENT
AND
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 36, AFL-CIO, MWC

Fiscal Years 2021-2024

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PREAMBLE

Section A:

This Agreement is entered into between the District of Columbia Government and the Fire and Emergency Medical Services Department (the "Department"), (jointly referred to as the "Employer") and International Association of Fire Fighters, Local 36, AFL-CIO (the "Union").

Section B:

The Employer and the Union recognize the need to provide efficient service to the public and to maintain the quality of service. Further, both parties agree to the need for establishing and maintaining a sound labor-management relationship and mutually agree to continue working toward this goal. Each side has been afforded the opportunity to put forth all its proposals and to bargain in good faith and both parties agree that this Agreement expresses the results of their negotiations.

ARTICLE 1 **RECOGNITION**

The Union is the exclusive bargaining representative for a bargaining unit defined as:

All sworn employees of the D.C. Fire and Emergency Medical Services Department through the rank of Captain.

ARTICLE 2 **UNION RIGHTS**

Section A - Union Membership:

Pursuant to D.C. Official Code §1-617.06, all employees shall have the right to organize or refrain from organizing a labor organization free from interference, restraint, or coercion; to form, join, or assist any labor organization or to refrain from such activity; and, to bargain collectively through representatives of their own choosing as provided in this subchapter or to refrain from such activity. The Employer and the Union recognize the right of any employee to refrain from joining the Union. Any employee choosing to do so shall be free from coercion, restraint, or discrimination.

Section B - Release of Information:

Upon request, the Employer shall provide to the Union, within a reasonable period of time, reasonable information, statistics and records reasonably related to the Union's performance of its functions in negotiating, administering, and enforcing this collective bargaining agreement or legislative and regulatory information reasonably related to bargaining unit employees; provided, such information is not restricted by law or is not confidential.

ARTICLE 3

UNION REPRESENTATION AND DUES CHECKOFF

Section A - Union Representation:

Pursuant to D.C. Official Code § 1-617.11(a), the Union shall have the right to act for and negotiate agreements covering all employees in the unit and shall be responsible for representing the interest of all such employees without discrimination and without regard to membership in the labor organization: Provided, however, that the employee pays dues or service fees consistent with law.

Section B - Dues Checkoff:

With respect to each employee who has already executed an appropriate Union dues authorization form along with the required D.C. official form (currently a D.C. Form 277) authorizing deduction of dues for the Union and each employee who after the execution of this Agreement voluntarily executes an appropriate Union dues authorization form and D.C. Form 277 (or other appropriate form) authorizing dues deduction for the Union, the District of Columbia Government shall deduct his/her dues each pay period and remit the dues to the Union. A charge of \$0.15 per deduction per pay period payable to the Office of Labor Relations and Collective Bargaining (OLRCB) will be imposed upon the Union for providing such check-off service. A copy of each executed form for cancellation of voluntary Union dues shall be forwarded to OLRCB.

Section C - Hold Harmless:

The Union shall indemnify, defend and otherwise hold the Employer harmless for mistakes, omissions, timely deductions made or not made, etc. Should any employee pursue a claim for recovery of any monies under this Article, it shall be a matter solely between the Union and the employee.

ARTICLE 4

EQUAL EMPLOYMENT OPPORTUNITY

Section A - Policy:

It is the continuing policy of the Employer that all employees are assured equal opportunity in employment matters. In accordance with the D.C. Human Rights Act of 1977, as amended, D.C. Official Code § 2-1401.01 et seq., the District of Columbia does not discriminate on the basis of actual or perceived: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an intrafamily offense, and place of residence or business. Sexual harassment is a form of sex discrimination which is prohibited by the Act. In addition, harassment based on any of the above protected categories is prohibited by the Act. Discrimination in violation of this act will not be tolerated and violators will be subject to disciplinary action. The Union agrees to cooperate with and assist the Employer in achieving these objectives.

Section B - Advisory Committee:

In furtherance of this policy a joint Equal Opportunity Advisory Committee shall be established and shall meet at least quarterly. The Committee shall consist of five (5) employees of the Fire and Emergency Medical Services Department, three (3) to be selected by the Fire and EMS Chief, and two (2) to be selected by the Union from the bargaining unit. A suitable number of alternates shall be selected by both the Employer and the Union. It is understood that the Committee shall meet with no more than five (5) members present, three (3) for the Employer and two (2) for the Union.

Section C - Advisory Committee Functions:

The Advisory Committee will perform the following functions:

- (1) Assist in continuing the development of affirmative action programs, recommending programs that foster the equitable treatment of members of minority groups, including the recommendation of policies that promote (a) the encouragement to seek employment; (b) the assurance of receiving consideration for initial employment and subsequent promotion based on merit; and (c) the enjoyment of equal opportunities for career development.
- (2) Identify possible problem areas in equal employment opportunities and suggest corrective action.
- (3) Develop specific and realistic plans (including both short and long range objectives) for achieving definite and measurable progress with regard to equality of treatment and opportunity.
- (4) Promote understanding and support of the Equal Employment Opportunity (EEO) Program.
- (5) Report progress made relative to the objectives which have been established.

Section D - Miscellaneous:

- (1) Allegations of discrimination based on statutorily protected individual employment rights including but not limited to the D.C. Human Rights Act may not be grieved under this Agreement and shall be filed with the appropriate agency or court as provided by the relevant statute.
- (2) Members of the Fire and Emergency Medical Services Department selected as EEO Counselors shall receive appropriate training to be defined by Management before assuming that position so they can effectively carry out their responsibilities as Counselors.
- (3a) During the course of conducting an investigation into the merits of any EEO complaint, the Counselor shall interview all principal parties, including any member of the Department alleged to have engaged in a discriminatory act.

- (3b) Before a final decision with respect to an EEO complaint is made by the Fire and EMS Chief, or his designee, the individual member(s) of the Department alleged to have engaged in any discriminatory act(s) shall be afforded a reasonable opportunity to be heard by the official responsible for making such final decision. A copy of any such final decision shall be promptly transmitted to the individual member(s) alleged to have engaged in any discriminatory act(s).
- (4) Any person accused of having engaged in any discriminatory action or having violated EEO regulations shall be afforded the opportunity of having a representative of his/her choice present for advisory purposes only at each stage of the EEO investigatory process.

ARTICLE 5

MANAGEMENT RIGHTS

The provisions of the D.C. Official Code Section 1-617.08 (2001 Ed.) prescribe the management rights and as such are beyond the scope of negotiations.

ARTICLE 6

EXISTING RIGHTS AND BENEFITS

All terms and conditions of employment not covered by the terms of this Agreement shall continue to be subject to the Employer's direction and control; provided, however, that if the Employer desires to institute a change that impacts upon a term(s) or condition(s) of employment of the entire bargaining unit or any group of employees, the following procedure shall apply:

- (1) The Employer shall provide the Union advance notice if possible;
- (2) Upon request of the Union, the parties shall promptly negotiate about the impact of such change;
- (3) If the parties reach impasse, the parties may jointly request the assistance of a third-party to resolve the impasse, through mediation, fact-finding or other mutually agreeable process. Either party may invoke "last best offer" item by item interest arbitration within a reasonable period after reaching impasse.
- (4) Should an arbitrator's award issue pursuant to the terms of this Article, the arbitrator's award shall be final and binding on both parties, and, at the arbitrator's direction, may be retroactive.

ARTICLE 7

NO STRIKE OR LOCK OUT

Section A -Authority:

Under the provisions of D.C. Official Code, Section 1-617.05 (2001 ed.), it is unlawful to participate in, authorize or ratify a strike.

Section B - Strikes:

The term "strike" as used herein means a concerted refusal to perform duties or any unauthorized concerted work stoppage or slowdown. At no time shall employees be required to act as strike breakers; nor shall employees be required to go through picket lines; except to perform their duties as required at fires or other scenes of emergency, and to perform duties that are essential to the operation of the Fire Department; provided, however, that nothing in this section shall be construed to authorize conduct in violation of § 1-617.05.

Section C - Lockouts:

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

ARTICLE 8
INVESTIGATIONS AND SUPERVISORY QUESTIONING

Section A - Policy:

This Agreement recognizes that the employee is granted certain constitutional rights and privileges and duly respects these liberties. However, the Employer and the Union also agree that certain circumstances will arise which will lead to an investigation or questioning of employees for a violation of applicable rules and regulations. It is in this context that the following sections will apply.

Section B - Definitions:

To accomplish the objective of Employee Rights, the following definitions are applicable:

- (1) **Investigation** - A duly authorized investigation as delegated from the Fire and EMS Chief, when there is reason to believe a disciplinary action will probably be taken.
- (2) **Questioning** - Questions asked by an immediate supervisor regarding a violation of the Rules and Regulations, Order Book, or other applicable regulation or law. Questioning may or could lead to a duly authorized investigation.

Section C - Employee Rights:

- (1) In the course of an investigation, if the employee is to be interrogated, he/she shall be notified verbally of his/her right to remain silent only in the event that information provided may subject the employee to criminal prosecution.
- (2) If an employee can reasonably expect discipline to result from an investigatory interview, at the request of the employee, questioning shall be delayed for no longer than twenty-four (24) hours in order to give the employee an opportunity to consult with a Union representative.
 - (a) An employee's Union representative may be present at all investigatory questioning sessions that may result in the interviewed employee's discipline under this Article, but may not answer questions on behalf of the employee nor shall the Union representative

or the employee be permitted to disrupt the interview process. In no event, however, may a Union representative be present in any criminal questioning session conducted by any law enforcement agency. If the questioning session is of an administrative nature that may result in discipline, a Union representative may be present.

- (b) In no case shall a Union representative be permitted to represent an employee subject to any form of questioning if the Union representative is himself/herself implicated in the investigation. In any situation in which a Union representative is disqualified for that reason, the employee to be questioned shall have the right to select an alternate Union representative to be present during the investigatory interview. Union representatives who attend questioning sessions shall be bound by the same confidentiality restrictions as the person being questioned.
- (3) Prior to commencement of any such questioning described in this Section, the member being questioned shall be informed of the name, rank and assignment of the official in charge of the questioning and the name, rank and assignment of persons to be present during the questioning.
- (4) The questioning will take place at a reasonable time, unless the exigencies of the situation require otherwise in the judgment of the official in charge of the investigation.
- (5) Polygraph Examinations:
 - (a) Polygraph tests shall be administered only with the consent of the employee, except where in the context of an investigation, the Department reasonably believes the test is necessary to discover or alleviate an immediate threat to the integrity of government operations or an immediate hazard to the Agency, to other District employees or to the employee himself or herself or to public health, safety or welfare. The Department shall promptly notify the Union whenever a polygraph test is administered without employee consent.
 - (b) Except in those limited exigent circumstances identified in Section (a) where a polygraph examination may be necessary, any person who refuses to submit to a polygraph test shall not be subject to discipline or other adverse action as a result of that refusal.
- (6) Caucuses between the Union representative and the employee must be completed before the start of the investigatory questioning. With the understanding in Section 2(a), above, that neither the employee nor the Union representative may disrupt the interview process, the Union representative may confer privately with the employee in the interview room during questioning.

Section D:

- (1) The member being questioned shall be informed as to the nature of the investigation and the name of complainants, if known. Any other information that would jeopardize the security of the investigation need not be disclosed.

- (2) If the matter under investigation involves a possible violation of criminal law, at the point the investigation focuses upon the member being questioned as a possible suspect, that person shall be advised of his/her right to remain silent.

Section E:

If a questioning session is recorded, all portions of the session shall be recorded with proper notations as to when breaks and off-the-record discussions began and ended. If a recording device is used, the individual being interviewed shall be notified. Upon written request from the individual being interviewed or from the Union (with permission from the employee), copies of tapes will be made available at the requesting party's own expense.

Section F - Preclusions:

This Agreement does not preclude the normal day-to-day supervision involving the exchange of questions and answers between supervisor and employee.

Section G - Employee Refusal:

In either case, investigation or questioning, the willful refusal of an employee to answer such questions may be considered adequate grounds for recommending dismissal of such employee.

ARTICLE 9
GRIEVANCE PROCEDURE

Section A - Definition:

A grievance means a complaint by a party or parties that:

- (1) There has been a violation, misapplication or misinterpretation of the Agreement, and/or
- (2) There has been a violation, misapplication or misinterpretation of a Department rule, regulation or order which affects a term(s) or condition(s) of employment. No complaint of a violation of Article 4 (Equal Employment Opportunity) of this Agreement may be asserted as a grievance under this procedure. Appeals/complaints concerning Equal Employment Opportunity matters shall be handled exclusively by the appropriate legal authority having jurisdiction over such appeals/complaints.

Section B - Procedure:

- (1) An individual grievance may be raised by the affected employee with or without Union representation; provided, however, that the Union may, upon the employee's request, associate itself therewith at any time in the grievance/arbitration process. If a grievance is common to all members of a Division or all bargaining unit members, it may be filed by the Union as a class grievance directly at Step 3 of the grievance procedure.
- (2) In the case where an employee is initially represented in a grievance by a representative other than the Union representative and then desires Union representation in the same grievance, the acceptance of such representation shall be at the sole option of the Union.

(3) Grievances shall be settled as follows:

Step 1 - A discussion between the employee or employees and the official at the lowest level capable of resolving the grievance who is not a member of the certified bargaining unit.

At the employee's option, there may be present at such discussion a representative of the Union or any other representation selected by the aggrieved employee.

Step 2 - If the dispute is not settled at Step 1 within ten (10) days, then within five (5) days thereafter, the matter shall be reduced to writing, and submitted to the official referred to in step 1, and again considered. An individual grievance common to all members of a Division or to all members of the bargaining unit must be signed by the Union President or his/her authorized designee.

Step 3 - If the dispute is not settled at Step 2 within ten (10) days after reduction to writing, then the dispute shall be submitted in writing within another five (5) days to the Fire Chief. The Fire Chief or designee, and those he/she may further name, shall meet with the persons referred to in Step 1 within twenty (20) days of the submission if either party requests a meeting. The Fire Chief or designee shall render a decision on the grievance in writing within twenty (20) days of that meeting or, if no meeting is held, within twenty (20) days of the submission.

Step 4 - If the Union is dissatisfied with such decision, it may submit the dispute to arbitration by notifying the Fire Chief and the OLRCB in writing within ten (10) days.

Section C - Procedure for Arbitration:

- (1) Within ten (10) days from the OLRCB's receipt of the request to arbitrate, both parties shall request the Federal Mediation and Conciliation Service (FMCS) to refer a panel of seven (7) impartial arbitrators. The request shall require FMCS to refer only arbitrators (a) who are on the roster of labor arbitrators maintained by the American Arbitration Association (AAA), and (b) whose primary offices are located in the District of Columbia or a contiguous jurisdiction in Virginia (Alexandria, Arlington or Fairfax Counties, or wholly incorporated municipalities within those counties) or Maryland (Montgomery or Prince George's Counties, or wholly incorporated municipalities within those counties). Upon receipt of the panel, the parties will select one of the names on the panel as mutually agreeable or, if there is no mutually agreeable arbitrator, each party alternately strikes a name from the submitted panel until one remains. If, upon receipt of the first list, the parties agree that none of the submitted arbitrators are acceptable, the parties shall jointly request a new panel whose members meet the same requirements as listed above.
- (2) The Arbitration hearing shall be informal and the rules of evidence shall not strictly apply.
- (3) The hearing shall not be open to the public or persons not immediately involved, except those persons present on behalf of the respective parties.

- (4) Witnesses (other than the parties) shall be sequestered upon the request of either party.
- (5) Either party has the right to have a verbatim stenographic record made at its own expense. The expense shall be shared upon mutual agreement.
- (6) The arbitrator's award shall be in writing and shall set forth the arbitrator's findings, reasoning and conclusions within thirty (30) days after the hearing or after the arbitrator receives the parties' briefs, if any, whichever is later.
- (7) The arbitrator's award shall be final and binding upon both parties, however, either party may exercise its right to obtain review of the arbitrator's award in an appropriate forum or forums.
- (8) The arbitrator shall not have the power to add to, subtract from or modify the provisions of this agreement through the award.
- (9) A statement of the arbitrator's fee and expenses shall accompany the award. The fee and expenses of the arbitrator shall be borne equally by the parties.

Section D - General:

- (1) No matter shall be entertained as a grievance unless it is raised within thirty (30) days of the occurrence of the event giving rise to the grievance or within thirty (30) days of the employee's (in the case of individual employee grievances brought by an individual or by the Union) or Union's (in the case of a class grievance filed by the Union on behalf of all members of a division or on behalf of the entire bargaining unit) knowledge of the occurrence of the event giving rise to the grievance, whichever occurs later.
- (2) Any grievance not advanced to the next Step by the employee or the Union representative within the time limit specified in that Step shall be deemed dropped. If the department does not respond within the time limit specified in any Step, the employee or the Union may invoke the next Step, treating the lack of response as a denial of the grievance.
- (3) All time limits shall be strictly observed unless the parties mutually agree to extend said time limits. "Days" means calendar days.
- (4) The presentation and discussion of grievances shall be conducted at a time and place which will afford a fair and reasonable opportunity for both parties and witnesses to attend. When discussions and hearings required under this procedure are held during work hours of the participants, all unit employees entitled to be present (i.e., the grievant, witnesses, and the grievant's representative) shall be excused with pay for that purpose. The Union shall present to the Fire Chief or his designee a list of all persons who need to be released to participate in an arbitration hearing within a reasonable period of time prior to the hearing date to permit the Employer to arrange appropriate releases from duty for the participants. Participants shall only be released for the length of time necessary for that participant to take part in the arbitration proceedings.

- (5) If the Union is not a party to a proceeding under this Article, then the disposition of the dispute shall not be a precedent with respect to the Union.
- (6) The fact that a grievance is raised by an employee, regardless of its ultimate disposition, shall not be recorded in an employee's personnel file or in any file or record utilized in the promotion process; nor shall such fact be used in any recommendations for job placement; nor shall any employee be placed in jeopardy or be subject to reprisal for having followed this grievance procedure.

ARTICLE 10

EMPLOYEE INFORMATION

The Employer shall timely notify the Union of any changes to the District of Columbia Official Code (Code), the District Personnel Manual (DPM), or any other law, regulation, or policy having an impact on members of the bargaining unit, and shall provide the Union, at no cost, with copies of such changes.

ARTICLE 11

CORRESPONDENCE

Two (2) copies of all Special Orders, General Orders, Memoranda, Assistant Fire Chief Orders, Deputy Fire Chief Orders, and any other Order or directive issued during the term of this Contract that affects Fire Department Policy or which will have an impact on members of the bargaining unit will be provided to the Union when posted or made available to members of the Department by facsimile, hand-delivery, or electronic mail.

ARTICLE 12

REPRESENTATION ON BOARDS AND COMMITTEES

Section A - Non-Voting Participants:

It is agreed that the Union may appoint a non-voting participant to the following permanent Boards and Committees: Advisory Board of Awards, Suitability Board, Casualty Investigation Committee, and Accident Investigation Board.

Section B - Observer:

It is further agreed that the Union may appoint an observer to the (a) Rating Panel considering Merit Promotion and (b) Regular Fire Trial Board and Special Fire Trial Board unless there is objection by the defendant.

Section C - Ad Hoc Committees:

The Employer will consult with the Union whenever ad hoc committees are formed to determine whether or not Union representation would be appropriate. If it is mutually agreed that Union representation would be appropriate, the Union may appoint a participant.

Section D - Benefits Committee:

The Union may appoint one member to any city-wide joint labor-management benefits committee, if such a committee is established during the term of this agreement. The Union's delegate to this committee shall have the same rights and privileges while serving on the committee as any other union representative

Section E - Information:

Union participants, observers or representatives serving on the committees identified in this Article shall not have a right to receive or review confidential information or information that the Employer is prohibited by law from disclosing to them.

Section F - Notification:

The Department shall make every reasonable effort to provide the Union advance notice of board and committee meetings on which they participate to facilitate notification of their representatives.

ARTICLE 13
LABOR-MANAGEMENT CONFERENCES

Section A - Scope:

There shall be established a joint labor management committee which shall meet at least monthly unless the parties, by mutual consent, waive the meeting. The parties are under no obligation to reach agreement related to Departmental policy; however, to the extent the parties agree to modify Departmental policy during the term of this Agreement, such Agreements shall be effective.

Section B - Request For Meetings or Conferences:

Requests for meetings or conferences may be initiated by the Employer or the Union. Such requests may be made orally or in writing. The person requesting or arranging the conferences shall arrange for mutually agreeable dates, times, and location of meeting, and explain the nature of the subject(s) to be discussed. In either case, all meetings shall be held during working hours except under unusual circumstances. Attendance at such meetings will be limited to a representative group directly concerned with the subject(s) of discussion.

Section C - Purpose:

Meetings or conferences may be held for such purposes as:

- (1) dissemination of information;
- (2) the submission of suggestions for improving efficiency, economy of operation, working conditions, employee services;
- (3) proposing revisions of existing regulations, policies, and procedures;
- (4) to resolve other problems of any groups of employees;
- (5) to avoid future grievances; or
- (6) to further promote harmonious relations between the Employer and the Union.

Section D - Limitations:

Appeals, grievances or problems of individual employees are not subject to discussion at any meetings under the provisions of this Article.

Section E - Labor-Management Partnerships:

(1) Consistent with the principles of the D.C. Labor-Management Partnership Council (LMPC), the parties agree to establish and support appropriate partnerships.

(2) Membership on the Department's LMPC shall be open to designated high-level union officials and management, as determined by the LMPC, who will meet regularly to consider such issues as they choose to discuss. The Union's delegate to the LMPC shall have the same rights and privileges as any other representative. Decisions by the LMPC are by consensus only.

ARTICLE 14
LEAVE FOR CONVENTIONS

It is agreed that all duly authorized delegates or alternate delegates (up to the maximum number allowed under the I.A.F.F. Constitution and Bylaws, as amended from time to time), to the I.A.F.F. Convention will be granted annual leave to whatever extent necessary for their travel to, attendance at, and return from the site of the Convention. The Union shall provide the Employer with at least fourteen (14) calendar days' advance written notice of the participants requiring leave to attend, unless such notice is not possible due to unforeseen circumstances, in which case written notice shall be provided to the Employer as soon as possible.

ARTICLE 15
OFFICIAL TIME: LABOR-MANAGEMENT ACTIVITIES

Section A - General:

(1) It is agreed that the principal officers of Local 36, the current elected members of the Board of Directors of Local 36, and others delegated by the President of Local 36, may be granted leave to attend meetings, seminars, or conferences which are of mutual interest, benefit, or concern to the Department and Local 36, and/or for the purpose of participating in bona fide labor relations activities, provided that the request is made with two (2) days' notice (or, if the Union has less than (2) days' notice of the event for which leave is requested, with reasonable notice), and approval is granted by the Fire and EMS Chief or his/her designee.

(2) It is further agreed that the President of Local 36 shall be entitled, at his/her option, to forty (40) hours of official time each workweek (8 hours per day, Monday through Friday) for the purpose of carrying out representational responsibilities on behalf of the bargaining unit.

Section B - Meetings Specified:

The members mentioned in Section A (1) above shall be excused without charge to annual leave for the following purposes:

- (1) Meetings with officials of the District Government or Federal Government and/or the Congress of the United States – maximum two (2) members;
- (2) Meetings of the Public Protection Committee (for the purposes of determining service awards) – maximum of two (2) members;
- (3) Meetings of the Federation of Citizens Associations (one meeting per year) – maximum of two (2) members;
- (4) Any meetings which are jointly attended by labor and management representatives;
- (5) Participating in bona fide labor relations activities.

Section C - Requests For Leave:

All requests for leave under the provisions of Sections A(1) and B of this Article shall be made by the President of Local 36 or his or her designee, to the Fire and EMS Chief or his or her designee.

ARTICLE 16
FUNERAL LEAVE

Section A:

An employee in the Operations Division is entitled to twenty-four (24) hours of administrative leave, and an employee assigned to a day work schedule is entitled to three (3) working days of administrative 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 leave or compensatory time up to twenty-four (24) hours for an employee in the Operations Division, or three (3) working days for an employee assigned to a day work schedule, upon the death of an immediate relative. Approval of additional time shall be at the Employer's discretion. However, requests for annual leave or compensatory time shall be granted unless the Department's ability to accomplish its work would be seriously impaired.

Section B:

For the purpose of this Article, "immediate relative" means 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. For the purposes of certification of leave, an employee shall provide a copy of the obituary or death notice, a note from a funeral professional, or a death certificate upon the Employer's request.

Section C:

An employee in the Operations Division is entitled to not more than twenty-four (24) hours of administrative leave, and an employee assigned to a day work schedule is entitled to not more than three (3) days of administrative 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).

ARTICLE 17
FUNERAL EXPENSE

If death results from an injury/illness sustained in the performance of duty, the District of Columbia government shall pay, to the spouse or other appropriate personal representative of the deceased, funeral and burial expenses in the sum of five thousand dollars (\$5,000).

ARTICLE 18
OVERTIME

Section A – Overtime:

It is agreed that, to the extent permitted by law, all overtime worked by employees in Salary Classes 1 through 7 shall be paid 1-1/2 times the regular hourly rate.

To the extent permitted by law, overtime shall apply to all call back, work on assigned days off, court appearances on off duty time which results from an employee's official duty, and continuation of duty. Members whose duties include fire suppression shall be paid overtime for all hours worked in excess of 42 hours averaged over a four-week period.

Section B – Distribution:

The Employer will make every effort to ensure that the opportunity for overtime shall be distributed and rotated equally among employees. The Employer also agrees to maintain a roster for all employees, indicating overtime worked and overtime refused, and such roster will be made available to the Union. The Union may consult with the Employer concerning the administration of this provision.

Section C – Minimum Pay:

To the extent permitted by law, all employees shall be entitled to a minimum of four (4) hours overtime pay for call backs, unless an employee's regularly scheduled tour of duty intervenes, in which case an employee shall be paid overtime from the time he/she assumed duty until the start of the regularly scheduled tour of duty.

Section D – Employee Option:

At the Employee's option, he/she may choose compensatory time instead of overtime; such compensatory time will be earned on a time and a half basis. If not used within four pay periods, all accrued FLSA compensatory time shall be paid to the employee at the applicable rate.

ARTICLE 19
TRANSFERS, REASSIGNMENTS, AND DETAILS

For the purposes of this agreement the terms: 'Transfer' shall mean any action by the employer that assigns an employee to an agency within the District of Columbia Government other than the agency where the employee was originally employed. "Reassignment" shall define the movement of members from assignment to assignment within the Fire and Emergency Medical Services Department. "Detail" shall define the temporary movement of members where it is expected that a member will return to his/her original assignment.

Section A: Employer Rights:

It is recognized that the Employer has the right to transfer, reassign or detail employees, however, (i) transfers, reassignments and details shall not be used as a form of reprisal or discipline except where permitted by the parties' agreements with respect to disciplinary procedures, and (ii) transfers, reassignments and details shall not be made in a manner that is arbitrary, capricious or inconsistent with Article 4 (Equal Employment Opportunity) of the Agreement.

Section B: Procedures:

(1) Notification

- a. The Department shall provide six (6) days advance notification to any bargaining unit member who is to be transferred or reassigned.
- b. The Department will advise the Union in writing of any transfers, reassignments, or full-duty details for more than thirty (30) days.

(2) Involuntary Transfers and Reassignment

When an employee is transferred or reassigned other than at his or her request, and the employee believes that the transfer or reassignment may be illegal or improper under the terms of this Article, the employee shall, upon written request, be informed by a superior of the reason for the transfer or reassignment. An explanation will be provided to the requesting employee and, if the explanation is "efficiency of the service," further explanation shall be provided by the Department upon request of the requesting employee.

(3) Voluntary Reassignments

It is recognized by the Employer and the Union that employees have the right to request reassignment from one assignment to another. The Union also recognizes Management's rights under Article 5 of this Agreement. In view of the aforementioned, the following criteria are established regarding voluntary reassignment requests:

- (a) Requests may be made for positions or assignments which are available or become available in the near future.

- (b) Requests shall be in writing on Department Form 10 to the designated Departmental official(s).

The request shall contain the following information:

- i) reasons for the request;
 - ii) time in grade;
 - iii) any educational qualifications relevant to the position;
 - iv) current and previous assignments; and
 - v) any other qualifications of the member relevant to the position.
- (c) Requests shall be endorsed and forwarded in a timely manner.
- (d) Requests shall remain valid for the calendar year submitted.
- i) When more than one employee has requested to be reassigned to a particular position, in determining which request will be granted the Employer shall consider the criteria identified in Section (3)(b) of this Article.
 - ii) Mutual exchanges of assignment between members of the same salary class shall be permitted upon a determination that the employees are qualified for the assignments requested and concurrence of the appropriate bureau head.
 - iii) Form 10 shall be returned to the member within thirty (30) days of its submission with all endorsements and attachments.

ARTICLE 20

PROMOTIONS

Section A - Promotional Process:

The Promotional Process shall be as follows:

- (1) To be eligible for promotion to the positions of Sergeant, Lieutenant and Captain, employees shall complete the following:
 - (a) Application as specified in the examination announcement;
 - (b) Qualifying job related examination;
 - (c) Evaluation by an assessment center panel;
 - (d) Physical examination.
- (2) Notification and Exam Dates
 - (a) **2004 Examination.** Notification for the 2004 promotional examination will be issued in January 2004. The promotional exam will be given in June 2004. For the purpose of determining length of service eligibility, service date computations shall be made as of June 15, 2004. All service and educational point computations are to be made using a June 15, 2004 date.

- (b) **2006 Examination.** Notification for the 2020 promotional year will be issued six months before the examination. The regular qualifying examination for 2006 shall be held during the month of April 2006. For the purpose of determining length of service eligibility for this examination only, the service requirement shall be reduced by two months. All service and educational point computations are to be made using a June 15, 2006 date.
 - (c) **Subsequent Examinations.** Notification for subsequent promotional exams will be issued six (6) months before the examination. The regular qualifying examination shall be held during the month of April. For the purpose of determining length of service eligibility, service date computations shall be made as of April 15th of the exam year. All service and educational point computations are to be made using an April 15 date.
 - (d) In certain circumstances, a “special exam” may be required to meet the needs of the Department. The notification for any special examination shall be two (2) months prior to the date of the special examination.
- (3) In the notices of examination, the Fire and EMS Chief shall set forth the relative weight that shall be given to the written examination score and the assessment center score in compiling the relative standing lists for each qualifying examination.
 - (4) Notice of any text and reference materials that may be used for study purposes will be given to members of the Department at least six (6) months in advance of an impending qualifying examination, unless extraordinary circumstances exist, or unless the Union agrees to a later date.
 - (5) A closing date shall be set for the receipt of applications for each qualifying examination. Applications received after such date will not be considered.
 - (6) Tie breaker procedures: In accordance with District Personnel Manual (DPM) Instruction No. 3-4, dated September 19, 2000, Section 4, Application of Residency Preference in the Merit Staffing Process, Subsection b., Assembled Examinations (e.g., Police Officers, Correctional Officers, and Firefighters), Residency Preference is applied in the promotion process by listing preference candidates ahead of non-preference candidates with the same score, solely to break numerical ties. In the case of residency preference candidates with identical numerical scores or non-residency preference candidates with identical numerical scores, ties will be broken in descending order beginning with the candidate whose Social Security Number has the highest last digit.
 - (7) After the scores from a promotional qualifying examination and assessment center evaluation are determined by the Department, the Department shall add points to each candidate’s scores as follows:
 - (a) **Points for Service:** 1/12 point, but never more than five (5) points in all, for each completed month ending on the qualifying date of service eligibility over the applicable length of service prerequisite, computed on the basis of the individual’s record.
 - (a) **Points for Education:** 1/30 point, but never more than four (4) points in all, for each semester hour of a course relevant to Fire Science and Fire Administration which has been successfully completed at a recognized institution of higher learning on or before June 15 of the examination year. Points for credit earned on a quarterly basis shall be computed at 2/3 of value of courses completed on a semester basis. A joint Labor-

Management Board shall be established by the Fire Chief to determine course relevancy and whether the credits were earned at a recognized institution of higher learning.

- (b) Application procedures for points for education shall be issued by the department and must be strictly adhered to.
- (8) When the final relative standing qualifying lists are completed, each candidate will be notified in writing of his/her final score and his/her relative standing. Reasonable efforts will be made to promptly notify the candidates.
- (9) The period of eligibility on the relative standing promotion list shall be for two (2) years commencing October 16 of the examination year and the expiration date of eligibility shall be on the October 15th two (2) years subsequent to such qualifying examination.
- (10) The promotion of any candidate will be subject to a physical examination to determine his/her physical fitness for the new position, provided that the candidate has not had an annual physical within 120 days preceding his/her promotion. In the case of a candidate with a performance of duty (POD) illness or injury, the candidate shall be promoted, but shall not be eligible to participate in additional promotional examinations until that employee has returned to full duty.
- (11) Employees with disciplinary charges pending before a Trial Board shall be conditionally promoted. A conditional promotion may only be terminated, and the employee returned to his/her previous rank, upon recommendation of a Trial Board.

Section B - General Principles:

The foregoing promotion procedure implements the following general principles:

- (1) Assurance of a fair evaluation of the qualification of candidates;
- (2) Establishment of clear procedures and adequate records so that it may be readily determined that promotion actions are taken in accordance with established policies and procedures;
- (3) Promotions shall be made on a rank order, non-discriminatory basis;
- (4) Promotions within the unit will be made consistent with the equal employment opportunity laws and any affirmative action plan of the District.

Section C - Acting in a Higher Salary Class:

Any unit member who is to be promoted to a higher salary class in the unit may be reassigned by the Department on an acting basis to the position to which he/she is to be promoted but at his/her existing rate of basic compensation and then promoted at a later date to the higher salary class.

ARTICLE 21
SELECTION OF TECHNICIANS

Section A – General: Driver Operator:

- (1) The provisions of this Article shall apply to the positions of Wagon Driver, Truck Driver, Tillerman, Platform Operator, Rescue Squad Driver, Hazardous Materials Unit Driver, and Fireboat Operator. For purposes of this Article, these positions shall collectively be called “Technicians.”
- (2) Whenever previous service in the Operations Division is a requirement for selection as technician or vice technician, time spent in the Training Academy as defined under the Article of this Agreement entitled Training New Employees, shall constitute service in the Division.
- (3) Whenever length of service in the Department and/or in a unit is a requirement or a factor to be considered in selecting technicians or vice technicians such service shall be computed up to, but not beyond, the first date the position in question became vacant.
- (4) For purposes of this Article, days shall be interpreted to mean calendar days.
- (5) Whenever this Article assigns responsibilities to Captains, that term shall be interpreted to refer to Captains or those acting in his or her stead. However, in no case shall the absence of a company officer result in the process being held in abeyance for more than thirty (30) days.
- (6) Timely Filling of Vacancies:
 - (a) In order to assure the timely filling of vacancies, the selection process under this Article shall be initiated whenever it is anticipated that the incumbent will not be performing his or her assigned duties for a period of thirty (30) or more days.
 - (b) The technician or vice technician selection process shall be completed no later than ninety (90) days after the position becomes vacant, as determined in Section A(6)(c), below.
 - (c) For purposes of this deadline, the period shall begin to run on the later of either
 - (i) When the incumbent permanently vacates the position; or
 - (ii) When the incumbent temporarily vacates the position and it is anticipated that he or she will not be performing his or her assigned duties for a period of thirty (30) or more days.
 - (d) All time limits set forth in this Article shall be strictly observed, unless extended by mutual consent of the Department and the Union. In the absence of such agreement, the effective date of promotion for the selected candidate shall be no later than the 91st day following the date of the vacancy, as defined above, except where the selection process is the subject of a grievance or when the selection process must continue beyond the first step provided in Section B(4)(c)(iii).

- (e) Compensation for members selected in accordance with this Article shall commence the first full pay period following the date the selection is forwarded to the Deputy Fire Chief.
- (7) Members who have received discipline for two (2) or more chargeable accidents in the two (2) year period prior to the expiration of the vacancy selection list are ineligible to be selected for a technician or vice technician position.

Section B - Selection of Technicians:

(1) Notice of Vacancies:

- (a) The Captain or officer acting as company commander shall, as soon as the definite need is determined, but not later than ten (10) days after the position became vacant, post on the station/division bulletin board anticipated technician vacancies.
- (b) If a list of eligible applicants to the position is in effect pursuant to paragraph 4(a)(iv) below at the time the vacancy arises, and if the vacancy is filled by offering the position to the eligible members on that list, the notice provisions of (a) above shall not apply.

(2) Applications:

For positions covered by paragraph 1(a) above, all eligible members shall, within fourteen (14) days after the notice of vacancy is posted, indicate in writing whether they wish to be considered for the vacancy or whether they decline to be considered. This fourteen (14) day deadline shall be stated in the notice of vacancy.

(3) Eligibility:

- (a) General: To be eligible for consideration for any technician or vice technician position, a member must, as of the date of the vacancy, have at least three (3) years' service (continuous or cumulative) in the Operations Division.
- (b) The member must be assigned to the unit in which the vacancy occurs at the time the vacancy occurs; provided, however, that the member need not be so assigned at the time the vacancy occurs if he or she was so assigned to the unit within two (2) years immediately preceding the vacancy.

(4) Selection Process:

(a) Competitive Ratings:

- (i) All technicians shall be selected on the basis of scores on a competitive rating system, as provided in this paragraph (iv) below.
- (ii) The officer conducting the process shall select the eligible candidate with the highest rating, as determined pursuant to the procedures set forth herein, and shall submit a memorandum to the appropriate Deputy Fire Chief recommending to him

or her that the member be selected as technician or vice technician. The Department shall publish the selection on the next Special Order containing personnel actions, with the effective date of that action set as the first day of the first full pay period subsequent to the date the recommendation was forwarded to the Deputy Fire Chief.

- (iii) All eligible members shall have their ratings made available to them upon request. The completed rating shall not become part of the member's personnel file at the company, division or Department level.
 - (iv) The ratings established by the technician selection procedures shall be maintained for a period of six (6) months after the first vacancy is filled through those procedures. The applicants shall be listed by their final scores in descending numerical order and the list may be used for other vacancies in the same unit which come open during the six (6) month period; provided, however, that the responsible officer may, at his option, commence the selection process anew after giving notice of the vacancy in accordance with paragraph 1 above.
 - (v) Whenever the procedures set forth in this paragraph 4 involve the administration of any written and/or practical examination, a candidate must receive a grade of at least seventy percent (70%) on each such examination in order to remain eligible for the position. After such examinations have been graded, candidates shall be entitled to review their examination pages and grading sheets.
- (b) Candidate's Unavailability:
- (i) Any member who applies for a technician vacancy must, at the time he or she applies, indicate any periods of absence or annual leave that are anticipated to occur at any time during the selection process so that planning adjustments, if possible, may be made. Any member who decides to absent himself or herself without the aforementioned notification shall be ineligible to compete for the position.
 - (ii) Any member who is on enforced leave, is serving a suspension or is in an absent without leave status during the application period set forth in Section B(2), or who is in such status on a date when any portion of the selection process is to be administered to applicants, shall be ineligible for the position.
 - (iii) If a member is on leave without pay because his or her paid leave has been exhausted for medical reasons, he or she shall be eligible for the position if he or she has obtained the approval of his or her Clinic physician and the MSO, and has obtained certification that he or she will be placed in a full duty status prior to the date the vacancy is to be filled or the date the training portion of the selection process applicable to the position in question, if any, will begin, whichever date is earlier.
 - (iv) Any member who is in a sick leave, administrative leave-sick, or light duty status will be eligible for the position only if he or she has obtained the approval of his or

her Clinic physician and the MSO, and has obtained certification that he or she will be placed in a full duty status prior to the date the vacancy is to be filled or the date the training portion of the selection process applicable to the position in question, if any, will begin, whichever date is earlier.

- (v) Any member who is in a substance abuse program will be ineligible to participate in the selection process unless he or she is in a full duty status.

(c) Procedure When All Candidates Are Disqualified:

- (i) If, at any point in the selection process, all candidates for a position became ineligible due to failure to attain the passing score required by paragraph 4(a)(v) above, or for any other reason, the responsible officer shall promptly post the vacancy again.
- (ii) The ninety (90) day time limit for filling the vacancy, as provided in Section A, paragraph 6(b), shall begin to run anew when the vacancy is reposted.
- (iii) If the vacancy in question was one for which only the members of a particular company were eligible, the responsible officer shall:
 - a) Re-open the process to all eligible company members;
 - b) If the vacancy remains unfilled after re-opening the process, the process shall be opened to all companies in the house (in houses with more than one company);
 - c) If the vacancy continues to be unfilled, the process shall be opened to the entire battalion;
 - d) If the vacancy continues to be unfilled, the process shall be opened to the entire department; and
 - e) If the vacancy continues to be unfilled, the responsible officer shall request approval from the appropriate Deputy Fire Chief to reduce the eligibility service requirement set forth in Section B, paragraph 3(a) of this Article to less than three (3) years, but not less than eighteen (18) months, in the Department, and the process shall be reopened to all eligible (non-probationary) company members.
 - f) If the vacancy is in the Special Operations battalion, the provisions of subsections (b), (d), and (e) shall not apply.

Section C - Driver Operator Selection Criteria: Wagon Driver, Truck Driver, Tillerman/Platform Operator, Rescue Squad Driver and Hazardous Materials Unit Driver:

(1) Examinations:

- (a) Candidates shall be examined on their knowledge of their box alarm district, their knowledge of hydraulics, and knowledge of operation and maintenance of apparatus and equipment, as provided herein, utilizing the requirements and guidelines set forth in Fire Department Bulletin 93.

(b) Knowledge of Box Alarm District:

- (i) This examination shall be prepared and administered by the Captain and the Lieutenants of the unit concerned, or those acting in their stead, acting jointly, using guidelines established by the Training Academy. The examination shall utilize materials that are available to all applicants. Any on-duty members and/or administering officers shall be excused from duty to participate in the examination. Two officers from the company where the vacancy exists shall be present to administer the examination. The examination shall be administered in the quarters of the company where the vacancy exists.
- (ii) In truck companies the responsible officers shall administer a single joint examination for Truck Driver, Tillerman and Platform Operator positions.
- (iii) Examinations administered at the company quarters shall be graded by the Captain and administering officers, with results provided to candidates promptly upon completion of the examination on the day of administration, while those members are still excused from duty. No member shall be notified of their score until all examinations have been graded, at which time each member shall be notified of their score and shall be provided with their examination. Any appeals or questions regarding the grading of the examination shall be lodged on that day and resolved at that time, to the extent possible, prior to members returning to duty.

(c) Knowledge of Hydraulics and Operation and Maintenance of Apparatus and Equipment:

- (i) This examination shall be administered by the Training Division at the Training Academy, using material and procedures developed by the Training Academy and the Apparatus Division.
- (ii) Apparatus used for the examination shall be the apparatus to which the candidates will be assigned if selected. If such apparatus is unavailable, relevant apparatus with which all participants are familiar may be substituted.

(iii) The Training Academy shall administer a single joint examination for Truck Driver, Tillerman and Platform Operator positions, provided that the examination encompasses operations and maintenance for each position.

(iv) The Training Academy shall provide the testing criteria and steps of operation for each section of the training academy portion at least twenty-one (21) days prior to the exam.

(v) Results from examinations administered at the Training Academy shall be provided to candidates promptly upon completion of the examination, on the day of administration. Candidates shall be provided with their examination upon request, and any appeals or questions regarding the grading of the examination shall be lodged on that day and resolved at that time, to the extent possible, prior to members returning to duty.

(2) Ratings:

All eligible candidates will be rated on a one hundred (100) point scale, with the points to be determined as follows:

- (a) Knowledge of Box Alarm District, as determined by the examination administered pursuant to part (l)(b) of this Section: 0-40 points.
- (b) Knowledge of Hydraulics and Operation and Maintenance of Apparatus and Equipment, as determined by the examination administered pursuant to part (l)(c) of this Section: 0-35 points.
- (c) Seniority in the Department: 1/12 point for each month of service (continuous or cumulative) in the Department, up to a maximum of 15 points.
- (d) Seniority in the Unit: 1/12 point for each month of service (continuous or cumulative) in the Unit, up to a maximum of 10 points. In applying this provision:
 - (i) An applicant shall only be allowed credit for service in a unit if he or she is currently assigned to that unit, except that any member who has been involuntarily transferred from one unit to another shall be entitled, at his or her option, for a period of two (2) years after the transfer, to receive credit for service in either the unit to which he or she is currently assigned or the unit from which he or she was involuntarily transferred, but not both. The company's Captain, or those acting in their stead, shall be responsible for keeping an ongoing list of members who have been involuntarily transferred from the unit within the past two (2) years; and
 - (ii) The period of time served by members whose positions have been eliminated as a result of action undertaken by the District of Columbia Fire and Emergency Medical Services Department shall be credited to seniority in the unit, either at the

unit to which the member is re-assigned or at the former unit, should it be re-established, at the option of the member concerned. Once an election is made and the time is credited, it cannot be shifted toward credit in another unit.

- (e) Prior Satisfactory Service as a Technician or Vice Technician in any Unit: 5/12 point per month (continuous or cumulative), up to a maximum of 5 points.

Section D - Selection Criteria: Fireboat Operator:

(1) Eligibility:

- (a) Member must have at least five (5) years of service (continuous or cumulative) in the Operations or Special Operations Divisions.
- (b) Have been assigned to the Fire Boat for at least one (1) year (continuous or cumulative).
- (c) Be assigned to the Fire Boat at the time the vacancy occurs; provided, however, that the member need not be assigned at the time the vacancy occurs if he/she was so assigned within two (2) years immediately preceding the vacancy and was involuntary transferred from the Fire Boat.
- (d) Possess a United States Coast Guard license as “Operator, Uninspected Passenger Vessel”.
- (e) Meet all other requirements for assignment at the Fire Boat.
- (f) Have performed successfully as a fill-in operator.

(2) All eligible candidates for the Fireboat Operator position will be rated on a one-hundred (100)-point scale, with the points to be determined as follows:

- (a) Seniority in the Department: 1/12 point for each month of service (continuous or cumulative) in the Department, up to a maximum of 5 points.
- (b) Seniority in the Unit: 1/12 point for each month of service (continuous or cumulative) in the Fireboat unit, up to a maximum of 10 points.
- (c) Prior Satisfactory Service as a Technician and/or Vice Technician in a unit: 5/12 point per month (continuous or cumulative) in the Department, up to a maximum of 5 points.
- (d) Written Practical Examinations: Written and practical examinations comprised of matter relevant to the position shall be prepared by the Captain and Lieutenants of the unit, or those acting in their stead. Grades on each of the two examinations shall count for 0-40 points on the overall rating scale.

Section E – Vice Technicians:

(1) Position Canceled:

- (a) Should the incumbent Technician be returned to his/her original position, the Vice Technician position will be canceled and the member assigned to his/her former position, and to the salary he/she would be receiving had he/she never left that position.
- (b) Whenever a Vice Technician position is canceled, the Captain of the company shall submit a Special Report to the Assistant Fire Chief of Operations.

(2) Position Rights:

- (a) Rights to Non-Temporary Assignments: If, while a member is serving as a Vice Technician, or within six (6) months after his or her position as Vice Technician has been canceled, a non-temporary assignment becomes available in a Technician position for which the member has qualified, he or she shall have the option of moving into the non-temporary assignment. If more than one such member has qualified for the non-temporary assignment, the assignment will be offered to these members in turn, in order of the dates on which they first began to serve as a Vice Technician.
- (b) Rights to Temporary Assignments: If, within six (6) months after a Vice Technician position held by a member has been canceled, a temporary Vice Technician assignment for which the member is qualified becomes available, he or she shall have the right to that assignment. If more than one such member has qualified for the assignment, the assignment will be offered to these members in turn in order of the dates on which they first began to serve as a Vice Technician.

(c) Technicians Moving to Temporary Positions:

- (i) If a Technician begins to serve in another technician assignment in the same unit (for example, if Truck Driver begins to tiller), even on what is expected to be a temporary basis, the position to which he or she has previously been assigned shall be considered vacant once the Technician has worked in the new assignment for a period of more than ten (10) days (continuous or cumulative) and the vacant position shall be filled in accordance with the provisions of this Article.
 - (ii) After said ten (10) days, the Technician's new assignment (in the example above, Tillerman) shall be considered his/her permanent assignment.
- (3) When a Vice Technician is unable to perform his or her duties because of sick leave, light duty, leave without pay, or suspension, the position shall be filled by another Vice Technician. However, the incumbent Vice Technician shall not relinquish all Technician compensation until his or her return to full duty. The Vice performing the duties shall receive the compensation until the incumbent returns, at which time the incumbent shall resume the duties.

- (a) In all cases where a member is selected as a Technician or Vice Technician, the Captain of the unit concerned shall submit a Special Report to the Deputy Fire Chief of Operations giving the date effective in accordance with this article.
- (b) Whenever a Vice Technician position is reassigned or canceled, the member will be officially notified by the Administrative Division.
- (4) In order to administer the foregoing provisions, each officer who is responsible for the selection of Technicians, Vice Technicians shall maintain a file listing each member who has been assigned or detailed as a Vice Technician, which will include the individual's final ranking on the list of eligible candidates and the date(s) he/she was assigned or detailed to such position(s). The list shall also include the date that any position to which the member was assigned or detailed was canceled.

Section F - Selection Criteria: Air Units Driver and Foam Unit Driver:

(1) Timely Filling of Vacancies:

For Air Unit Driver and Foam Unit Driver vacancies, the Captain of the station to which the unit is assigned shall, as soon as the definite need therefor is determined, but not later than ten (10) days after the position became vacant, notify the Assistant Fire Chief of Operations of the vacancy. Within ten (10) days after the Assistant Fire Chief of Operations is notified, but not later than twenty (20) days after the position actually became vacant, the Assistant Fire Chief shall by Department memorandum notify all members of the Department of the vacancy and vacancy requirements.

(2) Rating Panels:

The rating and ranking of applicants for technician positions in the Air Units and Foam Unit shall be by rating panels consisting of:

- (a) DFC Special Operations Divisions;
- (b) The Captain and the three (3) lieutenants of the station to which the unit is assigned;
- (c) The DFC or BFC of the Training Division;
- (d) A Representative Designated by the Fire Chief; and
- (e) An observer designated by Local 36.

(3) Selection of Candidates:

- (a) Each eligible applicant shall be required to submit a special report within twenty-one (21) days of the position posting, listing his or her qualifications relevant to the position, including length of service in the Department, job-related education, specific relevant experience, and any additional information which would lead to the selection of the best qualified person for the assignment. Copies of relevant certifications shall be included in the special report.

- (b) No later than fourteen (14) days after the deadline for filing applications, the panel shall review the applications and shall select candidates whom they deem most qualified from among the eligible applicants.
- (c) The panel shall select at least as many candidates as there are anticipated vacancies.
- (d) The panel shall, whenever possible, select at least two (2) more candidates than the number of anticipated vacancies, unless otherwise agreed between the Department and the Union.
- (e) The selection shall be based upon the statement submitted by the applicant, previous experience in the Department that is relevant to the position, seniority in the Department, and previous job-related education relevant to the position.
- (f) Seniority in the Department: 1/12 point for each month of service (continuous or cumulative) in the Department, up to a maximum of 15 points.
- (g) Previous Satisfactory Service as a Technician or Vice Technician: 5/12 point per month (continuous or cumulative), up to a maximum of 5 points;
- (h) Members assigned to Engines 4 and 8 for the Air Unit and Engine 13 and Truck 10 for the Foam Unit shall receive 1/12 of a point for each month of service in the Unit up to a maximum of 3 points (continuous or cumulative).
- (i) If the panel deems it necessary, the panel may interview eligible members to assist the panel in making its selections.
- (j) After a candidate has been chosen by the selection panel, they shall be detailed to the Training Academy for a prescribed course of instruction.
- (k) Once the training course has commenced, if, for any reason, a candidate is unable to complete the course, the process shall continue with the remaining candidates.
- (l) Candidates shall be notified in advance of appropriate study material to assist preparation for the course.
- (m) Posted study materials cannot be changed once issued.
- (n) Upon completion of the prescribed course, the candidates shall be rated on a one-hundred (100) point scale, with the points to be determined as follows:
 - (i) Written and Practical Examinations: Members must achieve at least a 70% on the written and practical examinations comprised of matter relevant to the position and prepared by the Training Academy.
 - (ii) Grades on the written examination shall count for 0-50 points on the overall rating scale.

- (iii) Grades on the practical examination shall count for 0-50 points on the overall rating scale.
- (iv) Candidates do not have to have a 140 on the units to participate in the process, but must have received a 140 by the completion of the process.

Section G - Special Rules Regarding Technicians:

(1) Reassignment of Technicians:

- (a) When in the judgment of the Captain of the unit concerned or those acting in his/her stead, the best interests of the Department would be served, the Captain may recommend to the Operations Chief that he or she reassign drivers of wagons, trucks, rescue squads and hazardous materials units to vacancies in that position on other platoons. When this type of reassignment is undertaken, seniority of the members available for such reassignment shall be given due consideration.
- (b) A tillerman/platform operator may be moved to the position of truck driver or vice versa upon request and subject to the approval of the Captain when a vacancy or temporary vacancy exists.
- (c) When a technician is reassigned or moved as provided in subparagraphs (1)(a) or (b) of this Section, the resulting vacancy shall be filled in accordance with the procedures set forth in this article.
- (d) The provisions of subparagraphs (1) (a)-(c) above shall apply to vice technicians as well as to technicians.

(2) Removal of Technicians:

- (a) Removal of Technician. When the Captain of a company, or those acting in his or her stead, has evidence that job related deficiencies or misconduct (such as a serious accident(s) in which the member may have been charged, multiple minor accidents, failure to properly maintain the apparatus, inefficient performance while responding to or on the scene of an emergency, habitual violations of articles of the Order Book or traffic regulations, or failure to maintain necessary certifications or licenses) dictate that a technician should be removed, the Captain shall notify the technician of the specific deficiencies or misconduct in his or her performance, of the steps the technician must take to cure the deficiencies or misconduct and show improvement in his or her performance, and of the intention to remove the technician from his or her position as a technician based on those deficiencies or misconduct if the technician does not cure the deficiencies or misconduct and show improvement in his or her performance within ninety (90) days.

- (b) Within ten (10) days after the end of the ninety (90) day improvement period, the Captain shall issue a written decision, together with a F.D. Form 140R, to the member describing the respects in which the member has met or failed to demonstrate improved performance. If the member has failed to demonstrate improved performance, the Captain shall, with respect to the specific deficiencies or misconduct described in the notice referred to in Section G(2)(b), recommend to the Battalion Fire Chief that the member be removed from his or her position as a technician.
- (c) Any technician removed from his/her position shall be ineligible for a technician position of the same type for a period of one (1) year after the loss of that position.

Section H – Technicians Displaced:

- (1) Whenever any action is undertaken that results in the elimination of technician positions in the Department, the following shall apply:
 - (a) Any person who has earned a position in accordance with this Article shall not lose any compensation due to the elimination of technician positions within the Department and shall continue to be subject to assignment as a technician within the Department. Should the employee-technician refuse reassignment to another technician position within the Department, he/she will forfeit continuation of technician pay.
 - (b) The elimination of a technician position which results in a member being displaced from his/her company of assignment shall be treated as an involuntary transfer.
 - (c) The Department shall grant the assignment request of any employee, who must be displaced from his/her company or assignment, if a vacancy exists or is anticipated in the requested assignment.
 - (d) After an assignment has been made, any subsequent request for voluntary transfer out of the assignment shall include a statement that the member will forfeit his/her technician's compensation should the request be approved.
- (2) Re-establishment of previously eliminated positions: Unit re-established: Any technician displaced under (1) above will be offered an available technician position in the re-established unit. Any displaced technician who refuses to accept the position offered will forfeit any technician compensation which he/she currently receives as a result of the position elimination as outlined in (1) above.

Section I - Miscellaneous Provisions:

- (1) The Fire and EMS Chief or his or her designee and Local 36 shall meet to attempt to resolve any problems concerning the administration of this Article as they occur.

- (2) If at any time the Department determines that the criteria for selection or removal of technicians, or of any category or categories of technicians, set forth in this Article should be changed, the Department shall have the right, subject to the procedures of Article 6 of this Agreement (Existing Rights and Benefits), to institute such a change; provided, however, that nothing in this section shall authorize the Department to institute changes in any provisions of this Article other than those establishing substantive criteria for selection or removal of technicians, unless the Union so agrees.

ARTICLE 22

SELECTION OF MEMBERS FOR SPECIAL OPERATIONS, HAZARDOUS MATERIALS UNIT, FIRE PREVENTION DIVISION POSITIONS, AND AIDES TO DEPUTY CHIEFS

Section A – Special Operations (including Rescue Squad, Hazardous Materials Unit, and Fire Boat Rescue Swimmer):

1. General

- (a) The selection of members under this Section shall be conducted in accordance with the terms of this Section and Department Bulletin 94, as may be amended by agreement with the Union.
- (b) Members must have at least five (5) years of service from the date of the announcement of the vacancy (continuous or cumulative) in the Department with three (3) of those years being in the Operations Division as a dual-role employee.

2. Testing Process:

Application as specified in the examination announcement.

3. Notification of examination:

- (a) The rating process will occur each September with the eligibility list effective November 1 of the rating year and will expire October 31 of the following year.
- (b) The announcement for the test, along with all text and reference materials that may be used for study purposes will be posted at least ninety (90) days in advance of the testing process.
- (c) A closing date will be set for the receipt of applications for the examination. Applications received after such date will not be considered.

- 4. The written portion of the examination will be scored in accordance with Department Bulletin 94, as may be amended by agreement with the Union.

5. When written final relative standing qualifying lists are completed, each candidate will be notified in writing of his or her final score and his or her relative standing.
6. Members will be selected for each position in rank order.
7. All members placed in a position from this list will be required to complete a 90-day evaluation period and pass a practical examination to remain in this position. The member must receive a score of at least 70% to pass the practical examination.
8. Notwithstanding the provisions of Article 21, it is understood that members of the Hazardous Materials Unit will continue to drive in rotation, unless and until the parties agree to activate a driver selection process for that Unit.

Section B - Fire Prevention Division Technician Positions:

1. General: Eligibility
 - (a) For technician positions in the Fire Prevention Division, a member must have at least five (5) years of service (continuous or cumulative) in the Department and have been assigned to the Fire Prevention Division for at least one (1) year (continuously or cumulatively).
 - (b) Furthermore, the member must be assigned to the Fire Prevention Division at the time the vacancy occurs; provided, however, that the member need not be so assigned at the time the vacancy occurs if he or she was so assigned within two (2) years immediately preceding the vacancy.
 - (c) For this position any member who wishes to be considered must submit a special report within twenty-one (21) days after the memorandum announcing the vacancy is issued. This deadline shall be stated in the memorandum announcing the vacancy.
2. All eligible candidates for technician positions in the Fire Prevention Division will be rated on a one-hundred (100) point scale, with the points to be determined as follows:
 - (a) Seniority in the Department: 1/12 point for each month of service (continuous or cumulative) in the Department up to a maximum of 10 points.
 - (b) Seniority in the Division: 1/12 point for each month of service (continuous or cumulative) in the Division up to a maximum of 15 points.
 - (c) Prior Satisfactory Service as a Technician or Vice Technician: 1/12 point per month (continuous or cumulative) up to a maximum of 5 points.
 - (d) Completed courses in an Accredited Institution of Higher Learning: 1/12 point per semester hour, up to a maximum of 10 points.

- (e) Division Examination: A written examination comprised of matter relevant to the position where the vacancy exists shall be prepared by the Division head or his or her delegee. Grades on the examination shall count for 0-60 points on the overall rating scale. Candidates must receive a minimum score of seventy (70) percent on the division examination to be eligible for selection as a Fire Prevention Division technician.
- (f) The final rankings shall be posted at the completion of the process.

Section C - Fire/Arson Investigators:

1. General: Eligibility

- (a) To be eligible for consideration as a Fire/Arson Investigator, a member must have at least five (5) years of service by the date of the announcement (continuous or cumulative) in the Operations Division.
- (b) For this position any member who wishes to be considered must submit a special report within twenty-one (21) days after the memorandum announcing the vacancy is issued. This deadline shall be stated in the memorandum announcing the vacancy.

2. Arson Investigator (Armed):

- (a) Eligibility: Eligibility shall be as stated in (1) above; however, a preference shall be given for service in the Fire Prevention Division.
- (b) Written application: Any member who wishes to be considered must submit a special report within twenty-one (21) days after the memorandum announcing a vacancy is issued. This deadline shall be stated in the vacancy announcement. The application shall specify the member's length of service in the Department and in the Division, shall attach a F&EMSD Form 118.4 listing any relevant education or training experience, and shall also include a description of any special qualifications or related experience that would indicate the member's suitability for the position.
- (c) Division Examination: A written examination comprised of matter relevant to the position shall be prepared by the Division head or his or her delegee. The Department shall provide the study materials at least ninety (90) days in advance of the examination, which shall be administered by the Training Academy. Candidates must receive a minimum score of seventy (70) percent on the division examination to be eligible for selection as an Arson Investigator (Armed). Candidates passing this examination will be ranked by score.
- (d) Oral interview: Candidates will submit to an oral interview before a board consisting of the Deputy Fire Chief for the Fire Prevention Division (Fire Marshal) (or his or her designee), the Commanding officer (Captain or Lieutenant) of the Fire Investigations Unit, and a civilian employee chosen by the Deputy Fire Chief. Local 36 shall have

the right to have a non-voting member, selected by the Union, present at all interviews conducted by the board.

- (e) Rating: Following the interview, candidates will be rated on a 100-point scale as follows:
 - (i) Oral interview: 0-50 points.
 - (ii) Skills examination: 0-25 points (one point for each point scored over 75%).
 - (iii) Service in the Fire Prevention Division: 1/12 point for each month in service in excess of twelve (12) months, not to exceed 15 points.
 - (iv) Service in the Department: 1/12 point for each month of service in excess of sixty (60) months, not to exceed 10 points.
- (f) Selection: When final relative standing qualifying lists are completed, each candidate will be notified in writing of his or her final score and his or her relative standing. Members will be selected for each position in rank order. The period of eligibility on the relative standing list shall be for one (1) year from the date of the first promotion made from the list.
- (g) All members selected for a position will be required to successfully complete mandatory training in Fire Investigations and Fire Inspections, and shall be required to attend and pass all phases of law enforcement training programs, including but not limited to physical fitness standards required by that training program in effect at the time the candidate enters the program and including a background check. All members selected for a position shall maintain all required certifications (including current law enforcement certification) as a condition of employment in the position.
- (h) Candidates who fail to successfully complete any phase of the process shall be removed from consideration and shall be returned to his or her previous assignment or, if that assignment is not currently vacant, shall be assigned to another position of commensurate salary for which the individual is qualified.

Section D - Aides to Deputy Chief:

1. Eligibility: The member must have one (1) year in grade as Sergeant. For the purpose and duration of this agreement, members who currently hold the position of Aide will remain until such time as they vacate the position.
2. The Assistant Fire Chief of Operations shall notify all qualified members of the Department of an existing or anticipated vacancy by Departmental Memorandum. Members will have twenty-one (21) days to submit an application for the position.

3. Interested Sergeants shall submit, in writing, their desire to be considered, listing all qualifications relevant to the position, including length of service in the Department, related education and training, and any additional information which would lead to the selection of the best qualified person for the assignment. Member must attach all supporting documentation to their special report.
4. Selection Committee: The rating of applicants shall be made by a panel consisting of the four (4) Operations Deputy Fire Chiefs and the Training Deputy. Local 36 shall have the right to have a non-voting representative, selected by the Union, as an observer to the process.
5. The panel shall make their recommendations no later than fourteen (14) days after the deadline for filing applications to the Assistant Fire Chief of Operations for his approval, with final approval by the Fire and EMS Chief.
6. The panel shall select the candidates they deem most qualified from the list of eligible applicants. The selection shall be based upon a point value system totaling fifty (50) points. The areas of consideration are:
 - (a) Seniority in the Department – 1/12 point for each month of service (continuous or cumulative) in the Department, up to a maximum of 15 points.
 - (b) Seniority in grade – 1/12 point for each month of service in Class 4 (continuous or cumulative) in the Department, up to a maximum of 10 points.
 - (c) Committee ranking – 25 points from the committee ranking system.
7. Factors to be considered shall be:
 - (a) Recommendations of officers with whom the member is presently serving;
 - (b) Any other job-related factors the committee deems appropriate.

Section E – Miscellaneous:

1. Timely Filling of Vacancies Subject to This Article
 - (a) In order to assure the timely filling of vacancies, the selection process under this Article shall be initiated whenever it is anticipated that the incumbent will not be performing his or her duties for a period of thirty (30) or more days.
 - (b) The selection process shall be completed no later than ninety (90) days after the position becomes vacant as determined by Section E(1)(c), below. If the process requires the vacancy to be re-posted, the ninety (90) day time limit for filling the vacancy shall begin to run anew when the vacancy is re-posted.

- (c) For purposes of this deadline, unless otherwise specified, the period shall begin to run on the later of either
 - (i) When the incumbent permanently vacates the position; or
 - (ii) When the incumbent temporarily vacates the position and it is anticipated that he or she will not be performing his or her assigned duties for a period of thirty (30) or more days.
- (d) All time limits set forth in this Article shall be strictly observed, unless extended by mutual consent of the Department and the Union. In the absence of such agreement, the effective date of promotion for the selected candidate shall be no later than the 91st day following the date of the vacancy, as defined above, except where the selection process is the subject of a grievance.
- (e) Compensation for members selected for technician positions in accordance with this Article (including members selected for the Hazardous Materials Unit) shall commence on the effective date of the selection, which shall be on the first day of a pay period.

2. Special Rules Applicable to Positions Subject to This Article

(a) Reassignment:

- (i) When in the judgment of the unit commander concerned or those acting in his/her stead, the best interests of the Department would be served, the unit commander may recommend to the appropriate Assistant Fire Chief that he or she reassign an individual selected in accordance with this Article. When this type of reassignment is undertaken, seniority of the members available for such reassignment shall be given due consideration.
- (ii) When a member is reassigned or moved as provided in Section E(2)(a)(i), the resulting vacancy shall be filled in accordance with the procedures set forth in this Article.

(b) Removal of Personnel from Positions Subject to This Article:

- (i) When the unit commander, or those acting in his or her stead, has evidence that job related deficiencies or misconduct (such as a serious accident(s) in which the member may have been charged, multiple minor accidents, failure to properly maintain the apparatus, inefficient performance while responding to or on the scene of an emergency, habitual violations of articles of the Order Book or traffic regulations, or failure to maintain necessary certifications or licenses) dictate that a member should be removed, the unit commander shall notify the member of the specific deficiencies or misconduct in his or her performance, of the steps the member must take to cure the deficiencies or misconduct and show improvement in his or her performance, and of the intention to remove the member from his or

her position selected in accordance with this Article based on those deficiencies or misconduct if the member does not cure the deficiencies or misconduct and show improvement in his or her performance within ninety (90) days.

(ii) Within ten (10) days after the end of the ninety (90) day improvement period, the unit commander shall issue a written decision, together with a F.D. Form 140R, to the member describing the respects in which the member has met or failed to demonstrate improved performance. If the member has failed to demonstrate improved performance, the unit commander shall, with respect to the specific deficiencies or misconduct described in the notice referred to in Section G(2)(b), recommend to the appropriate Assistant Fire Chief that the member be removed from his or her position.

(iii) Any member removed from his or her position shall be ineligible for another position of the same type for a period of one (1) year after the loss of that position.

3. Members Selected to All Positions In Accordance With This Article Who Are Displaced

(a) Whenever any action is undertaken that results in the elimination of positions covered by this Article, the following shall apply:

(i) Any person who has earned a position in accordance with this Article shall not lose any compensation due to the elimination of the positions within the Department and shall continue to be subject to assignment to a position of similar responsibility within the Department. Should the member refuse reassignment to said position within the Department, he or she will forfeit continuation of pay.

(ii) The elimination of a position which results in a member being displaced from his or her unit assignment shall be treated as an involuntary transfer.

(iii) The Department shall grant the assignment request of any member who must be displaced from his or her assignment, if a vacancy exists or is anticipated in the requested assignment.

(iv) After an assignment has been made, any subsequent request for voluntary transfer out of the assignment shall include a statement that the member will forfeit his or her technician's compensation should the request be approved.

(b) Re-establishment of previously eliminated positions: Unit re-established: Any member displaced under (a) above will be offered an available like position in the re-established unit. Any displaced member who refuses to accept the position offered will forfeit any compensation which he or she currently receives as a result of the position elimination as outlined in (a) above.

4. Meeting and Modification

- (a) The Fire and EMS Chief or his or her designee and Local 36 shall meet to attempt to resolve any problems concerning the administration of this Article as they occur.
- (b) If at any time the Department determines that the criteria for selection or removal of individuals selected in accordance with this Article should be changed, the Department shall have the right, subject to the procedures of Article 6 of this Agreement (Existing Rights and Benefits), to institute such a change; provided, however, that nothing in this section shall authorize the Department to institute changes in any provisions of this Article other than those establishing substantive criteria for selection or removal of technicians, unless the Union so agrees.

ARTICLE 23 **TRAVEL**

Section A - Relief on Fireground:

When an employee is required by the Employer to report to or from a fireground location in order to relieve or be relieved respectively, the employee will be provided with transportation by the Employer, unless conditions preclude such action.

Section B - Temporary Assignment:

When an employee is directed by the Employer to work temporarily at other than the station that he/she is assigned for that tour, and he/she does not have his/her own transportation and public transportation is unavailable, he/she shall be furnished transportation by the Employer.

ARTICLE 24 **LIABILITY**

Section A:

The Employer shall provide legal representation through the Office of the Attorney General (OAG) to any employee who is named as a defendant in a civil action arising out of acts committed by the employee within the scope of his/her employment; provided, however, that such representation is requested by the employee no more than five (5) calendar days after the service of process and that such representation would not pose a conflict of interest or potential conflict of interest.

Section B:

An employee (who has been sued in his/her personal capacity for duty related activity) seeking representation shall contact the General Counsel of the Fire and Emergency Medical Services Department and provide all documentation of the suit or action as soon as the employee has been made aware of the suit or action. The employee will be required to complete a form(s) provided by the General Counsel and may be required to complete additional forms provided by the OAG.

Section C:

If the employee has not been contacted by an attorney from the OAG ten (10) calendar days prior to a deadline for an initial pleading response, the employee may contact the General Counsel of the Fire and Emergency Medical Services Department. The General Counsel shall provide the employee with a response within two (2) business days of that contact, advising the employee as to the status of the matter and the next appropriate action.

Section D:

The decision of the OAG on whether to represent an employee shall be final. Should the OAG decline to represent the employee because of a conflict of interest or potential conflict, the employee may be represented by any private attorney of his/her choice. The employer will reimburse the employee for reasonable attorney's fees.

Section E:

Neither representation nor attorney fee reimbursement will generally be provided where the employee has been found to have engaged in willful misconduct that has resulted in disciplinary action against him/her as a result of his/her conduct with respect to the matter in question.

ARTICLE 25
SAFETY**Section A - Scope:**

The Employer and the Union mutually recognize the need for protection of employees from assault and intimidation by third parties and will work cooperatively to attain this protection.

Section B - Employer Responsibility:

- (1) The Employer shall use best efforts to furnish, clean, and maintain two (2) sets of the best available personal protective equipment ("PPE") necessary for employees to carry out their assigned duties, within reasonable cost limitations. A set of PPE shall include the following: helmet, hood, gloves, coat, pants, boots, suspenders, and face piece. The PPE shall be approved by nationally recognized testing authorities, where applicable. Employees shall have the right to furnish their own PPE, so long as such items are compliant with the same standards required of Department-issued PPE. All non-Department issued PPE items will be inspected under the same terms and conditions applied to PPE items issued by the Department. Unserviceable Department-issued PPE and work uniforms shall be replaced by the Employer. To the extent practicable the Department shall implement the recommendation of the joint labor-management uniforms committee concerning complying with NFPA uniform standards. Upon hire, the Department shall also provide at least three (3) sets of NFPA compliant station wear (work uniforms).
- (2) The employer shall develop and administer a comprehensive certified driver's training program for the purpose of ensuring the safe operation of all Fire Department apparatus and EMS vehicles. Instructors shall be independently certified in providing such training for the various apparatus types.

Section C - Safety Committee:

There shall be a joint labor-management Safety Committee which shall meet monthly or as mutually agreed upon to facilitate compliance with this Article. The Employer's Risk Manager shall be a member of the Safety Committee. Among its functions, the Committee shall prepare and make available to all bargaining unit personnel a form which can be used by individuals to provide written notice to the Department that they have not been issued certain necessary item(s) of PPE or work uniforms or that the items they have are in need of repair or replacement. A copy of any such written notice to the Fire Department shall be sent to the Union.

Section D - Union Representation:

It is agreed that the Union may appoint a voting participant (if applicable to that committee) to the Apparatus Selection Committee and Uniform Committee for the purpose of representing the firefighters' safety concerns.

Section E - Joint Committees/Initiatives:

- (1) The Department will continue the installation, maintenance and upkeep of diesel exhaust systems in each facility where diesel-powered equipment is housed indoors.
- (2) The Department and the Union agree to establish a joint committee to research arrangements to contract for the provision and the regular maintenance, cleaning, and replacement of NFPA compliant stationwear (work uniforms), and shall issue a report making recommendations to the Department regarding the same.

ARTICLE 26

FOOD AT ALARMS OR SPECIAL ASSIGNMENTS

It is agreed that when unusual conditions of service or weather make it necessary, or when an employee is required to work significantly beyond his/her regular scheduled tour at alarms or special assignments, the Department shall provide appropriate food, beverages and/or meals to employees.

ARTICLE 27

PARKING

Section A:

It is agreed that the Employer will attempt to make parking available, for those unit members who are in a duty status, without charge.

Section B:

Those arrangements are intended solely as a convenience for employees. The Employer assumes no liability which might arise as a consequence of said parking facilities.

Section C:

Any parking or security problems that may exist at any Department facility may be raised with the Assistant Fire Chief, Services, or at a monthly labor-management conference.

ARTICLE 28
UNIFORMS

An employee having a uniform in his/her company quarters will be considered as meeting the requirements of having a uniform available as required in Article XXI, Section 4, of the Fire Department Order Book.

ARTICLE 29
IDENTIFICATION DEVICES

The official IAFF Identification Pin indicating Union membership may be worn on the uniform of bargaining unit employees.

ARTICLE 30
HOSTILE SITUATIONS/CIVIL DISTURBANCE

Section A:

During periods of civil disturbance and/or situations involving imminent danger of physical harm to firefighters, the Employer will act to ensure that the Fire Department is notified immediately of all conditions that would have an effect on Fire Department operations.

Section B:

In the event that Fire Department Headquarters is notified that Police Units are withheld or withdrawn from an area due to civil disturbance or other hostile situation as described above, no Fire Department units shall enter the area until it has been determined, by a Chief Officer of the Fire Department, that such entry should be made.

ARTICLE 31
GEAR LOCKERS

At Fire Stations where gear lockers are not available, the members shall not be held responsible for the theft of protective clothing and equipment which they have properly stored. If gear lockers are available, members should utilize the lockers to protect their equipment.

ARTICLE 32
DISCIPLINARY PROCEDURES

Section A - Governing Rules and Regulations:

Disciplinary procedures are governed by applicable provisions of Chapter 16 of the District Personnel Manual, and the Department's Rules and Regulations and Order Book, except as amended/abridged by this Article. Disciplinary procedures are also governed by applicable sections of the District of Columbia Official Code, of which such sections shall supercede the provisions of this Article.

Section B - Notice of Charge(s):

- (1) An employee shall be notified of the alleged infraction or complaint filed against him/her in writing within seventy-five (75) days after the alleged infraction or complaint or such time as the employer becomes aware of the alleged infraction or complaint. This notification shall be referred to as the "Initial Written Notification."
- (2) Where the alleged infraction or complaint is based on a criminal charge, the 75-day period shall run from the date such charge is issued. In such a case, all other time limits under this Article shall be tolled until disposition of the criminal charge.
- (3) Within 60 days of the receipt of the Initial Written Notification, the employee shall be notified of the type of Departmental action which will be pursued. This notification shall be referred to as the "Proposed Action." The Proposed Action shall provide for the range of discipline being considered by stating the type of Conference or Trial Board available to the employee.
- (4) An employee may elect to challenge the Proposed Action by notifying the Fire and EMS Chief, in writing within ten (10) days of the Department's issuance of the Proposed Action. This challenge shall initiate a Battalion or Deputy Chief's Conference or a Trial Board, as applicable to the proposed discipline.
- (5) If the case is to be heard by a Trial Board, the hearing shall begin within 180 days of the employee's receipt of Initial Written Notification. When the employee requests a postponement or continuance of a scheduled hearing, the 180-day time limit shall automatically be extended by the length of the postponement or continuance granted by the Department.

Section C - Penalties:

All penalties involving loss of time or pay shall be expressed in terms of the number of duty hours involved.

Section D - Battalion Chief's Conference:

- (1) Challenges of Proposed Actions in which the maximum penalty that may be imposed does not exceed a 72 hour suspension shall be submitted to a Battalion Chief's Conference. Upon a finding of guilt, the minimum penalty to be imposed for an infraction shall be an Official Reprimand. Such cases shall include, but shall not be limited to charges of the following infractions:

Late for duty up to 3 times;
Discourteous to other members or to citizens;
Uniform infractions;
AWOL not exceeding 12 hours;
Missing a run;
At fault for a minor accident;
Other minor violations of duties and responsibilities, e.g., missing a clinic appointment or training class.

(2) The procedures to be followed in such cases are as follows:

- (a) Nontraditional penalties including transfer, reassignment and change of days off are specifically permitted under this Section if the affected employee agrees to the penalty.
- (b) The affected employee may be represented in the conference, if he/she wishes to be so represented and the representative so agrees to represent the employee.
- (c) Any statements made in the conference (including but not limited to any proposed penalty, settlement or resolution of the matter) shall not be used as a precedent in that case or any other.
- (d) The affected employee may appeal the Battalion Chief's decision to the Assistant Fire Chief who may approve the action, reduce the penalty or dismiss the case.
- (e) The affected employee may appeal the Assistant Fire Chief's decision to the Fire and EMS Chief, who may adopt either the Battalion Chief or Assistant Fire Chief's action, reduce the penalty issued by the Assistant Chief or dismiss the case.

Section E - Deputy Chief's Conference:

- (1) Challenges of Proposed Actions in which the maximum penalty that may be imposed is greater than a 72 hour suspension but less than a 120 hour suspension shall be submitted to a Deputy Chief's Conference. Upon a finding of guilt, the minimum penalty to be imposed for an infraction shall be 24 hours. Such cases shall include, but shall not be limited to charges of the following infractions (except where the alleged violation is of such severity that the Department is proposing termination, demotion, or a suspension of 120 hours or greater, in which case a Trial Board shall be convened):

Late for duty more than 3 times;
Conduct unbecoming an officer;
AWOL for more than 12 hours;
At fault for a major accident;
Insubordination;
Other serious violations of duties and responsibilities;
More than 3 infractions of the same offense within a 3-year period.

(2) The procedures to be followed in such cases are as follows:

- (a) Nontraditional penalties including transfer, reassignment and change of days off are specifically permitted under this Section.
- (b) The affected employee may be represented in the conference, if he/she wishes to be so represented and the representative so agrees to represent the employee.

- (c) Any statements made in the conference (including but not limited to any proposed penalty, settlement or resolution of the matter) shall not be used as a precedent in future cases.
- (d) The affected employee may appeal the Deputy Chief's decision to a Trial Board constituted in accordance with Section F of this Article, which may recommend approval of the Deputy Chief's decision, modification (but not an increase) of the penalty or dismissal of the case. The Trial Board shall not be required to conduct a hearing.

Section F - Trial Board:

All cases in which an employee is charged with an infraction for which the penalty that may be imposed is termination, demotion or a 120-hour suspension or greater shall be submitted to a Trial Board. The previously established procedures applicable to Trial Boards shall continue to be followed, with the following amendments:

- (1) The Trial Board shall be appointed by the Fire and EMS Chief and shall consist of two
(2) Captains and two (2) Battalion Fire and EMS Chiefs.
- (2) Except as otherwise provided in this Section, the Fire and EMS Chief shall have complete discretion in selecting the members of the Trial Board and in determining the length of time that appointees serve on Trial Boards, subject to the right of an affected employee to challenge any member of the Trial Board pursuant to Article VII, Section 12 of the Department Rules and Regulations. A member must show cause to disqualify a Trial Board member from serving; no challenge shall automatically result in disqualification of the Trial Board member.
- (3) Captains appointed to the Trial Board shall be selected and shall rotate in accordance with the previously established procedures, except that no Captain who is a member of the Executive Board of Local 36 shall serve on a Trial Board.
- (4) Nontraditional penalties including transfer, reassignment and change of days off are specifically permitted under this Section.
- (5) When a case is brought before the Trial Board, the Trial Board shall make a determination as to the guilt or innocence of the employee(s) and recommend an appropriate penalty. Where the Trial Board's determination, as to either guilt or innocence or as to the appropriate penalty, is not unanimous, the majority decision must note the dissenting opinion and the basis for it. There will be no identification of the dissenting Trial Board member. The Trial Board's recommendation is then sent to the Fire and EMS Chief for review. Upon receipt of the Trial Board's recommendation, the Fire and EMS Chief shall either adopt the penalty (if any) recommended by the Trial Board, modify (but not increase) the penalty, or dismiss the case.

- (6) The Parties recognize that the case may arise when the Trial Board cannot reach a consensus or majority decision and is unable to render a decision. In such case, the Trial Board will notify the Assistant Fire and EMS Chief (AFC) (non-proposing), who will intervene to facilitate and after deliberation with the AFC, the Trial Board shall render a decision, adopting the AFC's recommendation if a dispute continues to exist. Upon receipt of the Board's recommendation, the Fire and EMS Chief shall either adopt the penalty (if any) recommended by the Board, modify (but not increase) the penalty, or dismiss the case. In cases of termination so resolved through the intervention of the AFC, upon a final decision by the Fire and EMS Chief, if the individual or the Union is dissatisfied with such decision, it may elect to pursue appeal before either the Office of Employee Appeals or to submit the dispute to arbitration by notifying the Fire and EMS Chief pursuant to the grievance and arbitration provisions in this Agreement. In such arbitration, the Department shall be required to establish that the termination was for cause.
- (7) Except as provided in subsection (6) above, the affected employee may appeal the Fire and EMS Chief's decision only to the District of Columbia Office of Employee Appeals, as permissible and in accordance with that Office's Rules and Regulations. Appeals of decisions premised upon Trial Board recommendations shall be based solely on the record established in the Trial Board hearing. The filing of an appeal shall not stay the implementation of the Fire and EMS Chief's decision.

Section G - Fire and EMS Chief's Authority

- (1) In case in which the administrative charges against the employee involve any criminal conviction (including a plea of nolo contendere, deferment of a charge, a placement on probation before judgment, or a placement of the case upon the set docket, or a finding of not guilty by reason of insanity) of one of the following felony offenses (or their equivalent in another state or territory), a Trial Board need not be held. The Fire and EMS Chief will assess the penalty, and the only right of appeal shall be to the Office of Employee Appeals:
- a. Murder, attempted murder, manslaughter, or arson;
 - b. Assault, battery, assault and battery, assault with a dangerous weapon, mayhem, or threats to do bodily harm;
 - c. Burglary;
 - d. Robbery;
 - e. Kidnapping;
 - f. Theft, fraud, forgery, extortion, or blackmail;
 - g. Illegal use or possession of a firearm;
 - h. Sexual offenses, including indecent exposure; promoting, procuring, compelling, soliciting, or engaging in prostitution; corrupting minors (sexual relations with children); molesting; voyeurism; committing sex acts in public; incest; rape, sexual assault; sexual battery; or sexual abuse;
 - i. Child abuse or cruelty to children;
 - j. Unlawful distribution of, or possession with intent to distribute, a controlled substance.
- (2) A criminal conviction shall estop the convicted party from denying the facts underlying the conviction.

ARTICLE 33
SICK LEAVE ADMINISTRATION

Section A:

(1) Employees shall be charged sick leave for time spent while on duty seeking diagnosis and/or treatment for non-duty related illnesses or injuries.

(2) Employees shall not be charged any type of sick or personal leave for reporting to the Police and Fire Clinic or an urgent care facility when required by the Department to report.

Section B - EKG and Stress Test Leave Program

Members placed on sick leave by the Police and Fire Clinic following administration of an EKG or stress test shall promptly schedule and report to an appointment with a certified cardiologist. After the member has been examined by a cardiologist, the member shall promptly return to the Clinic and provide to the Clinic the medical documentation and report of the cardiologist. If the Clinic determines, based on the cardiologist's examination of the member and the medical documentation provided by the cardiologist, that the original decision by the Clinic was in error, or was the result of erroneous information, and the member is returned to full duty at his/her return visit to the Clinic, all sick leave hours used by the member pending his/her return to work shall be restored. The Clinic's determination shall be promptly issued.

ARTICLE 34
EDUCATION AND TRAINING

Section A - Policy:

Education, training and development of employees with the Department are matters of great importance. Within the budgetary and staffing discretion of the Employer, the Employer will attempt to provide job related development opportunities for employees and notify the employees and the Union concerning policies and procedures designed to accomplish this purpose and the mission of the Department.

Section B:

The Employer will use its best efforts to continue to offer a subsidized program of higher education in fire EMS, and emergency management related subject areas for employees.

Section C - Administrative Leave:

The Employer has the prerogative to grant administrative leave to send members to certain schools or courses which are of benefit to the Department.

Section D – Recertification/Continuing Education:

It is to the parties' mutual benefit that employees maintain any and all qualifications required to perform their duties, many of which require certification, refresher and/or continuing education, such as Emergency Medical Technician, Paramedic, Hazardous Materials, Confined Space Entry, High Angle Rescue, and other job related courses.. In order to maintain qualified personnel, the employer agrees that all such original training, recertification and/or continuing education shall be accomplished while the employee is on duty, where practicable. An employee shall make every effort to notify the Department ninety (90) days in advance of the expiration of

his/her required certification. If an employee's required certification is to expire within ninety (90) days, and the Department is unable to provide the required training, and the employee is willing to obtain his/her certification on off-duty time, he/she shall apply in advance of participating in off-duty training for permission, in writing, to (1) obtain the certification on off-duty time and (2) receive approval for use of a designated training source. If approved in writing, the employee shall receive overtime pay for all off-duty time actually spent in the training activity as well as the cost for the course, if any. The individual participating in such training must provide proof of successful completion of the course with a passing grade, attendance records and a bill or receipt for the cost of the course. Any individual who does not successfully complete the course with a passing grade who has not completed all the required work shall reimburse the Department for the cost of the course.

Section E – Training Following Promotion to Supervisory Position:

The Department shall use its best efforts to initiate a member's training within three (3) months before, but no later than nine (9) months after, the member's promotion date.

ARTICLE 35
TRAINING NEW EMPLOYEES

The Employer and the Union agree that all newly appointed members shall, prior to assignment to regular duty with the Fire Fighting Division, be detailed to the Training Division for the purpose of undergoing a minimum of a five (5) day indoctrination course in the rudiments of firefighting.

ARTICLE 36
USE OF OFFICIAL FACILITIES

Section A - Bulletin Boards:

Bulletin Boards to be furnished by the Union will be permitted in each firehouse, division, and section for the exclusive use of Local 36. The Property Officer in each of the above locations shall select a prominent place for the Bulletin Board. This Bulletin Board shall only be used for the posting of such material that is directly related to the activities or interests of the Union.

Section B - Official Space:

The Union may be granted permission to use official space for meetings.

Section C - Internal Mail:

The Union may distribute literature through the Official Fire Department Mail Service. The mail delivery person shall ensure that Local 36 is on his/her daily route.

Section D - Vocalarm Messages:

The Union may be granted permission to have unofficial messages transmitted over the Fire Department Vocalarm system with approval of one of the following: Fire Chief, Assistant Fire Chief or Deputy Fire Chiefs.

ARTICLE 37
NEW EMPLOYEES

The Employer will make time available to the Union during the initial training of new employees. Such time is not to exceed one (1) hour for the purpose of explaining the Union organization. The material the Union distributes will be subject to review by the Employer.

ARTICLE 38
WATCH DETAIL

An officer or employee assigned to stand watch shall meet the requirement of the Department's orders on standing watches if he/she is on the same floor level of quarters as the watch desk and is able to hear the tone alert system and the ringing of the official phone, is able to greet the public or representatives of the Government and is able to turn out the company (s) on an alarm if need be.

ARTICLE 39
DISTRIBUTION OF CONTRACT

Section A:

Local 36 shall print and make available to the Department enough copies of the Agreement so that the Department can distribute one (1) copy to each individual presently in the bargaining unit and, as well, to each new hire during the term of this Agreement.

Section B:

The Department shall issue the approved contract as F.D. Bulletin No. 1 and shall further issue any modifications/addendums thereto via General Order to the Department for inclusion in the Bulletin.

ARTICLE 40
HEALTH

Section A:

Each member of the Department shall be given an annual physical examination in order to keep abreast of his/her physical condition. This physical examination is to include urinalysis, blood tests, and any other appropriate tests to determine if any symptoms of contagious or infectious disease or drug abuse are present.

Section B:

Bargaining unit employees in the performance of their regular duties may be exposed to contagious or infectious diseases or hazardous materials. To deal effectively with said potential risks:

- (1) Any time that the Employer acquires any information indicating that one or more firefighters have been exposed to a contagious or infectious disease or hazardous material in the performance of his/her duties, the Employer promptly shall notify the employee of that fact and shall furnish to the employee whatever information the Employer possesses

with respect to all relevant circumstances surrounding the incident. Additionally, any member exposed to a contagious or infectious disease or hazardous material shall be provided, by the Department, with all information available regarding the health effects of such exposure and, where appropriate, the Department shall contact appropriate professionals and /or specialists who may be able to provide the employee with information regarding health effects of an exposure.

- (2) The Employer shall provide medical consultation, advice and treatment to any firefighter exposed to a contagious or infectious disease or hazardous material in the performance of his/her duties. An employee who, in the performance of his/her duties, has reason to believe he/she has been exposed to a contagious or infectious disease or hazardous material, shall, at his/her request, be provided appropriate medical testing and treatment.
- (3) Protective clothing and equipment provision shall be addressed by the Joint Safety Committee.
- (4) The Fire Department shall consult with the Union prior to the issuance of rules, regulations, orders or guidelines for dealing with infectious or contagious diseases and hazardous materials.

Section C - Drug Testing:

- (1) The Department's drug testing procedure is currently specified in Bulletin 5 (2007), except that with respect to providing members with an opportunity for rehabilitation following a positive test, the provisions of Bulletin 1-A, dated July 1989, shall govern.
- (2) The Department shall determine the component of its workforce that shall be required to participate in a mandatory drug testing program. The parties recognize that any new or modified procedures shall be the subject of mutual agreement between the parties.
- (3) It is jointly understood that involvement of any on-duty member of the Department in an accident while operating any Department vehicle shall provide sufficient cause for immediate drug screening in accordance with Federal Department of Transportation guidelines.

ARTICLE 41 **ACTING PAY**

Section A:

The parties agree that the Department should make every effort to fill all vacancies in a timely manner so that employees need not be called upon to act in a higher ranked position. The parties also agree in principle that a firefighter who acts in a higher ranked position ("Actor") should be compensated for the additional responsibility, as defined further by this Article.

Section B:

- (1) An employee who is detailed to and has completed service in a higher ranked position (Sergeant, Lieutenant, Captain and EMS Battalion Supervisor) for more than sixty (60)

consecutive calendar days shall receive the pay for the higher rank beginning the first full pay period performed in the higher-ranked position and continuing until the detail is terminated. The Employer shall not terminate a detail which otherwise would have continued for sixty (60) or more calendar days in order to avoid the obligation of paying the higher-ranked pay to the acting employee.

- (2) The Department shall maintain a list of employees qualified to act in higher ranked positions. Where there is a current promotion roster for a position, whenever practicable, employees on that list will be utilized as Actors before other employees are so utilized. Qualified employees shall be utilized as Actors to meet the needs of the Department on a rotating basis within their respective platoons.

ARTICLE 42

WAGES

Section A - Fiscal Year 2021

Effective the first day of the first full pay period commencing on or after October 1, 2020, the Fire Service Salary Schedule for employees who are or were at that time actively employed shall be increased 2.5% in accordance with past methods of increasing salary schedules.

Section B - Fiscal Year 2022

Effective the first day of the first full pay period commencing on or after October 1, 2021, the Fire Service Salary Schedule for employees who are or were at that time actively employed shall be increased 3% in accordance with past methods of increasing salary schedules.

Section C - Fiscal Year 2023

Effective the first day of the first full pay period commencing on or after October 1, 2022, the Fire Service Salary Schedule for employees who are or were at that time actively employed shall be increased 3.5% in accordance with past methods of increasing salary schedules.

Section D - Fiscal Year 2024

Effective the first day of the first full pay period commencing on or after October 1, 2023, the Fire Service Salary Schedule for employees who are or were at that time actively employed shall be increased 3.5% in accordance with past methods of increasing salary schedules.

ARTICLE 43

TECHNICIAN'S PAY/PARAMEDIC PAY

- (1) Any position currently designated by the Department as a Technician or dual-role Firefighter/Paramedic (i.e., members who have achieved and who maintain certification at a level of NREMT-P), shall be incorporated as a position with a regular rate of pay on the Fire Service Salary Schedule at the current rate of pay, subject to all wage increases provided through this Agreement. As such, all "differentials" or "other" forms of pay for a Technician or dual-role Firefighter/Paramedic which existed under past agreements, shall be included in the base pay and all "differentials" or "other" forms of pay which are paid solely due to these designations, other than base pay, shall be abolished.

- (2) The Department shall develop appropriate position descriptions and position titles for the new technician class commensurate with existing classification rules and procedures and consistent with the provisions of this Agreement. Salary schedules for these positions shall be developed by agreement of the parties consistent with the terms of this Article.
- (3) (a) Technicians shall receive a premium equal to 5% of Class 1, Step 1, over the pay to which they are otherwise entitled by reason of their Class and Step;
- (b) All dual-role Firefighter/Paramedics, regardless of assignment, shall receive a premium equal to 15% of Class 1, Step 1, over the pay to which they are otherwise entitled by reason of their Class and Step.
- (c) Arson Investigators shall receive a premium equal to 10% of Class 1, Step 1, over the pay to which they are otherwise entitled by reason of their Class and Step.
- (4) All additional compensation due under this Article shall be considered basic pay for the purposes of retirement, life insurance, and other forms of premium pay. All additional compensation due under this Article shall be paid in the same manner as basic pay and shall be subject to the same withholding and deductions as basic pay.

ARTICLE 44

HOURS OF WORK/ SCHEDULE/LEAVE

Section A - General:

Nothing in this Article shall be construed to prevent the Employer from taking any action that constitutes management's right under D.C. Official Code (2001 ed.) § 1-617.08, provided, however, that in taking such action the Employer shall comply with the requirements of Article 6 of this Agreement.

Section B - Tour of Duty:¹

- (1) The basic workweek for members working in the Fire Fighting Division shall be 42 hours averaged over a 4-week period.

¹ Per Arbitrator Jaffe's award in PERB Case No. 13-I-01, the provisions of Article 44, Section B, are subject to the following "asterisk" conditions:

"Should the PERB's decision in Local 36, IAFF v. District of Columbia Department of Fire and Emergency Medical Services, PERB Case No. 13-N-04, Opinion No. 1445 (November 26, 2013), remain in force after all rights of appeal are exhausted or should the parties agree that Article 45, Section B, is not negotiable, then Section B of Article 45 will be deemed null and void. The remainder of Article 45 will remain in effect absent joint agreement to modify or eliminate some or all of those provisions. Should, after all rights of appeal are exhausted or by agreement of the Parties, the Union's LBFO as to Article 45, Section B, be determined to be negotiable, then the adoption of the Union's LBFO as to Article 45 will become final in the sense that it will no longer be conditional. This ruling is without prejudice to any rights which each Party might have or any positions which the Parties might take or have taken with regard to the negotiability of any impact and implementation bargaining proposals that may be made relative to Article 45 in the event that the current 24/72 schedule required by Article 45, Section B, is changed." [Award, p. 111]

- (2) The work schedule for members working in the Fire Fighting Division shall be 24 hours on duty and 72 hours off duty.

Section C - Sick Leave:

Bargaining unit employees in the Fire Fighting Division shall earn sick leave at the rate of 4.5 hours per bi-weekly pay period.

Section D - Annual Leave:

- (1) Bargaining unit employees in the Fire Fighting Division with less than three (3) years of service shall earn annual leave at the rate of 4.5 hours per bi-weekly pay period;
- (2) Bargaining unit employees in the Fire Fighting Division with three (3) years but less than fifteen (15) years of service shall earn annual leave at the rate of 7.0 hours per bi-weekly pay period.
- (3) Bargaining unit employees in the Fire Fighting Division with fifteen (15) or more years of service shall earn annual leave at the rate of 9.0 hours per bi-weekly pay period.

Section E - Leave Balances Upon Transfer Or Reassignment:

- (1) A member who is transferred or reassigned from a 40-hour-per-week position to a 42-hour-per-week position shall have his/her accrued sick leave balance increased by taking the number of hours times 1.125 to reflect the higher earning rate.
- (2) A member who is transferred or reassigned from a 42-hour-per-week position to a 40-hour-per-week position shall have his/her accrued sick leave balance decreased by taking the number of hours multiplied by .889, or the number of hours divided by 1.125 to reflect the lower earning rate.
- (3) A member who is transferred or reassigned from a 40-hour-per-week position to a 42-hour-per-week position shall have his/her accrued annual leave balance increased by taking the number of hours times 1.125 to reflect the higher earning rate.
- (4) A member who is transferred or reassigned from a 42-hour-per-week position to a 40-hour-per-week position shall have his/her accrued annual leave balance decreased by taking the number of hours multiplied by .889, or the number of hours divided by 1.125 to reflect the lower earning rate.

Section F: Maximum Annual Leave Carried Forward:

The maximum number of annual leave hours that can be carried forward into any leave year shall be 264 hours for bargaining unit members of the Fire Fighting Division.

ARTICLE 45

RESTORED LEAVE, COVID TIME OFF AWARD AND ANNUAL LEAVE BUYBACK

Section A: One-Time Compensation for Restored Leave and COVID Time Off Award Hours Fiscal Year 2023:

In the first pay period of calendar year 2023, members shall receive compensation for all restored leave hours and COVID time off award hours carried as of the last pay period of calendar year 2022 that otherwise would have expired on December 31, 2022. Compensation shall be paid at

the straight-time rate of pay the member was entitled to receive during the last pay period of calendar year 2022.

Section B: One-Time Compensation for Restored Leave Fiscal Year 2024:

In the first pay period of calendar year 2024, members shall receive compensation for all restored leave hours carried as of the last pay period of calendar year 2023 that otherwise would have expired on December 31, 2023. Compensation shall be paid at the straight-time rate of pay the member was entitled to receive during the last pay period of calendar year 2023.

Section C: Annual Leave Buyback: Beginning in Calendar Year 2023:

Members of the Operations Division who, as of the beginning of the first biweekly pay period in calendar year 2023 (and of each successive calendar year), are carrying accumulated annual leave balances of greater than 264 hours shall receive compensation under this paragraph for all accumulated annual leave hours in excess of 264 hours, up to a maximum of 48 hours. Members of other Divisions who, as of the beginning of the first biweekly pay period in calendar year 2023 (and of each successive calendar year), are carrying accumulated annual leave balances of greater than 240 hours shall receive compensation under this paragraph for all accumulated annual leave hours in excess of 240 hours, up to a maximum of 48 hours. Compensation under this paragraph for all members, regardless of Division, shall be paid in the first biweekly pay period of the calendar year, at the straight-time rate of pay the member was entitled to receive during the last biweekly pay period of the prior calendar year.

ARTICLE 46
SERVICE LONGEVITY

Section A – Service Longevity Payment:

Each employee in active service who has completed, or completes, fifteen (15) years of total service, twenty (20) years of total service, twenty-five (25) years of total service, and thirty (30) years of total service under the D.C. Police and/or Fire Service Salary Schedules shall receive, per annum, a service longevity payment paid at a rate of five percent (5%), ten percent (10%), fifteen percent (15%), and twenty percent (20%), respectively, of his/her annual rate of pay as prescribed in the Fire Service Salary Schedule. An employee is entitled to receive such service longevity payment only as long as he/she is in active service. This service longevity payment shall be considered basic pay for the purposes of retirement, life insurance, and other forms of premium pay. The service longevity payment shall be paid in the same manner as basic pay and shall be subject to the same withholding and deductions as basic pay.

Section B – General:

- (1) The payments made pursuant to Section A of this Article shall satisfy the District of Columbia's obligation to tender "service longevity" payments pursuant to D.C. Official Code §5-544.01 (2001 Ed.).
- (2) "Continuous service" shall mean total service under the D.C. Police and/or Fire Service Salary Schedules.

ARTICLE 47

LEGAL PLAN

Section A:

The Employer shall continue to pay a legal services plan premium for each bargaining unit member. The monthly individual and/or family legal benefit premium shall be in the amount of \$8.25 per pay period. Effective on October 1, 2022, the monthly premium shall increase to \$10.57 per pay period. The Employer shall make monthly premium payments directly to the designated provider of the legal services program.

Section B:

The Employer's sole responsibility under the terms of this Article shall be to make premium payments as is required under Section A of this Article. To the extent that any disputes or inquiries are made by whatever legal services provider is 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 48

OPTICAL AND DENTAL BENEFITS

Section A - Optical:

The Employer agrees to pay for each bargaining unit member the premium for self or self/family coverage in an approved optical plan at the rate of \$10.80 per month. Effective October 1, 2022, the premium shall increase to \$12.60 per month. The Employer shall continue to make monthly premium payments directly to the provider of the optical service.

Section B - Dental:

The Employer agrees to continue to provide a dental plan which provides applicable single or family dental benefits to all bargaining unit employees. Except as provided in Section C, the benefits to be provided shall be the same as were provided during the term of the Agreement for Fiscal Years 1988-90, unless the Union agrees to a change in benefits. For purposes of this provision and for purposes of Section D below, examples of matters that would constitute changes in benefits include: (1) the charges a member will incur for any dental services (including any charges that becomes applicable if a member uses a particular dentist of his/her choice rather than some other dentist); (2) the procedures a member must follow to obtain benefits and/or to obtain payment therefor; or (3) the "open panel" features of the plan.

Section C:

- (1) The Employer's monthly dental premium payments shall not exceed \$60.81 per month for each bargaining unit member. Effective October 1, 2022, the monthly premium shall increase to \$70.93 per month for each bargaining unit member.
- (2) Should these premiums not be sufficient to maintain the same benefits as were provided during the term of the Agreement for Fiscal Years 1988-90, the Union shall identify benefits to be reduced or eliminated so as to bring the premiums to the levels specified in this Section.

Section D:

The optical and dental plans shall be contracted for by the Union, with the Employer's approval prior to implementation, and the providers shall be selected by the Union; provided, however, that the Employer may adopt a self-insured or self-funded dental plan, provided the requirements of Section B, above, with respect to maintaining the benefits that were provided during the term of the Agreement for Fiscal Years 1988-90 are complied with.

Section E:

The Employer shall be held harmless from any liability arising out of the implementation and administration of the optical and dental plans (provided that the Employer transmits each month to the carriers payments in the amounts described above, and, if the Employer establishes a self-insured dental plan, that the Employer makes all payments required pursuant thereto). If for any reason the carrier remits any part of the premium paid by the Employer, those funds shall be paid over to the Employer.

Section F:

The Benefit provider(s) shall be responsible for program administration and shall bear all such administrative costs.

Section G:

The benefit provider for dental services shall be responsible for identifying to the Employer, after surveying the unit employees, the names and numbers of employees to be carried under individual and family status.

Section H:

The Employer shall not make dual premium payments for employees who are married and are both in the bargaining unit, and the benefit provider(s) shall be responsible for identifying to the Employer the names of each designated employee for whom the premium is to be paid.

ARTICLE 49

PENSION PICK-UP PAYMENTS AND INTERNAL REVENUE CODE 125 PLAN

Section A:

The Department shall continue to "pick-up" within the meaning of Subsection 414 (h)(2) of the Internal Revenue Code, each bargaining unit member's contribution to the Police Officers' and Firefighters' Retirement Fund. The contributions so "picked-up" are excludable from employees' wages for purposes of income tax withholding and from gross income until subsequent distribution or availability to the employees.

Section B:

For purposes of determining retirement benefits, the member contributions which are picked up by the Employer shall be treated as base pay in the same manner as contributions made by employees prior to the commencement of the "pick-up" program and will, therefore, be included in compensation for purposes of retirement benefit calculations. The Employer's contribution to the Police Officers' and Firefighters' Retirement Fund will be calculated on the basic pay of employees before the pick-up is deducted.

Section C:

For purposes of adjusting the Fire Service Salary Schedule, as set forth in this Agreement, the member contributions which are picked up by the Employer will be included in the member's basic pay.

Section D:

The Employer shall continue its existing practice of making pre-tax employee premium contributions as permitted by Internal Revenue Code Section 125.

ARTICLE 50
RETIREMENT ASSISTANCE PACKAGE

The employee's Battalion Commander will be the single point of contact to assist members who are ready to retire from the Department. The employee's Battalion Commander will inform the employee of the assigned D.C. Office of Personnel retirement counselor within ten (10) days of being asked by the employee. The Department shall ensure that the D.C. Office of Personnel provides a complete retirement information package to include separation procedures, eligibility for keeping benefits and options, annuity amounts the member can expect and a projected date of their initial retirement check and any other monies owed.

ARTICLE 51
DEFERRED RETIREMENT OPTION PROGRAM

Section A:

The parties will establish a labor-management committee consisting of equal members of Union and Department representatives, assisted by subject matter experts from within D.C. Government as well as those appointed by the Union to evaluate the feasibility, parameters and appropriateness of a Deferred Retirement Option Program (D.R.O.P.) for employees. The committee may seek funding for an actuarial study of such a program and may recommend potential legislative changes that would be required to implement such a change.

Section B:

In the event that any other group of District employees receives or negotiates a D.R.O.P. program during the term of this agreement, the Union and the Department agree to promptly take all necessary steps to negotiate and implement a D.R.O.P. program appropriate for the employees covered by this Agreement.

ARTICLE 52
PAY CORRECTIONS, EFFECTIVE DATES AND BACK PAY

Section A:

The Employer shall make applicable changes in an employee's pay in a timely manner.

Section B:

Upon a final determination that an employee is entitled to backpay, the Department shall submit the required forms and information to the Department of Human Resources (or other agency responsible for payment) within thirty (30) days after receipt from the employee of the required documentation (including interim earnings and other potential offsets). Backpay shall be paid within sixty (60) days of receipt from the employee of such required documentation.

Section C:

The parties agree that the effective date for pay for promotions shall be the date that the promotion was ordered by the Fire Chief, as reflected in the personnel action form.

Section D:

The parties further agree that the effective date for pay for service step increases shall be the first day of the first full pay period containing the member's anniversary date.

Section E:

The effective date for technician's pay is outlined in Article 21 (Selection of Technicians) and Article 22 (Selection of Members for Special Operations, Hazardous Materials Unit, Fire Prevention Division Positions, and Aides to Deputy Chiefs) of this Agreement.

ARTICLE 53

INTEGRATION OF AGREEMENT/MEMORANDA OF UNDERSTANDING

Section A:

This collective bargaining agreement represents the complete agreement between the parties for the term and cancels and supersedes any and all previous agreements entered into between the parties, subject to the limitations in this Article.

Section B - Applicability of Previous MOU's:

- (1) The Parties agree that to the extent that any party asserts that a Memorandum of Understanding (MOU) that was executed prior to the effective date of the agreement is applicable to resolve an issue pending between the parties, the party making such assertion shall provide a copy of the MOU with an explanation of the reasons for its applicability.
- (2) The MOU shall be void and inapplicable if it is determined that the MOU is: (a) contrary to the CBA; (b) inconsistent with law (c) inconsistent with Department Orders in effect on the effective date of the agreement or, if created subsequent to the effective date, orders enacted after the union has been provided notice and opportunity to bargain; (d) resolves an individual grievance without being intended to establish rules for future situations, or (e) concerns any issue previously considered and rejected during collective bargaining.
- (3) To the extent that a party asserts that a previously executed MOU is applicable under the above criteria, the MOU may be determined to be inapplicable on the basis of "changed circumstances." Within the context of this provision, "changed circumstances" shall mean that the MOU is no longer applicable due to (a) changes in the FEMS's organizational structure; (b) implementation of different standards of practice or operation; (c) operational

updates; (d) changes in technology; (e) any change that has significantly altered the circumstances within the FEMS such that the MOU cannot be effectively implemented as originally intended.

ARTICLE 54

SAVINGS CLAUSE

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree such decision shall not invalidate the entire Agreement, it being the expressed intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 55

EFFECTIVE DATE, DURATION, MODIFICATION AND RENEWAL

Section A – Effective Date and Duration:

This Agreement shall remain in effect through September 30, 2024. If disapproved because certain provisions are found to be contrary to applicable law, the parties shall meet within thirty (30) days to negotiate legally constituted replacement provision(s) or the offensive provision(s) shall be deleted.

Section B – Scope:

It is understood that this Agreement contains the full understanding of the parties as to all existing matters subject to collective bargaining during the life of this Agreement, provided, however, that pursuant to the DC Government Comprehensive Merit Personnel Act of 1978, the DC Government is empowered to take initiatives in certain subject areas which are appropriate for collective bargaining (e.g., Performance Evaluation, Programs for Employee Development, Benefit Study Program, and Occupational Safety and Health Program). To the extent that the DC Government exercises its statutory responsibility to develop such programs and agreements are reached after bargaining with Local 36 during the term of this Agreement, they shall be incorporated into this Agreement.

Section C – Modifications:

If the parties mutually agree in writing during the term of this Agreement that modifications of the Agreement are necessary, they may modify it. The party requesting the modifications shall set forth in writing the precise nature of the modifications requested and the reasons therefore. Any modification agreed upon shall become a part of this Agreement.

Section D – Renewal/Termination:

The non-compensation provisions of this Agreement will automatically be renewed for one (1) year periods after the initial term, unless either party gives to the other party written notice of intention to terminate or modify the Agreement one hundred and fifty days prior to its termination date. However, the non-compensation provisions of this Agreement shall be considered automatically opened in the event that one of the parties provides the applicable statutory notice that it is seeking to terminate or modify the compensation provisions of this Agreement.

Section E:

In the event that Local 36 serves upon the DC Government a timely notice to modify the provisions of this Agreement, but the parties have not negotiated a successor contract as of the expiration date of this Agreement, it is hereby agreed that all provisions of this Agreement shall remain in full force and effect until a successor Agreement is achieved through collective bargaining or through the applicable “impasse” resolution procedures of the DC Government Comprehensive Merit Personnel Act.

**COMPENSATION
COLLECTIVE BARGAINING AGREEMENT**

BETWEEN THE

GOVERNMENT OF THE DISTRICT OF COLUMBIA

**(DEPARTMENT OF HEALTH,
DEPARTMENT OF YOUTH REHABILITATION SERVICES,
DEPARTMENT ON DISABILITY SERVICES,
DEPARTMENT OF HEALTH CARE FINANCE,
CHILD AND FAMILY SERVICES AGENCY
DEPARTMENT OF CORRECTIONS
AND
THE DEPARTMENT OF FIRE AND EMERGENCY MEDICAL
SERVICES)**

(COMPENSATION UNIT 13)

AND

THE DISTRICT OF COLUMBIA NURSES ASSOCIATION

EFFECTIVE OCTOBER 1, 2020 THROUGH SEPTEMBER 30, 2024

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ARTICLE 1: WAGES

SECTION A: FISCAL YEAR 2021

Effective the first day of the first full pay period beginning on or after October 1, 2020, bargaining unit employees actively on the payroll as of the date of approval of this Compensation Agreement by D.C. Council, shall receive a three and one-half percent (3.5%) increase.

SECTION B: 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, and still actively on payroll as of the date of approval of this Compensation Agreement by D.C. Council shall receive a one-time payment that is equivalent of 3.5% of an employee's annual base salary for the first full pay period on or after October 1, 2021.

The payment will be made no later than ninety (90) days after the implementation of the wage increases for FY 2021.

SECTION C: FISCAL YEAR 2023

Effective the first day of the first full pay period beginning on or after October 1, 2022, bargaining unit employees actively on the payroll as of the date of approval of this Compensation Agreement by D.C. Council, shall receive a two and one-half percent (2.5%) increase.

SECTION D: FISCAL YEAR 2024

Effective the first full pay period beginning on or after October 1, 2023, bargaining unit employees actively on the payroll as of the date of approval of this Compensation Agreement by D.C. Council, shall receive a three percent (3.0%) increase.

SECTION E: STEP MOVEMENT

1. All employees shall be eligible for step increases based on the following schedule, provided that the employee's last performance rating was at least at the "Valued Performer" or a comparable level.

Employees at Steps 1-4 – One (1) year at the current step.

Employees at Steps 5-9 – Two (2) years at the current step.

2. Once an employee reaches Step 5, there will be a two-year waiting period before moving to Step 6.

3. All government service shall be credited toward the waiting period for step increases.

SECTION F: CERTIFICATION

Any bargaining unit employee who receives a nationally recognized certification (e.g., from the American Nurses Association) that enhances his or her capacity to perform nursing functions shall receive a bonus in the amount of \$ 500.00.

SECTION G: ADDITIONAL DEGREES

1. Any bargaining unit nurse who attains a BSN or MSN degree will receive a Quality Step Increase (a single basic pay adjustment of one step within the occupied grade). Any nurse who is at the top basic rate of pay for the grade at the time of becoming eligible shall receive a one-time cash lump sum payment equal to 3.5% of salary. The obligation to supply proof of qualification will rest with the nurse.

2. Any bargaining unit nurse who attains a degree in a health related field, which is determined by the Employer to be directly related to performance of assigned duties and that enhances his or her capacity to perform nursing functions will receive a Quality Step Increase (a single basic adjustment of one step within the occupied grade). Any Nurse who is at the top basic rate of pay for the grade at the time of becoming eligible shall receive a one-time cash lump sum payment equal to 3.5% of salary. The obligation to supply proof of qualification will rest with the nurse .

SECTION H: NEW HIRES

The Employer shall place newly-hired bargaining unit employees as follows at the appropriate step:

Years of RN experience	Step
0 - <1	1
1 - <2	2
2 - <3	3
3 - <4	4
4 - <5	5
5 - <7	6
7 - <9	7
9 - <11	8
11 - <13	9
13+	10

SECTION H: RETENTION BONUSES

1. \$500 bonus - for all active employees employed with an agency under Compensation Unit 13 on payroll since October 1, 2021 and provided that they remain employed with this agency through the end of FY 2022 on September 30, 2022. This bonus will be paid by March 31, 2023, the end of the second quarter in FY 2023;
2. \$1,000 bonus - for all active employees employed with an agency under Compensation Unit 13 on payroll since October 1, 2021 and provided that they remain employed with this agency through the end of FY 2023 on September 30, 2023. This bonus will be paid by March 31, 2024, the end of the second quarter in FY 2024; and
3. \$1500 bonus - for all active employees employed with an agency under Compensation Unit 13 on payroll since October 1, 2021 and provided that they remain employed with this agency through the end of FY 2024 on September 30, 2024. This bonus will be paid by March 31, 2025, the end of the second quarter in FY 2025.

ARTICLE 2: NIGHT DIFFERENTIAL

SECTION A:

A differential of ten percent (10%) will be paid to bargaining unit employees for the entire night shift except when a Sunday differential applies, provided that the employee performs regularly scheduled night work between 6:00 p.m. and 6:00 a.m.

SECTION B:

All part-time employees working evening or night shifts or employees assigned temporarily to perform night work, as referenced above, shall receive the appropriate differential. Night differential shall not be considered basic pay for any purpose except for computing overtime under the Fair Labor Standards Act.

SECTION C:

An employee who performs regularly scheduled non-overtime work shall be entitled to pay at a rate equal to ten percent (10%) of his or her basic pay for that work, payable on an hour-for-hour basis, in increments of one-quarter (1/4) of an hour for each fifteen (15) minutes and portion thereof in excess of fifteen (15) minutes.

SECTION D:

An employee shall be entitled to a night differential for night work performed when he or she is assigned temporarily, except on an overtime basis, to a tour of duty other than his or her own.

ARTICLE 3: OVERTIME REST PERIODS

Any bargaining unit employee who is required to work three (3) hours or more beyond his/her regularly scheduled tour of duty shall be entitled to a thirty (30) minute paid rest period, to be taken at such time as patient care or work needs permits. If no such time occurs during the overtime period, he/she shall receive an additional one-half hour of pay.

ARTICLE 4: OUT OF TITLE WORK

If a nurse is assigned a position normally filled by an employee of a higher grade for longer than thirty (30) consecutive days, he/she shall receive the rate of pay for the higher graded position for the balance of his/her service in that job. A temporary promotion in excess of 120 days shall be subject to the competitive promotion procedures.

ARTICLE 5: UNIFORM ALLOWANCE

The Uniform allowance of \$350.00 shall be paid annually to eligible employees required to wear uniforms in accordance with management-established practices. To the extent that lab coats are required by the Employer, they will be supplied by the Employer, and the uniform allowance does not apply.

ARTICLE 6: EDUCATION

SECTION A:

The District shall provide a minimum of \$750.00 per bargaining unit employee for annual training/educational opportunities, and tuition reimbursement for health-related degree or certification, in accordance with the terms of the applicable working conditions agreement covering the bargaining unit employee or District-wide regulations (if not addressed in the applicable working conditions agreement). Requests for training or tuition reimbursement shall be submitted a minimum of 30 days in advance of the training/course and must be approved by the employee's supervisor prior to attendance. Attendance at such training/course must occur in the fiscal year in which the payment for training is made or reimbursement is required.

The availability for tuition reimbursement under this Article will not be applicable to Comp Unit 13 Agencies that have an agency wide tuition reimbursement program.

SECTION B:

Tuition reimbursement and administrative leave shall be provided for training in accordance with the applicable regulations.

SECTION C:

Employees will be eligible for no more than five (5) days administrative leave to attend professional meetings, workshops, seminars, etc. related to the performance of nursing duties or job responsibilities as long as staffing needs permits. Requests for administrative leave shall be submitted as far in advance as possible to permit appropriate staffing adjustments, if necessary.

ARTICLE 7: ANNUAL LEAVE/COMPENSATORY TIME BUYOUT

SECTION A:

An employee who is separated or is otherwise entitled to a lump-sum payment under the District 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 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:

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 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 and 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. 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.

ARTICLE 9: OVERTIME

SECTION A:

Hours of work authorized in excess of eight hours in a pay status in a day or forty 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 eight hours shift or the forty hours work week. The unscheduled leave rule will not apply when an employee has worked a sixteen hour shift (back to back) and takes unscheduled leave for an eight hour period following the back to back shift or where an employee has indicated his or 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:

Overtime work, as described in section A, above, shall be compensated at one and one-half (1.5) times the employee's regularly scheduled hourly rate. The employee, at his/her option, may elect to receive compensatory time at the rate of one and one-half (1.5) hours for each hour of work for which overtime is payable.

SECTION C:

Overtime will not be paid for employees on a compressed schedule. A compressed schedule for a full-time employee is an 80-hour bi-weekly basic work requirement which is scheduled for less

than ten (10) workdays. A compressed schedule for a part-time employee is less than an 80-hour bi-weekly basic work requirement which is scheduled for less than ten (10) workdays.

ARTICLE 10: CALL-BACK/ON-CALL

SECTION A:

A minimum of four hours of work shall be credited to any employee who is called back to perform unscheduled work either on a regular workday after he/she has completed the regular work schedule and has left his/her place of employment, or when not scheduled and informed in advance, on one of the days when he/she is off duty. Only time spent actually performing work, shall count as “hours worked” and be credited toward overtime compensation under the provisions of this Agreement and the requirements of the Fair Labor Standards Act (FLSA). In addition, employees shall be paid the night shift differential for all overtime hours actually worked between 6:00 p.m. and 6:00 a.m.

SECTION B:

1. An employee may be required to be on call prior to or 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 (25%) of his/her basic rate of pay for each hour the employee is on call.
2. For the purpose of this Agreement, time spent in an on-call status for which an employee will be considered on duty and time spent on standby duty shall be considered hours of work, and therefore eligible for compensation, if:
 - a. The employee is restricted to an agency’s premises, or so close thereto that the employee cannot use the time effectively for his or her own purposes;
or
 - b. The employee, although not restricted to the agency’s premises:
 - (1) Is restricted to his or her living quarters or designated post of duty;
 - (2) Has his or her activities substantially limited; and
 - (3) Is required to remain in a state of readiness to perform work.
3. The employee’s schedule must specify the hours during which he/she shall be required to remain on call.

SECTION C:

An employee will not be considered off duty and time spent shall not be considered off work if:

1. The employee is requested to leave a telephone number or to carry an electronic device for the purpose of being contacted, or, if the employee is allowed to make arrangements of such that any work, which may arise during the on-call period, will be performed by another person approved by management; and
2. The restrictions in section B.2.a and B.2.b.(1), (2) and (3) do not apply.

ARTICLE 11: PREMIUM PAY FOR WEEKEND WORK

The District shall pay premium pay at the rate of twenty-five percent (25%) of the employee's basic rate of pay for each hour the employee performs work on Saturday and Sunday. All part-time employees working Saturdays and Sundays shall also receive premium pay for weekend work at the rate set forth, above.

ARTICLE 12: 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 (2016 Repl.) and Chapter 87 of Title 5 of the United States Code.
 - (a) District 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.
 - (b) District 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. 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 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 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 Unit 13 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 Unit 13 representatives notice of the proposed additions.
 - (c) The employee contribution for total premium cost of the employee’s selected plan is established by the D.C. Official Code.
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. This program is administered by the 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 advanced request.
4. The Department shall provide an employee health services program that provide treatment, counseling and prevention health programs for the treatment of alcoholism, drug dependence and mental illness, consistent with its obligations under D.C. Official Code Section 1-620.07.

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 Unit 13 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, 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 Personnel Manual (DPM).

SECTION F: SICK LEAVE

1. In accordance with the D.C. Official Code §1-612.03 (2016 Repl.) a full-time employee covered by the terms of this agreement may accumulate up to thirteen (13) sick days per annum.
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 the D.C. Official Code §1-612.03(m) (2016 Repl.)
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) (2016 Repl.)
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: spouse (including a person identified by an employee as his/her "domestic partner" as defined in D.C. Official Code § 32-701 (2017 Supp.), married same-sex individuals, and related laws and parents thereof, children (including adopted and foster children and children of whom the employee is legal guardians and spouses thereof, parents, grandparents, grandchildren, brothers, sisters, and spouses thereof. For the purposes of certification of leave, employees shall provide a copy of the obituary or death notice, a note from clergy or funeral professional or a death certificate upon the Employer's request.
- 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).

SECTION H: PRE-TAX BENEFITS

- 1. Employee contributions to benefits programs established pursuant to the 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 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. **DEFINED CONTRIBUTION PENSION PLAN:** All eligible employees hired by the District on or after October 1, 1987, are enrolled into the defined contribution pension plan. As prescribed by D.C. Official Code §1-626.09(c), 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. Employees shall vest pursuant to the vesting schedule established by law.
3. **DEFERRED COMPENSATION PROGRAM:** As prescribed by §1-626.05 and related Chapters of the D.C. Official Code, all District Government employees covered by this agreement shall be eligible to participate in the District's Deferred Compensation Program. 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 can choose from various fixed or variable investment options.

SECTION J: HOLIDAYS

1. As prescribed by the D.C. Official Code §1-612.02, 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) Memorial Day, the last Monday in May of each year;
 - (e) Independence Day, July 4th of each year;
 - (f) Labor Day, the 1st Monday in September of each year;
 - (g) Columbus Day, the 2nd Monday in October of each year;
 - (h) Veterans Day, November 11th of each year;
 - (i) Thanksgiving Day, the 4th Thursday in November of each year;
 - (j) Christmas Day, December 25th of each year; and
 - (k) Emancipation Day.
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 13: ADMINISTRATIVE CLOSINGS

SECTION A:

1. Premium pay or leave due to an administrative closing will be paid and administered pursuant to the DPM, Section 1135.
2. Emergency employees or essential employees, as defined by the DPM, who are required to work when all other District Government employees are released for administrative closings by the Mayor, in lieu of compensation, shall earn administrative closing leave on an hour for hour basis for each hour worked during an administrative closing. A determination as to whether the employee receives administrative closing pay or administrative closing leave will be made by joint agreement between the employee and his/her supervisor.

SECTION B:

Each Department shall identify emergency positions. DCNA and each emergency employee shall be notified in writing of the emergency status of his/her position.

ARTICLE 14: BACK PAY

To the extent the authority to pay the award is delegated to the Agency, arbitration awards or settlement agreements shall be processed within 60 days of receipt from the employee or the Union of necessary and relevant documentation, including documentation of interim earnings or other potential offsets.

ARTICLE 15: TERM & TEMPORARY EMPLOYEES

The District recognizes that agencies and departments have extended many temporary and term employees' appointments 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 parties agree to the following:

1. Joint Labor-Management committees shall be established in each agency/program to identify temporary and term employees whose term or temporary appointment extend through six months after the effective date of this Agreement.
2. Each committee shall review all temporary and term appointment to determine whether each is consistent with law. If an appointment is not consistent with law, the Employer and the Union shall meet to resolve the matter. Employees shall be converted to permanent appointments consistent with the D.C. Official Code.
3. The Employer shall convert bargaining unit temporary and term employees identified by the committees, who perform permanent services, are in a pay status as of six months after the effective date of this Agreement, and who are paid from appropriated funds, to the career service prior to the expiration of this Agreement.
4. Prior to the expiration of this Agreement and if not inconsistent with law, the Employer shall make every effort to convert bargaining unit temporary and term employees identified by the committees, who perform permanent services, are in a pay status as of six months after the effective date of this Agreement, and who are paid through intra-District or federal grant funds, to the career service.
5. District agencies retain the authority to make term and temporary appointments as appropriate for seasonal and temporary work needs.

ARTICLE 16: EMPLOYEE EDUCATIONAL LOAN REPAYMENT REIMBURSEMENT PROGRAM

SECTION A:

Consistent with the application criteria, bargaining unit employees may apply to the District of Columbia Health Professional Loan Repayment Program. The Program will repay the cost of education necessary to obtain a health professional degree. The Program will pay toward the outstanding principal, interest, and related expense of federal, state or local government loans and commercial loans obtained by the employee for school tuition and required fees incurred by the employee and reasonable educational expenses.

SECTION B:

Under the guidelines of this program, bargaining unit employees may be eligible for up to \$66,000 over four years of service. Specifically, for each year of participation, the Program will repay loan amounts according to the following schedule:

1. First year of service, 18% of the total debt, up to \$11,800
2. Second year of service, 26% of the total debt, up to \$17,200
3. Third year of service, 28% of the total debt, up to \$18, 500
4. Fourth year of service, 28% of the total debt, up to \$18,500

ARTICLE 17: EMPLOYEE METRO CARD INCENTIVE

The District of Columbia Government shall subsidize the cost of monthly transit passes for personnel use by employees by not less than fifty (\$50) 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 18: SAVINGS CLAUSE

SECTION A:

In the event any article, section or portion of this Agreement is held to be invalid and unenforceable by reason of any existing or subsequently enacted law or by decree of 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 law or 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:

The terms of this Agreement supersede any conflicting District Personnel Manual (DPM) regulations, or departmental rules concerning non-compensation or compensation matters covered herein for the term of this agreement.

ARTICLE 19: IMPROVED BENEFITS

SECTION A:

Any future legislation, ordinance or order which improves the benefits employees covered by this contract now receive shall not automatically be applied to such employees, but will be negotiated.

SECTION B:

If a similar action results in a reduction in benefits, the affected articles of the agreement shall be renegotiable at the option of DCNA.

ARTICLE 20: MILEAGE PAY WHEN FLOATING BETWEEN LOCATIONS

Any DCNA bargaining unit employee at DYRS who is floated between their assigned location to another location, that is, between New Beginnings Youth Services Center and the Youth Services Center, shall be entitled to receive compensation for mileage for the actual distance between the two locations.

Bargaining unit members who are reassigned to the new location are not entitled to this benefit.

Signed and executed this ____ day of _____, 2022.

**FOR THE DISTRICT OF COLUMBIA
GOVERNMENT**

E. Lindsey Maxwell II, Director
Office of Labor Relations and
Collective Bargaining

Michael Kentoff, Interim Supervisory Attorney
Office of Labor Relations and
Collective Bargaining

Robert L. Matthews, Director
Child and Family Services Agency

Allison Fax, Labor Liaison
Child and Family Services Agency

Thomas N. Faust, Director
Department of Corrections

Paulette Johnson, Labor Liaison
Department of Corrections

Andrew Reese, Director
Department on Disability Services

FOR THE UNION

Walakewon Blegay, Esq.
Staff Attorney, Chief Negotiator
D.C. Nurses Association

Gloria Jones-Dinkins, DNP, APRN, FNP-BC
Comp 13 Unit President
D.C. Nurses Association

Tracy Spann-Downing, RN, MSN
Comp 13 Unit Vice President
D.C. Nurses Association

Jeanine Carter, RN, Comp 13 Unit Secretary
D.C. Nurses Association

Chinyere Otuya, DDS Shop Steward
D.C. Nurses Association

Monique L. Vaughn, RN MSN/MHA, RN
CFSA Shop Steward
D.C. Nurses Association

Leonard Ekane, RN, DYRS Shop Steward
D.C. Nurses Association

Peach Siribrahmanakul, Labor Liaison
Department on Disability Services

Felicia Ward-Dockery, RN
DHCF Shop Steward
D.C. Nurses Association

Dr. Robert Holman, Medical Director
Department of Fire and Emergency
Medical Services

Eric Hugh, RN
D.C. Nurses Association

India Daniels, Labor Liaison
Department of Fire and Emergency
Medical Services

Sharon Lewis, DHA, RN-BC, CPM,
Interim Director
Department of Health

Gail Heath, Labor Liaison
Department of Health

Wayne M. Turnage, Director
Department of Health Care Finance

Felicia Rothchild, Labor Liaison
Department of Health Care Finance

Hilary Cairns, Director
Department of Youth Rehabilitation Services

Trey Stanback, Labor Liaison
Department of Youth Rehabilitation Services

APPROVAL

This compensation collective bargaining agreement between the District of Columbia and the District of Columbia Nurses Association, dated _____, 2022, has been reviewed in accordance with Section 1-617.17 of the District of Columbia Official Code (2016 Repl.) and is hereby approved on this ____ day of _____, 2022.

Muriel E. Bowser, Mayor

DC Fire and EMS

Attachment 5g-4 (of 4): Collective Bargaining Agreements

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN
DISTRICT OF COLUMBIA GOVERNMENT
FIRE DEPARTMENT**



AND



**AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES
LOCAL 3721**

~~EFFECTIVE THROUGH SEPTEMBER 30, 1990~~

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PREAMBLE

Section A:

This Agreement is entered into between the District of Columbia Government, Fire Department (Employer) and the American Federation of Government Employees, Local 3721 (Union).

Section B:

The parties to this Agreement hereby recognize that the collective bargaining relationship reflected in this Agreement is of mutual benefit and the result of good faith collective bargaining between the parties. Further, both parties agree to establish and promote a sound and effective Labor-Management relationship in order to achieve mutual understanding of practices, procedures, and matters affecting conditions of employment, and to continue working toward this goal.

Section C:

The parties hereto affirm without reservation the provisions of this Agreement, and agree to honor and support the commitments contained herein. The parties agree to resolve whatever differences may arise between them through the avenues for resolving disputes agreed to through negotiation of this Agreement.

Section D:

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

ARTICLE 1 RECOGNITION

All civilian employees of the Fire Department; excluding employees of the Communications Division, Management executives, confidential employees, supervisors or any employee engaged in personnel work in other than a purely clerical capacity.

ARTICLE 2 EMPLOYEE RIGHTS

Employee Rights shall be in accordance with the provisions of the Comprehensive Merit Personnel Act.

ARTICLE 3 UNION RIGHTS

Section A:

The Employer agrees that the Union is entitled to act for and to negotiate on behalf of all employees in the bargaining unit by virtue of its exclusive recognition.

1. AFGE Local 3721 officials or their designee may request the use of their annual leave or compensatory leave time to attend Union sponsored activities.

2. The approving Management official may approve administrative leave for unit employees to attend activities of mutual benefit to the Union and the Employer as mutually agreed upon, provided it creates no conflict with staffing needs. The Union President or his/her designee and the Fire Chief or his/her designee will determine activities of mutual benefit.

Section B:

The Employer agrees that the Union shall have one (1) representative sit as a non-voting participant on the following committees: Uniform Board, Apparatus Selection Committee, Equipment Selection Committee, and Safety Committee. It is further agreed that the Employer will consult with the Union whenever ad hoc committees are formed to determine whether or not Union representation would be appropriate. If it is mutually agreed that Union representation would be appropriate, the Union may appoint a non-voting participant.

ARTICLE 4**UNION SECURITY AND DUES DEDUCTIONS****Section A:**

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

Section B:

The Union shall be responsible for representing the interests of all unit employees without discrimination and without regard to membership in the Union.

Section C:

1. Contingent upon the Union's one-time demonstration upon execution of this Agreement that at least 2/3 of the members of the bargaining unit are paying dues as verified by the Employer's payroll system, (normally) within two (2) full pay periods after this Agreement becomes effective as stipulated in Section A of the Duration and Finality of Agreement Article, the Employer shall automatically deduct from the wages of all bargaining unit employees who are not

Union members, an agency service fee in an amount equal to the Union dues that is attributable to representation.

2. Membership in the Union or payment of the service fee shall not be a condition of employment.

Section D:

Employees desirous of cancelling authorization for voluntary dues deductions may do so only in accordance with the provisions of D.C. Form 277. However, agency service fee deductions as provided in Section C above shall remain in effect for the duration of this Agreement.

Section E:

If any court action is brought against the Employer as a result of the contractual provision regarding "service fee", the Union will intervene as a party defendant for the purpose of defending the propriety of the contract under the law. In any case in which court judgment is entered against the Employer for service fees held to have been improperly transferred to the Union, and such judgment is not overturned on appeal to the District of Columbia Court of Appeals, or high court the amount of such service fee held improperly deducted from the employee's pay, and actually transferred by the Employer to the Union, shall be returned to the Employer or conveyed by the Union to the successful complaining party or parties.

Section F: Dues and Service Fee Deductions

The Employer agrees to withhold the payment of dues to the Union from the wage of unit employees authorizing such deductions on D.C. Form 277, or as provided by Article 3, Section C. The Employer shall pay over to the Union such dues or service fee amounts each period less a fee of \$.07 per deduction as the fair value of the cost to the Employer for performing this service.

ARTICLE 5

UNION REPRESENTATION

Section A:

The Employer will recognize unit stewards and elected officers, not to exceed eighteen (18) designated as such by the Union, and nonemployee Union officials as the duly authorized representatives of the Union. Employee representatives, excluding the Union President, a Vice-President, the Chief Shop Steward, and two (2) designees as may be appointed by the President, shall only be authorized to engage in permissible Labor-Management business (as defined) by this Article) within the shift and work area designated by the Union as agreed to by Management.

Section B:

The Union will furnish the Employer, in writing, with the names and work locations of elected officers, stewards and authorized representatives, and submit changes as they occur.

Section C:

When it is necessary for contracts to be made between employees and Union representatives to transact permissible Labor-Management business, as defined in this Article, both the Union representative and the employee shall request approval from their immediate supervisor(s) to be relieved from duty for this purpose. The supervisor(s) shall be informed of the purpose of the request, the employee's destination if he/she is leaving the immediate work area, the amount of time needed and the employee he/she desires to contact. The Union representative, if eligible to be relieved from duty, shall first notify his/her supervisor that the employee he/she wishes to meet with has also received approval by his/her own supervisor. In the event neither super-

visor agrees to grant release from duty for such purposes another date and time will be arranged that is agreeable to all parties. The Employer agrees that permission for a Union representative to participate in permissible Labor-Management business shall be granted and will not always allow for release of employees from their assignments as requested.

Section D:

Union officers and stewards who are unit members will be permitted reasonable official time, in accordance with this Article to engage in the following Labor-Management business:

1. Assist employees in the preparation and presentation of grievances;
2. Arrange for witnesses and to obtain information or assistance relative to a grievance or arbitration appeal;
3. Consult with Department officials as provided in Article 6, Labor-Management cooperation;
4. Meet with Management officials outside the Department;
5. Meet for the purposes of negotiations, pursuant to Article 34, Duration. Union representatives shall not exceed four (4) employees; and,
6. The Union President may meet with public officials on issues of mutual benefit to both Labor and Management.

Section E:

The Union agrees that grievances should preferably be investigated, received, processed and presented during the first and last hour of the grievant's scheduled tour of duty.

Section F:

Official time shall be granted upon written request to the appropriate Division Director or his/her designee for designated Union representatives to attend scheduled meetings with Management officials outside the Department. Such meetings may include representation of employees in hearings or appeals conducted outside the scope of this Agreement.

However, should the constraints make it impracticable to provide advance written notification, the Union representative shall obtain verbal permission from the appropriate Division Director or his/her designee to attend such scheduled meeting(s). If the Division Director or his/her designee is unavailable, the Union representative shall obtain permission from the appropriate Assistant Director or his/her designee.

Section G:

Union representatives assigned tours of duty of other than day shift and scheduled days off shall have their assigned tour of duty and scheduled day off (if applicable) changed to coincide with the times of a scheduled Labor-Management business meeting. However, no overtime or other forms of compensation shall be allowed for attendance at any such time.

Section H:

The Employer will make time available to the Union during the initial formal orientation of new employees. Such time is not to exceed forty-five (45) minutes for the purpose of explaining the Union organization unless the parties mutually agree to extend the time. Any material the Union distributes during such meeting time will be provided to the Employer for its review.

Section I:

This Article does not preclude employees from selecting someone other than a Union representative to represent him/her in a grievance except that no rival organization may represent an employee in the negotiated grievance procedure, and provided also that if other than a Union representative (excluding Management and supervisory officials) is used, a representative of the exclusive organization must be given opportunity to be present at any meeting held to resolve the grievance.

ARTICLE 6 DISTRIBUTION OF HEALTH BENEFIT PLAN BROCHURES

The Employer agrees to distribute the AFGE Health Benefit Plan Brochure to all eligible employees during open health benefit enrollment periods.

ARTICLE 7 LABOR-MANAGEMENT COOPERATION

To provide for joint consultation and to further Labor-Management cooperation, the parties agree as follows:

Section A:

Three (3) representatives of both parties no more than one (1) from each unit shall meet monthly unless both parties agree that no meeting is required. Meetings will be held for such purposes as: (1) dissemination of information; (2) the submission of suggestions for improving efficiency, working conditions, employee services; or (3) to resolve other problems of any group of employees.

Section B:

Agenda items shall be mutually exchanged at least five (5) working days prior to such meetings.

Section C:

The Employer agrees to provide appropriate personnel to respond to agenda items if necessary.

Section D:

Any item affecting an individual shall not be included in agenda items or discussed at the above-described meetings.

ARTICLE 8 USE OF GOVERNMENT FACILITIES

Section A:

The Union will be granted permission to use official space for meetings, upon request to the Fire Chief or his/her designee five (5) calendar days in advance, subject to availability.

Section B:

The President or his/her designee will be responsible for signing and using the Union letterhead on all literature to be distributed through the official Fire Department mail service and on all literature posted on bulletin board space provided by the Department.

Section C:

The Union may be granted permission to have unofficial messages transmitted over the Fire Department Vocalarm System with approval of the Fire Chief or designee.

Section D:

~~The Employer will provide space on bulletin boards in all work areas. In the event the Union requires more bulletin~~

board space, the Union may provide its own bulletin boards for its exclusive use. Bulletin boards will be permitted in all facilities where employees of the bargaining unit are assigned. The Property Officer of each facility will be responsible for identifying a prominent location for the bulletin board.

ARTICLE 9 REGULATIONS AND RELEASE OF INFORMATION

Section A:

Within 90 days after the effective date of this Agreement or as soon thereafter as it becomes available, the Employer agrees to provide the Union President with one (1) copy of the following:

1. Fire Department rules and regulations, Fire Department order book, and Fire Department bulletin book; and,
2. Ambulance Bureau operating procedures.

Section B:

The Employer shall make available to the Union upon its reasonable request any regulations, rules or other information available to the Employer relevant to negotiations. The Union agrees to pay the cost incurred in the compilation of information they request.

Section C:

The Union agrees to furnish sufficient information as to the relevancy of their request to negotiations or enforcement of the Agreement.

Section D:

The Employer agrees to provide the Union President with special orders, general orders, memoranda and EAB

memoranda pertaining to unit employees at the time of their issuance.

ARTICLE 10 PERSONNEL FILE

Section A:

The official personnel file of all employees in the bargaining unit covered by this Agreement shall be maintained by the Office of Personnel.

Section B:

An employee shall have the right to view his/her official personnel file and, upon request, inspect or copy any document appearing in his/her official personnel file, consistent with release of information as prescribed in the Comprehensive Merit Personnel Act and District regulations.

Section C:

Upon presentation of written authorization signed by an employee, the Union representative may examine the employee's official personnel file and request that copies be made of materials contained therein.

Section D:

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

Section E:

Each employee shall have the right to present information immediately germane to any information contained in his/her official personnel file.

Section F:

Upon written request the employee shall receive a copy of any material in his/her official personnel file not previously received, in accordance with personnel rules and regulations.

ARTICLE 11 POSITION DESCRIPTIONS

Section A: Intent

Position descriptions will be prepared so as to meet the standards of adequacy prescribed in the District Personnel Regulations. They shall contain the principle duties, responsibilities, and supervisory relationships for the purpose of classification. The parties agree that position descriptions are only descriptive of the major duties assigned to a position and therefore shall conclude with the sentence: "Performs other related duties".

Section B: Copies of Position Descriptions

The Employer will furnish each employee a copy of his/her position description in a timely manner after entry on the job, and upon assignment to a different position, and when changes occur in his/her position that require the position description to be redescribed.

ARTICLE 12 CONSULTATION AND COUNSELLING

Section A:

~~Since a variety of problems can adversely affect employee~~
behavior and job performance at all levels of responsibility,

employees who are suspected of having a medical-behavioral problem will be afforded the opportunity for counselling, as provided by District Personnel Rules and Regulations and the Department's Orders and Policies. In appropriate cases consideration shall be given to mitigating and aggravating circumstances prior to taking adverse action.

Section B:

Both the Employer and the Union recognize that all employees in the bargaining unit deal with varied amounts of stress. Therefore, the Employee will be encouraged to seek assistance from the Department's Stress Management Program and other appropriate Agencies to deal with stress and burnout in the performance of their jobs.

Section C:

The Memorandum of Understanding on Procedures For Substance Abuse Testing, dated October 21, 1987, shall not be subject to and takes precedence over this Article.

ARTICLE 13 EMPLOYEE HEALTH PROGRAM

The Department agrees that EAB (EMTs and paramedics) and Apparatus Division personnel may come into contact with various contagious diseases in the performance of their duties. If the employee has come into contact with a patient and/or equipment used in treating or transporting a patient who has been diagnosed as having a contagious disease, if there is a known vaccination, the Department will take steps to see that the employee receives the vaccination, if necessary. The Department will continue to investigate the feasibility of establishing a vaccination program.

ARTICLE 14 HUMANITY

Section A:

The Employer agrees that all ambulances operated by Emergency Ambulance Bureau of the District of Columbia Fire Department will be maintained in a safe and proper mechanical working condition.

Section B:

Depending on weather conditions, all ambulances will have operational heaters, air conditioners and defrosters. All emergency lights, sirens, two way radios, and emergency equipment will be kept in proper working order.

Section C:

The parties understand that repairs to ambulances and equipment will be made by the Employer as soon as maintenance schedules permit.

ARTICLE 15 UNIFORMS

Section A:

The Department agrees to provide employees in the Apparatus Division and the Emergency Ambulance Bureau the items and quantities listed below when such items are needed, in the regular performance of their duties:

1. Apparatus Division

Twelve (12) long sleeve shirts

Twelve (12) short sleeve shirts

Twelve (12) pairs of pants

One (1) jacket

~~One (1) set of rain gear~~

One (1) pair of boots (rain gear)

- One (1) pair of gloves
- One (1) hard hat
- One (1) pair of safety glasses

2. Emergency Ambulance Bureau

- Seven (7) long sleeve shirts (Fire Department Decals)
- Seven (7) short sleeve shirts (Fire Department Decals)
- Seven (7) pairs of pants
- One (1) winter jacket with lining
- One (1) garrison belt with brass buckle
- Two (2) neckties or two (2) ascots for female employees
- Three (3) sets of collar insignias
- One (1) protective helmet
- One (1) sweater
- One (1) pair of boots (rain gear)
- One (1) blue baseball cap (Fire Department insignia)
- One (1) protective hearing gear
- One (1) reflector vest
- One (1) set of rain gear

Section B:

Subject to budgetary and procurement limitations, the above quantities will be provided to each employee.

Section C:

Replacement items will be issued when needed, as available.

Section D:

Upkeep of the uniforms is the employee's responsibility except as provided in Section E.

Section E:

Uniforms for employees of the Apparatus Division shall be commercially cleaned, at the expense of the Employer, and shall receive "acid-proofing."

Section F:

Tools/equipment used by employees in the Apparatus Division, that are broken or stolen in the performance of their official duties, will be replaced by the Department provided that the employee can demonstrate to the Department the following:

- a. The employee can demonstrate proof of purchase of the tools/equipment;
- b. The tools/equipment were stolen or broken in the performance of their official duties; and,
- c. The tools/equipment will not be replaced or fixed by the manufacturer or vendor from whom purchased.

ARTICLE 16 EMT ENTRANCE EXAMINATIONS

Both Management and Union realize that through the employment and retention of qualified personnel the mission of the District of Columbia Fire Department Emergency Ambulance Bureau will be enhanced and the citizenry of the District will be better served.

It is therefore agreed that upon the drafting of an entrance examination for EMT personnel, and any preappointment agility test, the Union shall be notified so that the Union may submit comments and recommendations if it so desires.

ARTICLE 17 EDUCATION AND TRAINING

Section A:

The Employer and the Union agree that education, training and development of employees within the Department

are matters of importance. Through the procedures established for Labor-Management cooperation, the parties shall seek the education, training and development of employees.

Section B:

The Employer agrees to pursue a higher education program for employees which is of mutual benefit to the Employee and Employer.

Section C:

Management agrees to provide the unit employees of the Emergency Ambulance Bureau with official time to allow the employee to maintain his/her recertification requirements.

Section D:

The Union will be consulted and asked to submit recommendations and suggestions for the development of an Education and Training Program prior to its implementation for newly hired Emergency Medical Technicians.

ARTICLE 18 AWARDS

Section A:

Civilian personnel of the D.C. Fire Department, represented by this Union, will be eligible for all awards issued by the D.C. Fire Department. These awards shall include, but are not limited to:

1. Letters of Recognition.
2. Letters of Commendation.
3. Incentive awards, both monetary and nonmonetary.
4. The Fire Department's Bronze Bar (Valor or Merit).

These awards shall be presented in the same manner, as they are to the Firefighting Division, if and when, but not limited to the same action.

Section B:

All Letters of Recognition and Commendation as received in the Fire Department shall henceforth become an official inclusion into the personnel folder of those employees so acknowledged.

ARTICLE 19 PATIENT CARE

Section A:

In the event of emergency patient care, the Incident Commander on the scene shall consult with the highest medically certified person regarding optimum patient care in accordance with applicable Laws, Rules and Regulations.

Section B:

It is recognized that ambulance units must be staffed by certified personnel.

ARTICLE 20 FELONIOUS ASSAULT

Within thirty (30) days of the signing of this Agreement a joint committee representing both Management and the Union will be established. The purpose of this Committee will be to approach the necessary parties, City Council, Metropolitan Police Department, the Mayor, etc. with the intention of including Fire Department employees, represented by Local 3721, in the Felonious Assault program. Said Committee will actively pursue its goal to completion, which will include the legislative process.

ARTICLE 21

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the Employer that Local 3721 members are assured equal opportunity in employment matters and toward this end, there shall be no direct or indirect discrimination in accordance with the applicable EEO laws. The Union agrees to cooperate with and assist the Employer in achieving these objectives.

The Department agrees to provide the necessary procedures to process complaints of discrimination in accordance with the appropriate legal authority having jurisdiction over such complaints. Such appeals/complaints shall be handled exclusively by such authority.

ARTICLE 22

CLEAN-UP TIME

Employees in the Apparatus Division shall be granted a fifteen (15) minute clean-up period prior to the end of a work shift.

ARTICLE 23

REST PERIODS

Section A:

Employees in the Apparatus Division shall be provided a fifteen (15) minute rest period for each four (4) hours worked, to be scheduled by the supervisor.

Section B:

Where possible, rest periods shall be scheduled at the middle of each half shift.

Section C:

EAB personnel working the street/field will be afforded reasonable time for consumption of meals as the demands of the service will allow or dictate.

ARTICLE 24 LIGHT DUTY

Section A:

Both Management and the Union recognize the fact that there are no light duty positions in the bargaining unit.

Section B:

In order to assist an employee, who is incapacitated due to an on the job injury and unable to perform the full range of duties of his/her position, Management agrees that if the nature of the injury is short term, Management will find work, if it is available for a period of 90 days. During this 90 day period, the employee must obtain a physician's certificate indicating a date when the employee is expected to be able to return to full duty.

Section C:

No employee will be carried in this capacity for more than 180 days unless his/her return to full duty can be reasonably expected by his/her physician within a reasonable amount of time commensurate with the injury. Any such extension must be approved by the Fire Chief or his/her designee. If the extension is disapproved, the affected employee must be notified in writing of the reasons thereof.

Section D:

After the initial 180 days or as provided in Section C an employee must return to full duty or seek compensation or retirement through the appropriate Agency.

ARTICLE 25 CONTRACTING OUT

The Employer agrees not to contract out to the extent that employees in the bargaining unit would be idle.

ARTICLE 26 DETAILS AND ACTING PAY

Section A: Details

Details shall be made in accordance with appropriate provisions of the District Personnel regulations.

Section B: Acting Pay

An employee detailed or assigned to perform duties at a higher-graded position for more than 90 consecutive days shall receive acting pay and have their pay adjusted to the higher rate of pay beginning the first full pay period following the 90 day period.

Section C:

Management shall take measures to insure that an employee assigned or detailed to a higher-graded position is not arbitrarily removed from the detail and then reinstated to the detail in order to avoid acting pay in accordance with Section B, above.

Section D:

Details may be appropriately used to meet emergencies occasioned by abnormal work loads, changes in mission or organization, or unanticipated absence. The Employer realizes that any detail should be made with the objective in mind that it is of a temporary nature and that the duration of a detail is to be kept to a minimum.

Section E:

The permanent filling of the position shall be made in accordance with existing rules and regulations. . . .

ARTICLE 27 TRANSFERS AND REASSIGNMENTS

Section A: Employer Rights

It is recognized that the Employer has the right to transfer or reassign Employees whenever the interest of the service so requires, but transfers or reassignments shall not be used as a form of reprisal.

Section B:

All employees transferred shall be given at least seven (7) calendar days advance notice whenever practicable, unless otherwise agreed on by the Employer and the Employee, or unless staffing needs dictate immediate coverage.

Section C: Involuntary Transfers

It is agreed that involuntary transfers or reassignments will not be made without just cause, and that upon written request any Employee transferred or reassigned will be informed by a responsible supervisor of the reason such transfer or reassignment was made.

Section D:

Employees requesting reassignment shall submit a request in writing to the appropriate Management officials. Such request will be answered within twenty (20) working days.

ARTICLE 28 PERFORMANCE EVALUATION

The parties agree that a performance rating plan has not been established as provided in Section 1401 of the Com-

prehensive Merit Personnel Act (CMPA). The present system used to evaluate performance will continue to be used until such time as the performance rating prescribed in Title 14 of the CMPA is established after negotiation with the Union.

ARTICLE 29

PROMOTION-MERIT STAFFING

Section A:

All vacancies in the bargaining unit shall be filled in accordance with the Merit Staffing Plan as outlined in the District Personnel Manual.

Section B:

The Employer will administer the following practices and principles:

1. The Employer will post all job vacancy announcements in accordance with the Merit Staffing Plan. Three (3) copies of the vacancy announcement will be provided to the President of the Local.

2. Applicants will be evaluated based on established guidelines, and a list of best qualified candidates will be referred to the Selecting Official. If one (1) candidate on the best qualified list is interviewed for the position, all candidates on the list shall be interviewed.

3. Selection will be made without discrimination and based upon merit, fitness, and qualification for the position.

4. A selected candidate will be notified and promoted or reassigned to the position as soon as is practicable.

5. The Employer will notify in writing all applicants of the outcome of their application to the position.

6. No employee may grieve non-selection unless there has been a procedural violation of the Merit Staffing Plan or this Article. Complaints of non-selection due to discrimination are appealable to the D.C. Office of Human Rights and are not subject to the negotiated grievance procedure.

ARTICLE 30 DISCIPLINE

Section A:

1. Discipline shall be imposed by the Employer for cause as defined by the Comprehensive Merit Personnel Act. Appeal of corrective or adverse actions shall be made in accordance with this Article.

2. The removal and appeal of probationary employees will be governed by the CMPA and applicable District Personnel Regulations.

Section B:

Employees have the right to contest corrective or adverse actions through either the Office of Employee Appeals (OEA) or the negotiated grievance procedure. An employee shall exclusively select either of these procedures in writing. The selection once made cannot be changed.

1. Should the employee elect to appeal the action to OEA, such appeal shall be filed in accordance with OEA regulations.

2. Should the employee elect to grieve the action under the negotiated grievance procedure, the grievance must be filed at Step 2 if the deciding official is anyone other than the Fire Chief or at Step 3 if the deciding official is the Fire Chief. Said filing must be taken within fifteen (15) calendar days from the effective date of the action.

Section C:

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

Section D:

Employees requested to reply to corrective or adverse actions will be informed of the right to have a representative present.

Section E:

The Employer and the Union recognize that all employees are entitled to reasonable and timely notice of disciplinary action and the basis of such action. At any time an employee is requested to provide a special report or the Employer seeks to meet with the employee because of a citizen complaint or other reason which the employee believes could lead to disciplinary action, the employee has the right to have a Union representative. The employee has the right to have a copy of a written complaint as soon as possible after the Employer has received it.

ARTICLE 31 GRIEVANCE PROCEDURE

Section A:

A grievance is any alleged violation or any misapplication or misinterpretation of this Agreement or any other written negotiated agreement between the parties or any violation, misapplication or misinterpretation of personnel rules and/or regulations that affect terms and conditions of employment.

Section B:

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

2. Categories of Grievances

a. *Personal*—A grievance of a personal nature may be brought by the employee or the Union. In the case of an individual grievant proceeding without Union representation the Union must be given the opportunity to present and offer its view at any meeting held to adjust the grievance. Where an employee is initially represented by a representative other than the Union representative and later desires Union representation in the same grievance, the acceptance of such representation shall be at the sole option of the Union.

b. *Group*—A grievance involving a number of employees in the unit may be filed at the lowest step of the grievance procedure where resolution is possible.

c. *Class*—A grievance involving all the employees in the bargaining unit may be filed and signed by the Union President directly at Step 3 of the grievance procedure. Grievances so filed will be processed only if the issue raised is common to all unit employees. A Class grievance must contain all information specified in Section B(3)(B), Step 2 of the grievance procedure and the Fire Chief or his designee shall respond in writing within fifteen (15) working days of its receipt.

3. Procedural Steps

a. *Step 1.* The aggrieved employee and/or the Union representative shall orally present and discuss the grievance with the employee's shift supervisor or shop foreman whichever is applicable, within ten (10) working days of the occurrence of the event giving rise to the grievance, or within

ten (10) working days of the Union's or employee's knowledge of occurrence of the event giving rise to the grievance. The supervisor is to make a decision on the grievance and orally communicate this decision to the employee or the Union representative within five (5) working days from the presentation of the grievance.

b. *Step 2.* If the grievance remains unsettled the employee or the Union representative shall submit the written grievance to the Director EAB or Deputy Chief, Apparatus or Deputy Administrator for Administration whichever applicable, within ten (10) working days following the supervisor's oral response in Step 1. This specific Step 2 grievance shall be the sole and exclusive basis for all subsequent steps except as provided in Section B of Article 33, Discipline. The grievance at this and every further step shall contain:

1. The date of filing.
2. The name of the Grievant.
3. The date(s) on which the alleged violation occurred.
4. A statement of the specific provision(s) of the Agreement alleged to be violated.
5. The manner in which the alleged violation occurred.
6. The action requested and remedy sought.
7. The name of steward or Union officer filing grievance.

Should the grievance not contain the required information, the grievant shall be so notified and granted ten (10) working days from receipt of notification to resubmit the grievance. Failure to resubmit the grievance as required within the ten (10) working day period shall void the grievance.

The appropriate supervisor shall respond to the employee or the Union representative by writing to the grievant within ten (10) working days of its receipt.

c. *Step 3.* If the grievance remains unsettled the employee or the Union shall submit the written grievance to the Fire Chief within ten (10) working days following the response of the appropriate superior in Step 2. The Fire Chief or his designee and those he may further name shall meet with the grievant and/or the Union representative or other representative in an attempt to settle the grievance within ten (10) working days of submission to the Fire Chief. The Fire Chief shall respond in writing within ten (10) working days of said meeting.

d. *Step 4.* If the grievance remains unsettled the Union, within ten (10) working days from receipt of the Fire Chief's response, shall advise the Fire Chief in writing whether the Union intends to request arbitration on behalf of the employee or employees on the matter. Should the Union request arbitration such request shall include a statement setting forth the precise issue to be decided by the arbitrator and the specific provision(s) of the Agreement alleged.

4. Arbitration

a. *Selection of an Arbitrator*—Within ten (10) working days from the Fire Chief's receipt of the request to arbitrate, a request shall be made to the American Arbitration Association (AAA) or to the Federal Mediation and Conciliation Service (FMCS) to refer a panel of seven (7) impartial arbitrators. Upon receipt of the AAA or FMCS panel the parties will select one (1) of the names on the panel as mutually agreeable or if there is no mutually agreeable arbitrator, each party alternatively strikes a name from the submitted panel until one (1) remains. The Union strikes first, third and fifth,

the Fire Chief or his designee second, fourth and sixth. If, before the selection process begins, none of the submitted arbitrators are acceptable, a new panel may be sought.

b. The arbitrator shall hear and decide only one (1) grievance in each case, unless the parties agree otherwise. In the event the Department asserts nonarbitrability, the issue of nonarbitrability and the merits of the case shall be heard by a single arbitrator.

c. The arbitration hearing shall be informal and the rules of evidence shall not strictly apply.

d. The hearing shall not be open to the public or persons not immediately involved.

e. Witnesses shall be sequestered upon the request of either party.

f. Either party has the right to have a verbatim stenographic record made at its own expense. The expense may be shared upon mutual agreement.

g. The arbitrator's award shall be in writing and shall set forth the arbitrator's findings, reasoning, and conclusions within thirty (30) calendar days after the conclusion of the hearing or within thirty (30) calendar days after the arbitrator receives the parties' briefs if any, whichever is later.

h. The arbitrator shall not have the power to add to, subtract from or modify the provisions of the Agreement through the award. The arbitrator shall confine his award solely to the precise issue presented.

i. The arbitrator's award shall be binding upon both parties during the life of this Agreement.

j. A statement of the arbitrator's fee and expenses shall accompany the award. The fee and expenses of the arbitrator shall be borne equally by the parties.

k. Either party may appeal the arbitrator's award through procedures contained in the Comprehensive Merit Personnel Act.

5. General

a. No matter shall be entertained as a grievance unless it is raised within ten (10) working days of the occurrence of the event giving rise to the grievance, or within ten (10) working days of the Union's or employee's knowledge of occurrence of the event giving rise to the grievance.

b. Any grievance not advanced to the next step by the employee or the Union representative within the time limit specified in that step shall be deemed abandoned. If the Fire Department does not respond within the time limit specified in each step, the employee may invoke the next step treating the lack of response as a denial of the grievance.

c. All time limits shall be strictly observed unless the parties mutually agree to extend the time limits.

d. The presentation and discussion of grievances shall be conducted at the time and place which will afford a fair and reasonable opportunity for both parties and witnesses to attend. Such witnesses shall be present only for the time necessary for them to present evidence. When discussions and hearings required under this procedure are held during the work hours of the participants, such participants entitled to be present shall be excused with pay for that purpose.

e. Within thirty (30) working days of the effective date of this Agreement, the Department shall issue orders designating shift supervisors and their assigned units for the purpose of this Article.

f. The parties agree that "working days" means Monday through Friday.

ARTICLE 32 PRINTING AND DISTRIBUTION OF CONTRACT

The Employer and the Union agree to share equally the cost of printing 600 copies of this Agreement. The Union will receive 400 copies to be distributed to bargaining unit members and new hires during the term of this Agreement. Management will receive 200 copies to be distributed as the Department sees fit.

ARTICLE 33 NO STRIKE OR LOCK OUT

Section A:

Under the provisions of Section 1705 of D.C. Law 2-139, as codified in D.C. Code §1-618.5, it is unlawful to participate in, authorize, or ratify a strike.

Section B:

The term "strike" as used herein means failure with others to report for duty, any concerted absence from position, any concerted stoppage of work, and concerted slow-down, sick out, refusal to work, call-in or failure in whole or in part to carry out the full, faithful, and proper performance of the duties of employment, and without the lawful approval of management authority.

Section C:

1. Violation of any provision of this Article by the Union shall be cause for the Employer's terminating this Agreement upon the giving of written notice to this effect to the President of Local 3721, in addition to whatever other remedies may be available to the Employer at law or in equity.

2. Any employee covered by this Agreement who participates in any action prohibited by this Article may be discharged, suspended, demoted, or otherwise disciplined at the option of the Employer.

3. Upon notification to the Union of a strike, the Union will immediately issue a release of the media disavowing the strike. The Union will also promptly direct unit employees to resume their normal work duties. Upon compliance with this Section, the Employer shall not terminate the contract for non-striking employees.

Section D:

Subject to the Union's faithful compliance with the provisions of A, B and C of this Article no lockout shall be instituted by the Employer during the term of this Agreement.

ARTICLE 34 SAVINGS CLAUSE

Should any part hereof or any provision of this Agreement contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by decree of a court of competent jurisdiction such invalidation of such part of portion of this Agreement shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

ARTICLE 35 DURATION AND FINALITY OF AGREEMENT

Section A:

This Agreement shall remain in full force and effect until ~~September 30, 1990~~. The agreement will become effective upon the Mayor's approval subject to the provisions of

§1-618.15 of the D.C. Code (1987 Repl.). If disapproved because certain provisions are asserted to be contrary to applicable law, the parties shall meet within thirty (30) days to negotiate a legally constituted replacement provision(s) or the offensive provision(s) shall be deleted. .

Section B:

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

Section C:

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

Section D:

All terms and conditions of employment not covered by the terms of this Agreement shall continue to be subject to the Employer's direction and control. However, when a Departmental change not covered by this Agreement directly impacts on the conditions of employment of unit members, such change, in accordance with the CMPA, shall be a proper subject of negotiation.

Section E:

This Agreement shall remain in effect until September 30, 1990, and will be automatically renewed for a three (3) year period thereafter unless either party gives to the other party written notice of intention to terminate or modify the

Agreement one hundred and eighty (180) days prior to its expiration date. In the event that either party requests modification of any article or part of any article, or the inclusion of additional provisions, only the related articles or parts of the articles shall be affected and the unrelated articles and/or parts of articles shall continue in full force and effect.

ADDENDUM

Pursuant to the Memorandum of Understanding dated January 21, 1989, this Addendum on Hours of Work/Tours of Duty imposed upon the parties through an interest arbitration award, is hereby attached to the Working Conditions Agreement and incorporated by reference into the Compensation Units 1 and 2 Agreement for Fiscal Years 1988-1990.

Section A:

In accordance with D.C. Code §1-618.8, Management shall take action necessary to maintain and improve the efficiency of its operations, ensure quality service delivery to the public, determine the number of employees assigned to a tour of duty and take whatever actions necessary to carry out its mission in emergency situations. Accordingly, Management will, in order to meet peak/off-peak call demand volume, implement a work schedule consistent with the provisions of this Article to accomplish the above-stated goals. Attached, to be considered as an Addendum is the work schedule and tours of duty to be implemented, at Management's option and with thirty (30) day advance employee notification.

Section B:

Shift assignments shall be made on a volunteer basis. In the event there are not enough volunteers to staff the shifts or if there are too many volunteers for a given shift, shift

assignments shall be determined on a seniority basis. Seniority is defined as time served in the EAB. The employee with the highest seniority will be offered the choice of the possible slots, the employee with the next highest seniority will be offered the choice of the remaining slots. This procedure will be continued until all employees have been assigned shifts.

Section C:

Emergency Ambulance Bureau personnel shall work twelve (12) hour shifts as their normal scheduled daily tour of duty and which shall continue to constitute for pay and leave purposes, a forty (40) hour workweek in a 24 week cycle.

Section D:

Annual and sick leave shall be earned in accordance with District Personnel Regulations: "Kelly" days shall be provided by the Department to compensate EAB employees for those hours worked beyond the current twelve (12) hour shift, forty (40) hour workweek in a 24 week cycle.

Kelly days off shall be assigned by the Employer at the rate of one (1) Kelly day every six (6) weeks to an employee who is in a paid status for that six (6) week cycle.

Section E:

Except in cases of emergencies or unforeseen staffing needs, modifications to this schedule may only be made provided the following criteria are met:

1. The service's performance experience (as described in 2 and 3 below) must be reviewed for a six (6) month period;
2. At any hour of the day, the likelihood of unit unavailability increased by five percent (5%) or more over the preceding six (6) month period; and,

3. At any hour of the day, unit response time increased by five percent (5%) or more over the preceding six (6) month period.

Section F:

If any modifications are made to the schedule, Management will post, no less than 30 days prior to implementation of any schedule modification, except in the event of an emergency or unforeseen staffing/workload change, the new schedule so as to give sufficient notification to the affected employees. The posted schedule will include shift starting and quitting times, the days of the week each employee will work and any other related and/or pertinent information.

Section G:

A joint Labor-Management Committee will be established consisting of two (2) members from Management and two (2) members from the Union. The Committee will meet every other month after implementation of the attached schedule to evaluate efficiency of the schedule and employee adaptability. After the first year, the Committee will then issue a report of its findings and submit it to the EAB Director who shall decide whether any further modifications to the schedule are necessary.

Section H:

Shift differential and premium pay shall be administered in accordance with the District Personnel Regulations and Compensation Agreement.

Section I:

Overtime pay shall be administered in accordance with the Compensation Agreement.

Section J:

This Article shall be incorporated by reference into the Compensation Agreement.

PLANNED WORK SCHEDULE FOR EMERGENCY AMBULANCE BUREAU PERSONNEL

- Tour of Duty will be as follows:
 - 2 on, 2 off
 - 3 on, 2 off
 - 2 on, 3 off
- Shift starting and quitting times will be as follows:
 - 6 am to 6 pm
 - 6:30 am to 6:30 pm
 - 7 am to 7 pm
 - 9 am to 9 pm
 - 1 pm to 1 am
 - 6 pm to 6 am
 - 6:30 pm to 6:30 am
 - 7 am to 7 pm

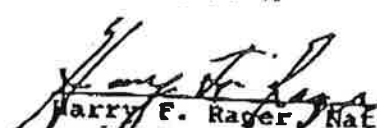
Shift assignments shall be made in accordance with Section B of the Addendum.

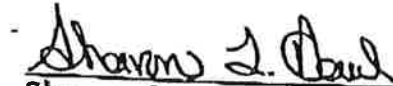
On this 9th day of February, 1989 and in witness thereof, the parties hereto have set their signatures.

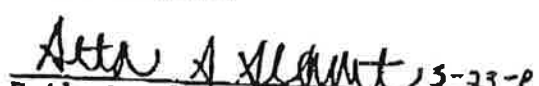
For the District of Columbia Government

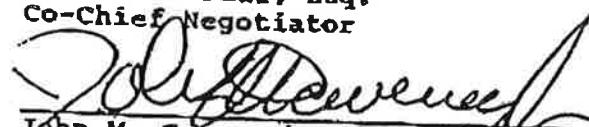
For the American Federation of
Government Employees, Local 3721


Russell U. Carpenter
Chief Negotiator


Harry F. Rager, National Representative and Chief Negotiator for Working Conditions Impasse/ Arbitration

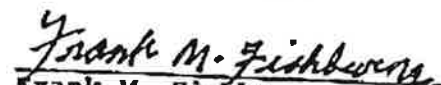

Sharon L. Paul, Esq.
Co-Chief Negotiator

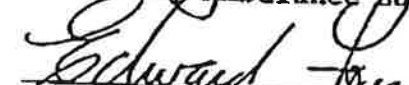

Beth S. Slavet, Esq.
Chief Negotiator

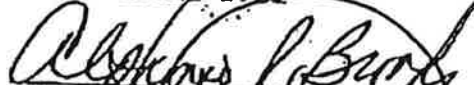

John M. Cavenagh, Director
Emergency Ambulance Bureau

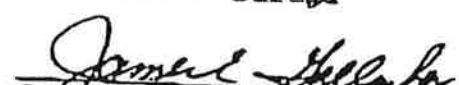

William Jones, Treasurer
AFGE, Local 3721 and Co-Chief
Negotiator/Team


Danny Mott, Deputy Director
Emergency Ambulance Bureau

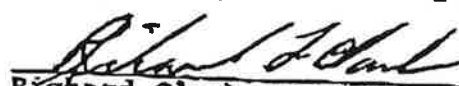

Frank M. Fishburne, President
AFGE, Local 3721


Edward Foye, Assistant Director
of Operations, Emergency
Ambulance Bureau

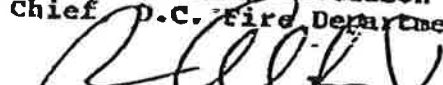

Alphonso Brooks, First Vice-
President, AFGE, Local 3721


James Gallagher, Battalion
Fire Chief, D.C. Fire Department


John Shackelford, Second Vice-
President, AFGE, Local 3721


Richard Clark, Battalion Fire
Chief, D.C. Fire Department


Louis Carter, Chief Shop
Steward, AFGE, Local 3721


Rayfield Alfred, Fire Chief

Schedule A

Position Status	Position Number	Classification	Title	Name	Emplid	Vacancy Status	Grade	Step	FY 2026 Current Salary	Fringe @ 20.2%	FTE	Hourly Rate	Hire Date	Longevity	Reg/Temp/Term	Fund	Program	Cost Center	Project	Award	Task	Sal Plan	PAY	BARG	UNIO N
A	00000021	Uniformed	FIREFIGHTER TECH	Miller, Clifford R	00000022	F	1B	9	104,749.00	21,159.30	1.00	47.96	1/26/2004	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000031	Uniformed	FIREFIGHTER EMT	Cooke, Vincent H	00092303	F	01	7	83,399.00	16,846.60	1.00	38.19	8/8/2016	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000032	Uniformed	SERGEANT	Howard, Christopher M	00036394	F	04	4	102,744.00	20,754.29	1.00	47.04	8/20/2007	0	Reg	1010001	800041	80093				FS0072	FS	C4	LAA
A	00000057	Recruit	FIREFIGHTER EMT	Beauchamp, Harrison	00138939	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000061	Uniformed	FIREFIGHTER EMT	Milligan, Donnell	00133013	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000069	Uniformed	CAPTAIN PARAMEDIC	Stephens, Charles Y.	00031555	F	7B	4	151,308.00	30,564.22	1.00	69.28	1/23/2006	11	Reg	1010001	800057	80093				FS0072	FS	C4	LAA
A	00000131	Civilian-Uniform	FIREFIGHTER EMT	Alvarez, Andy	00138009	F	01	1	62,236.00	12,571.67	1.00	28.50	11/18/2024	0	Reg	4020999	800044	80077	200339	2000193	23.08	FS0072	FS	C4	LAA
A	00000149	Uniformed	SERGEANT	White, Conrad	00093441	F	04	3	93,190.00	18,824.38	1.00	42.67	9/19/2016	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000150	Uniformed	FIREFIGHTER EMT	Branham, Aliaque	00118017	F	01	5	74,688.00	15,086.98	1.00	34.20	8/2/2021	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000208	Uniformed	BATTALION FIRE CHIEF	Hutchins, Robert D.	00005871	F	08	2	163,207.00	32,967.81	1.00	74.73	4/10/2000	11	Reg	1010001	800041	80094				FS0003	FS	CH11	XAA
A	00000218	Uniformed	FIREFIGHTER EMT	Mattocks, James Christopher	00123546	F	01	4	70,327.00	14,206.05	1.00	32.20	8/1/2022	0	Reg	1010001	100145	80105				FS0072	FS	C4	LAA
A	00000247	Admin	Contract Administrator	Giles, Keith	00086809	F	13	5	105,001.00	21,210.20	1.00	50.48	7/13/2015	0	Reg	1010001	100133	80117				DS0087	DS	CH11	XAA
A	00000267	Uniformed	SERGEANT	Bender, Curtis Ray	00055430	F	04	5	107,879.00	21,791.56	1.00	49.40	4/27/2009	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000347	Uniformed	BATTALION FIRE CHIEF	Woolston, Matthew	00003257	F	08	2	156,111.00	31,534.42	1.00	75.05	4/19/2004	0	Reg	1010001	100105	80109				DS0052	DS	CH11	XAA
A	00000396	Uniformed	LIEUTENANT PARAMEDIC	Wright, Zakarij M.	00060029	F	5B	4	130,152.00	26,290.70	1.00	59.59	12/7/2009	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000439	Uniformed	FIRE INSPECTOR	Dunham, Charles R	00022462	F	02	7	108,480.00	21,912.96	1.00	52.15	4/7/2003	0	Reg	1010001	800041	80094				DS0072	DS	C4	LAA
A	00000458	Uniformed	FIREFIGHTER TECH	Peterson, Paul M.	00036572	F	1B	9	99,988.00	20,197.58	1.00	45.78	9/17/2007	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000527	Civilian-Uniform	EMERGENCY MEDICAL TECH	Smith, Monique M	00023652	F	07	10	73,666.00	14,880.53	1.00	35.42	4/12/1999	0	Reg	4020999	800044	80077	200339	2000193	23.08	DS0070	DS	1.2	BIA
A	00000536	Uniformed	FIREFIGHTER EMT	Shaw, Erica	00071349	F	01	9	92,113.00	18,606.83	1.00	42.18	1/14/2013	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000561	Uniformed	FIREFIGHTER EMT	Patterson, Trey A.	00106806	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2023	0	Reg	1010001	800060	80118				FS0072	FS	C4	LAA
A	00000578	Uniformed	BATTALION FIRE CHIEF	Jones, Charles R.	00005854	F	08	2	163,207.00	32,967.81	1.00	74.73	10/10/2000	0	Reg	1010001	800041	80094				FS0003	FS	CH11	XAA
A	00000580	Uniformed	LIEUTENANT	Haggerty Jr., John F	00006355	F	05	5	138,927.00	28,063.25	1.00	63.61	1/3/2000	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000586	Uniformed	SERGEANT	Washington, Patrick	00036080	F	04	6	113,277.00	22,881.95	1.00	51.87	7/23/2007	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000663	Uniformed	FIREFIGHTER TECH	Johnson, Michael P.	00040390	F	1B	9	99,988.00	20,197.58	1.00	45.78	9/15/2008	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000668	Uniformed	FIREFIGHTER EMT	Belle, TySean D	00079233	F	01	8	87,752.00	17,725.90	1.00	40.18	12/2/2013	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000695	Admin	Equal Opportunity Specialist	Dailey, Jasmine M	00097954	F	12	5	90,805.00	18,342.61	1.00	43.66	6/11/2018	0	Reg	4020999	800044	80077	200339	2000193	23.08	DS0087	DS	CH11	XAA
A	00000744	Uniformed	LIEUTENANT PARAMEDIC	Brooks, Alethea V.	00060028	F	5B	4	130,152.00	26,290.70	1.00	59.59	12/7/2009	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000799	Uniformed	FIREFIGHTER TECH	Bail, Jeremiah N.	00040413	F	1B	9	99,988.00	20,197.58	1.00	45.78	9/15/2008	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000813	Uniformed	FIREFIGHTER PARAMEDIC	Gresens, Stephen	00116836	F	1C	2	73,440.00	14,834.88	1.00	33.63	7/29/2004	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000829	Uniformed	FIREFIGHTER EMT - Aqua Program	Thompson, William	00096802	F	01	7	83,399.00	16,846.60	1.00	38.19	3/6/2017	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000832	Uniformed	FIREFIGHTER EMT	Hughes, Tanner	00136707	F	01	2	64,105.00	12,949.21	1.00	29.35	8/26/2024	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000838	Uniformed	FIREFIGHTER TECH	Mcdougal, Ignacio	00006698	F	1B	9	104,749.00	21,159.30	1.00	47.96	10/20/2003	11	Reg	1010001	800057	80093				FS0072	FS	C4	LAA
A	00000852	Uniformed	LIEUTENANT	Dillon, Thomas E	00006306	F	05	3	119,623.00	24,163.85	1.00	54.77	4/7/2003	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000925	Uniformed	CAPTAIN	Kipple, Zachary A	00005496	F	07	4	148,244.00	29,945.29	1.00	67.88	8/9/2004	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00000932	Uniformed	FIREFIGHTER EMT	Gaines-Young, Dante	00111153	F	01	2	64,105.00	12,949.21	1.00	29.35	10/23/2023	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001010	Uniformed	FIREFIGHTER EMT	Stanfield Jr., Ronald Lewis	00114138	F	01	5	74,688.00	15,086.98	1.00	34.20	7/20/2020	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001049	Uniformed	FIREFIGHTER EMT	Bryan, Curtis E.	00002922	F	01	9	101,325.00	20,467.65	1.00	46.39	3/26/2001	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001056	Uniformed	FIREFIGHTER EMT	Lee, Namir	00115719	F	01	5	74,688.00	15,086.98	1.00	34.20	11/9/2020	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001096	Civilian-Uniform	PARAMEDIC	Sterling, Jasper W	00027323	F	09	10	89,530.00	18,085.06	1.00	43.04	8/10/1992	0	Reg	4020999	800044	80077	200339	2000193	23.08	DS0070	DS	1.2	BIA
A	00001174	Uniformed	FIREFIGHTER EMT	Celestine, Collin	00131530	F	01	3	67,213.00	13,577.03	1.00	30.78	9/25/2023	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001189	Uniformed	FIREFIGHTER TECH	Baka, Joseph C	00006996	F	1B	9	114,272.00	23,082.94	1.00	52.32	6/29/1992	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001198	Uniformed	Firefighter Paramedic Field Tr	Dana, Logan	00120019	F	1E	5	87,134.00	17,601.07	1.00	39.90	11/8/2021	0	Reg	1010001	100145	80105				FS0072	FS	C4	LAA
A	00001200	Recruit	FIREFIGHTER PARAMEDIC	Campbell, Grace	00138952	F	1C	1	71,573.00	14,457.75	1.00	32.77	2/24/2025	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001263	Uniformed	FIREFIGHTER EMT	VonSauers, Maximilian	00127978	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2023	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001279	Uniformed	FIREFIGHTER TECH	Glover, Tye M	00007060	F	1B	9	109,511.00	22,121.22	1.00	50.14	4/12/1999	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001343	Uniformed	FIREFIGHTER EMT	Lusby, Jason R	00036104	F	01	9	96,719.00	19,537.24	1.00	44.29	7/23/2007	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001401	Uniformed	FIREFIGHTER EMT	Weeks, Sean	00129808	F	01	3	67,213.00	13,577.03	1.00	30.78	7/17/2023	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001541	Uniformed	FIREFIGHTER EMT	Sebring, Dustin	00118026	F	01	5	74,688.00	15,086.98	1.00	34.20	8/2/2021	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001573	Uniformed	FIREFIGHTER EMT	Bolding, Darnell Antione	00118012	F	01	5	74,688.00	15,086.98	1.00	34.20	8/2/2021	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001574	Uniformed	FIREFIGHTER EMT	Gorman, Andrew	00130144	F	01	3	67,213.00	13,577.03	1.00	30.78	8/14/2023	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001585	Admin	IT Specialist (Customer Suppor	Catalan II, Kevin	00096505	F	12	2	83,289.00	16,824.38	1.00	40.04	2/21/2017	0	Reg	1010001	100068	80124				DS0087	DS	CH11	XAA
A	00001590	Uniformed	FIREFIGHTER TECH	Murphy, Garrett Thomas	00034368	F	1B	9	99,988.00	20,197.58	1.00	45.78	1/8/2007	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00001605	Uniformed	DEPUTY FIRE CHIEF PARAMEDIC	Brooks, Sean P	00012045	F	09B	2																	

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A	00004036	Admin	SUPPORT SRVS ASST	Blakeney Jr., Billy F	00104942	F	06	8	57,763.00	11,668.13	1.00	27.77	8/6/2018	0	Reg	1010001	100061	80099		D50079	DS	1	2	BIA
A	00004043	Uniformed	FIREFIGHTER TECH	Finelli, Christopher M.	00036068	F	18	9	99,988.00	20,197.58	1.00	45.78	7/23/2007	11	Reg	1010001	800057	80093		F50072	FS	C4	LAA	
A	00004047	Uniformed	FIRE INSPECTOR TECH	Moye,Nigiora A	00014845	F	28	7	111,903.00	22,604.41	1.00	53.80	2/10/2003	0	Reg	1010001	800038	80120		D50072	DS	C4	LAA	
A	00004051	Uniformed	FIREFIGHTER TECH	Chamberlain Jr., Robert K	00004093	F	18	9	109,511.00	22,121.22	1.00	50.14	1/3/2000	11	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004055	Recruit	FIREFIGHTER EMT	Schneider,Daniel	00139644	F	01	1	62,236.00	12,571.67	1.00	29.92	6/2/2025	0	Reg	1010001	800041	80094		D50072	DS	C4	LAA	
A	00004063	Uniformed	FIREFIGHTER EMT	Roberts,Vance	00120478	F	01	4	70,327.00	14,206.05	1.00	32.20	12/20/2021	0	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004066	Uniformed	FIREFIGHTER EMT	Marin,Marianna	00132960	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004084	Uniformed	DEPUTY FIRE CHIEF	Bowers,Eric M.	00006220	F	09	2	194,260.00	39,240.52	1.00	93.39	10/10/2000	0	Reg	1010001	800057	80093		D50052	DS	CH11	XAA	
A	00004087	Uniformed	FIREFIGHTER EMT	Street,Jonathan	00126621	F	01	4	70,327.00	14,206.05	1.00	32.20	12/5/2022	0	Reg	1010001	800057	80093		F50072	FS	C4	LAA	
A	00004101	Uniformed	LIEUTENANT	Basinger,Scott T	00008053	F	05	4	126,081.00	25,468.36	1.00	57.73	3/26/2001	0	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004141	Admin	Heavy Mobile Equip Mech Leader	Marbury,Reginald	00006122	F	11	10	97,032.00	19,600.46	1.00	46.65	8/7/2017	0	Reg	1010001	100037	80108		WS0034	WS	1	2	BIA
A	00004143	Admin	Management Analyst	Bishop,Kevette	00014569	F	14	6	127,615.00	25,778.23	1.00	61.35	2/11/1995	0	Reg	1010001	100037	80108		D50087	DS	CH11	XAA	
A	00004152	Admin	Human Resources Specialist	Littles,Bernadette	00034862	F	14	6	127,615.00	25,778.23	1.00	61.35	3/5/2007	0	Reg	1010001	100058	80100		D50087	DS	CH11	XAA	
A	00004171	Uniformed	FIREFIGHTER TECH	Stanton,Michael J	00063772	F	18	9	99,988.00	20,197.58	1.00	45.78	10/12/2010	11	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004172	Uniformed	FIREFIGHTER EMT	Lynch,Lorenzo W	00014731	F	01	9	101,325.00	20,467.65	1.00	46.39	9/9/2002	0	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004183	Uniformed	MARINE PILOT	Schnaffer,Richard D	00004224	F	06	4	149,563.00	30,211.73	1.00	68.48	8/10/1992	11	Reg	1010001	800059	80097		F50072	FS	C4	LAA	
A	00004187	Uniformed	LIEUTENANT PARAMEDIC	Bennett,Timothy	00006022	F	58	4	148,745.00	30,046.49	1.00	68.11	12/28/1992	0	Reg	1010001	800041	80094		F50072	FS	C4	LAA	
A	00004233	Uniformed	FIREFIGHTER PARAMEDIC	Whisonant,Gregory W	00063722	F	1C	9	106,522.00	21,517.44	1.00	48.77	10/12/2010	11	Reg	1010001	800057	80093		F50072	FS	C4	LAA	
A	00004254	Uniformed	BATTALION FIRE CHIEF - EMS -2	Baker,																				

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[illegible]

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A	00006477	Uniformed	FIREFIGHTER EMT	Roberts Jr.,Robert Owen	00034363	F	01	9	96,719.00	19,537.24	1.00	44.29	1/8/2007	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006478	Uniformed	FIREFIGHTER EMT	Howard,Rochelle C.	00136692	F	01	2	64,105.00	12,949.21	1.00	29.35	8/26/2024	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006480	Uniformed	LIEUTENANT	Tinsley,Daniel N	00032094	F	05	5	126,846.00	25,622.89	1.00	58.08	4/3/2006	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006482	Uniformed	FIREFIGHTER EMT	Anthony Jr,George	00122038	F	01	4	70,327.00	14,206.05	1.00	32.20	5/9/2022	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006492	Uniformed	FIREFIGHTER EMT	Lopezone,Joseph V.	00005787	F	01	9	101,325.00	20,467.65	1.00	46.39	12/18/2000	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006500	Recruit	FIREFIGHTER PARAMEDIC	Rae,Daniel	00138935	F	1C	1	71,573.00	14,457.75	1.00	32.77	2/24/2025	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006510	Uniformed	FIREFIGHTER TECH	Thrasher,Brian L.	00006590	F	1B	9	104,749.00	21,159.30	1.00	47.96	12/18/2000	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006514	Uniformed	FIREFIGHTER EMT	DeBeneditto,Matthew	00129811	F	01	3	67,213.00	13,577.03	1.00	30.78	7/17/2023	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006516	Uniformed	FIREFIGHTER EMT	Voglt,Jeremiah K.	00036145	F	01	9	96,719.00	19,537.24	1.00	44.29	7/23/2007	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006535	Uniformed	FIREFIGHTER EMT	Zagrodnichek,Richard E	00006615	F	01	9	101,325.00	20,467.65	1.00	46.39	9/9/2002	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006546	Uniformed	FIREFIGHTER EMT	Jackson,Jadyn	00130125	F	01	3	67,213.00	13,577.03	1.00	30.78	8/14/2023	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006553	Uniformed	FIREFIGHTER TECH	Bedsaul,Kristina Noell	00033811	F	1B	9	99,988.00	20,197.58	1.00	45.78	10/30/2006	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006570	Uniformed	SERGEANT	Barnes,Enrique	00035191	F	04	5	107,879.00	21,791.56	1.00	49.40	4/2/2007	0	Reg.	1010001	800058	80095				FS0072	FS	C4	LAA
A	00006589	Uniformed	FIREFIGHTER EMT	Adams,Joanna Francine	00130150	F	01	3	67,213.00	13,577.03	1.00	30.78	8/14/2023	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006593	Uniformed	FIREFIGHTER EMT	Iacore Jr.,Michael	00119779	F	01	4	70,327.00	14,206.05	1.00	32.20	10/25/2021	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006595	Uniformed	FIREFIGHTER PARAMEDIC	Trivett,Nicholas Mastin	00136734	F	1C	2	73,440.00	14,834.88	1.00	33.63	8/26/2024	0	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006598	Uniformed	FIREFIGHTER TECH	Reynolds,Charles J	00003185	F	1B	9	104,749.00	21,159.30	1.00	47.96	3/8/2004	11	Reg.	1010001	800041	80094				FS0072	FS	C4	LAA
A	00006602	Uniformed	FIREFIGHTER TECH	Buhl,Thomas A	00006684	F	1B	9	104,749.00	21,159.30	1.00	47.96	12/18/2000	11	Reg.	1010001	800041	80094				FS0072	FS	C4	

F	A00007210	Admin	Human Resources Specialist	O		V	L	3	0	93,069.00	18,799.94	1.00	44.74	1/0/1900	-	0	1010001	100055	80102				D50087	DS	CH11	XAA
A	00007213	Uniformed	FIREFIGHTER EMT	Sabolick,Bradley	00116015	F	01	5	74,688.00	15,086.98	1.00	34.20	1/4/2021	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007228	Uniformed	FIREFIGHTER EMT	Bailey Jr., Terrance Carnell	00121466	F	01	4	70,327.00	14,206.05	1.00	32.20	3/14/2022	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007235	Uniformed	LIEUTENANT - Cadet Program	Drake,Roshawnda K	00004911	F	05	5	132,886.00	26,842.97	1.00	63.89	10/20/2003	0	Reg.	1010001	100137	80105					D50072	DS	C4	LAA
A	00007244	Uniformed	FIREFIGHTER TECH	Burris,Tremain	00070605	F	18	9	95,227.00	19,235.85	1.00	43.60	10/9/2012	11	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007253	Uniformed	Battalion Fire Chief Paramedic	Barnes,Melrose C	00027369	F	08B	2	173,942.00	35,136.28	1.00	83.63	2/18/1997	0	Reg.	1010001	800032	80125					D50052	DS	CH11	XAA
A	00007271	Uniformed	FIREFIGHTER PARAMEDIC	Conrad,Chelsea	00132777	F	1C	2	73,440.00	14,834.88	1.00	33.63	12/18/2023	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007293	Uniformed	FIREFIGHTER EMT	Nuyen,Tu D	00102670	F	01	6	79,043.00	15,966.69	1.00	36.19	4/17/2018	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007299	Uniformed	FIREFIGHTER TECH	Garey,Patrick M	00007402	F	1B	9	109,511.00	22,121.22	1.00	50.14	10/10/2000	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007301	Uniformed	SERGEANT	Poe,Duane	00035178	F	04	5	107,879.00	21,791.56	1.00	49.40	4/2/2007	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007302	Uniformed	BATTALION FIRE CHIEF	Spielman,Michael D	00002905	F	08	3	171,692.00	34,681.78	1.00	78.61	10/10/2000	0	Reg.	1010001	800041	80094					F50003	FS	CH11	XAA
A	00007304	Uniformed	LIEUTENANT	Freeman,Delmar L	00005915	F	05	3	119,623.00	24,163.85	1.00	54.77	10/17/2004	11	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007306	Uniformed	CAPTAIN PARAMEDIC	Papariello,Joseph C	00002603	F	7B	4	158,513.00	32,019.63	1.00	72.58	3/7/2004	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007310	Uniformed	FIREFIGHTER EMT		0	V	01	1	62,236.00	12,571.67	1.00	28.50	1/0/1900	-	0	1010001	800041	80094					F50072	FS	C4	LAA
A	00007315	Uniformed	LIEUTENANT	Norris,Eric J	00036583	F	05	4	120,350.00	24,310.70	1.00	55.11	9/17/2007	11	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007335	Uniformed	MARINE ENGINEER	Otterbacher,Josua	00037657	F	06A	4	130,867.00	26,435.13	1.00	59.92	1/7/2008	0	Reg.	1010001	800041	80094					F50072	FS	C4	LAA
A	00007344	Uniformed	Marine Pilot/Engineer Paramedic	Ishbell Jr.,Charles E	00031553	F	6A	4	140,670.00	28,415.34	1.00	64.41	1/23/2006	0	Reg.	1010001	800059	80097					F50072	FS	C4	LAA
A	00007346	Uniformed	SERGEANT	Goderre,Gordon F	00033692	F	04	6	113,277.00	22,881.95	1.00	51.87	10/16/2006	11	Reg.	1010001	800041	80094								

A	00008471	Uniformed	FIREFIGHTER TECH	Diehl,Anthony L	00003360	F	18	9	104,749.00	21,159.30	1.00	47.96	12/15/2003	11	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008474	Uniformed	FIREFIGHTER EMT	Schaefer, Paul	00132969	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2004	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008511	Uniformed	CAPTAIN	Stillwell,Richard E.	00006313	F	07	3	140,914.00	28,464.63	1.00	64.52	12/21/2000	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008512	Uniformed	FIREFIGHTER EMT	Mathias,Jeffrey A.	00036339	F	01	9	96,719.00	19,537.24	1.00	44.29	8/20/2007	0	Reg	1010001	800057	80093								FS0072	FS	C4	LAA
A	00008613	Uniformed	LIEUTENANT	Henderson,Dorita T	00063820	F	05	3	114,185.00	23,065.37	1.00	52.28	10/12/2010	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008627	Uniformed	CAPTAIN	Rodgers Sr.,Djante J	00004003	F	07	4	148,244.00	29,945.29	1.00	71.27	9/9/2002	0	Reg	1010001	800060	80118								DS0072	DS	C4	LAA
A	00008629	Uniformed	CAPTAIN	Dzubbs,Peter J	00002583	F	07	4	148,244.00	29,945.29	1.00	67.88	12/15/2003	11	Reg	1010001	800058	80095								FS0072	FS	C4	LAA
A	00008641	Uniformed	SERGEANT PARAMEDIC	Burns,Ryan J	00100364	F	4B	2	98,086.00	19,813.37	1.00	44.91	10/16/2017	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008650	Uniformed	FIREFIGHTER TECH	Freeburn,Seth C	00063761	F	1B	9	99,988.00	20,197.58	1.00	45.78	10/12/2010	11	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008655	Uniformed	FIREFIGHTER EMT	Force,Arman	00132922	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008656	Uniformed	FIREFIGHTER TECH	Fernandez,Antonio P	00023801	F	1B	9	114,272.00	23,082.94	1.00	52.32	8/21/1995	11	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008680	Uniformed	FIREFIGHTER EMT	Meyer,Timothy	00126634	F	01	4	70,327.00	14,206.05	1.00	32.20	12/5/2022	0	Reg	1010001	800057	80093								FS0072	FS	C4	LAA
A	00008689	Uniformed	Firefighter Paramedic Field Tr	Wieczorek,Kamil	00100357	F	1E	7	95,845.00	19,360.69	1.00	43.89	10/16/2017	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008712	Uniformed	LIEUTENANT PARAMEDIC	Mullen,Christopher K	00036556	F	5B	4	130,152.00	26,290.70	1.00	59.59	9/17/2007	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008776	Uniformed	FIREFIGHTER EMT	Soucy,Alexander	00129809	F	01	3	67,213.00	13,577.03	1.00	30.78	7/17/2023	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00008791	Uniformed	BATTALION FIRE CHIEF	Faulkner,Stephen J.	00035360	F	0B	1	141,650.00	28,613.30	1.00	68.10	4/30/2007	0	Reg	1010001	100037	80108								DS0052	DS	CH11	XAA
A	00008801	Uniformed	FIREFIGHTER PARAMEDIC	Hope,Jon G	00006361	F	1C	9	111,594.00	22,541.99	1.00	51.10	8/25/2003	11	Reg	1010001	800057	80093			</								

A	00011617	Uniformed	FIREFIGHTER EMT	Henson,Devon N	00084629	F	01	01	8	87,752.00	17,725.90	1.00	40.18	1/12/2015	0	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011672	Uniformed	FIREFIGHTER TECH	Gillis,Floyd E	00037687	F	18	9		99,988.00	20,197.58	1.00	45.78	1/7/2008	0	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011676	Uniformed	LIEUTENANT	Brown,Damien T	00026631	F	05	5		132,886.00	26,842.97	1.00	60.85	12/16/2002	11	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011729	Uniformed	FIREFIGHTER EMT	Green,Raymond Lamont	00036139	F	01	01	9	96,719.00	19,537.24	1.00	44.29	7/23/2007	11	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011731	Uniformed	CAPTAIN PARAMEDIC	Sternberg,Benjamin A	00063749	F	78	4		151,308.00	30,564.22	1.00	69.28	10/12/2010	0	Reg.	1010001	800057	80096						FS0072	FS	C4	LAA
A	00011785	Uniformed	BATTALION FIRE CHIEF	Simister,William	00013728	F	08	4		180,624.00	36,486.05	1.00	82.70	1/3/2000	0	Reg.	1010001	800041	80094						FS0003	FS	CH11	XAA
A	00011885	Uniformed	BATTALION EMS SUPVR CAPTAIN	Humphrey,Erin M	00028857	F	78	4		158,513.00	32,019.63	1.00	72.58	4/18/2005	11	Reg.	4020999	800044	80077	200339	2000193	23.08			FS0072	FS	C4	LAA
A	00011886	Uniformed	FIREFIGHTER EMT	Cruz Talome,Julio cesar	00121460	F	01	4		70,327.00	14,206.05	1.00	32.20	3/14/2022	11	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011922	Uniformed	FIREFIGHTER EMT	Evans,Jashawn	00119775	F	01	4		70,327.00	14,206.05	1.00	32.20	10/25/2021	0	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011923	Uniformed	FIREFIGHTER PARAMEDIC	Tracy,Sean Patrick	00036157	F	1C	9		106,522.00	21,517.44	1.00	48.77	7/23/2007	0	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00011939	Uniformed	SERGEANT	McKnight,James	00086252	F	04	4		97,852.00	19,766.10	1.00	44.80	6/1/2015	0	Reg.	1010001	800057	80093						FS0072	FS	C4	LAA
A	00012031	Uniformed	CAPTAIN	Moreland,Christopher	00037152	F	07	3		134,509.00	27,170.82	1.00	64.67	10/29/2007	0	Reg.	1010001	800038	80120						DS0072	DS	C4	LAA
A	00012162	Admin	STAFF ASSISTANT	Williams,Laura M	00003683	F	11	10		96,547.00	19,502.49	1.00	46.42	8/25/2003	0	Reg.	1010001	100145	80105						DS0077	DS	1_2	BIA
A	00012366	Recruit	FIREFIGHTER PARAMEDIC	Tappan-deFreese, Elijah	00138934	F	1C	1		71,573.00	14,457.75	1.00	32.77	2/24/2025	0	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00012380	Uniformed	CAPTAIN	Engels,Michael S	00025993	F	07	4		148,244.00	29,945.29	1.00	67.88	3/26/2001	0	Reg.	1010001	800041	80094						FS0072	FS	C4	LAA
A	00012427	Civilian-Unifom	PARAMEDIC	Gardner,Michael F	00012543	F	09	10		89,530.00	18,085.06	1.00	43.04	7/19/1999	0	Reg.	4020999	800044	80077	200339	2000193	23.08			DS0070	DS	1_2	BIA
A	00012431	Uniformed	LIEUTENANT	Martenes,Matthew I	00002150	F	05	5		132,886.00	26,842.97	1.00	60.85	9/9/2002	11	Reg.	1010001	800057	80093						FS00			

A	00014390	Uniformed	LIEUTENANT	Forrester,Thomas K	00018603	F	05	5	144,967.00	29,283.33	1.00	66.38	11/24/1985	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014401	Uniformed	FIREFIGHTER EMT	Burch,Deangelo D	00014687	F	01	9	101,325.00	20,467.65	1.00	46.39	10/20/2003	11	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014404	Uniformed	FIREFIGHTER EMT	Briscoe,Joshua	00077336	F	01	9	92,113.00	18,606.83	1.00	42.18	7/29/2013	11	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014405	Civilian-Uniform	EMERGENCY MEDICAL TECH	Reid,Yvette C	00014528	F	07	10	73,666.00	14,880.53	1.00	35.42	1/3/1989	11	Reg	4020999	800044	80077	200339	2000193	23.08				DS0070	DS	1,2	BIA	
A	00014420	Uniformed	FIREFIGHTER PARAMEDIC	Quiroz,Nery N	00100356	F	1C	7	92,734.00	18,732.27	1.00	42.46	10/16/2017	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014425	Uniformed	Firefighter Paramedic Field Tr	Thompson,Ramone	00097196	F	1E	7	95,845.00	19,360.69	1.00	43.89	4/18/2017	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
F	00014448	Admin	Pharmacist		0	0	V	14	0	109,999.00	22,219.80	1.00	52.88	0	-	0	1,010,001.00	100058	80100							DS0087	DS	CH11	XAA
A	00014462	Uniformed	FIREFIGHTER EMT	Hughes,Renarday	00067124	F	01	9	92,113.00	18,606.83	1.00	42.18	10/24/2011	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014486	Civilian-Uniform	EMERGENCY MEDICAL TECH	Burns,Tamela A	00006199	F	07	10	73,666.00	14,880.53	1.00	35.42	7/16/2001	0	Reg	4020999	800044	80077	200339	2000193	23.08				DS0070	DS	1,2	BIA	
A	00014491	Civilian-Uniform	EMERGENCY MEDICAL TECH	Burns,Vernard L	00005784	F	07	10	73,666.00	14,880.53	1.00	35.42	1/12/2004	0	Reg	4020999	800044	80077	200339	2000193	23.08				DS0070	DS	1,2	BIA	
A	00014494	Uniformed	FIREFIGHTER TECH	Yager,Matthew A	00036364	F	1B	9	99,988.00	20,197.58	1.00	45.78	8/20/2007	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014500	Uniformed	Firefighter Paramedic Field Tr	Turner,Michaela	00116848	F	1E	5	87,134.00	17,601.07	1.00	39.90	4/12/2021	0	Reg	4020999	800044	80077	200339	2000193	23.08				FS0072	FS	C4	LAA	
A	00014530	Uniformed	FIREFIGHTER TECH	Kucigas,Sean H	00035363	F	1B	9	99,988.00	20,197.58	1.00	45.78	4/30/2007	11	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014532	Uniformed	LIEUTENANT PARAMEDIC	Grunder,Jonathan D	00083661	F	5B	2	112,507.00	22,726.41	1.00	54.09	10/15/2014	0	Reg	1010001	800041	80094								DS0072	DS	C4	LAA
A	00014534	Uniformed	FIRE INSPECTOR	Young,Howard M	00040408	F	02	7	103,549.00	20,916.90	1.00	49.78	9/6/2008	11	Reg	1010001	800038	80120								DS0072	DS	C4	LAA
A	00014560	Uniformed	FIREFIGHTER EMT	Betts,Brian S	00068999	F	01	9	92,113.00	18,606.83	1.00	42.18	11/5/2012	0	Reg	1010001	800041	80094								FS0072	FS	C4	LAA
A	00014561	Uniformed	FIREFIGHTER EMT	Marsh,Stanley	00132082	F	01	2	64,105.00	12,949.21	1.00	29.35	10																

A	00013635	Uniformed	DEPUTY FIRE CHIEF	Downs,Shawn M	00004454	F	09	3	198,267.00	40,049.93	1.00	90.78	12/15/2003	0	Reg	1010001	800041	80092						FS0003	FS	CH11	XAA
A	00016421	Uniformed	LIEUTENANT	Hines,Anthony H	00004428	F	05	4	120,350.00	24,310.70	1.00	55.11	9/15/2008	0	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016451	Uniformed	LIEUTENANT	Gaskin,Oliver W	00014557	F	05	5	132,886.00	26,842.97	1.00	60.85	9/9/2002	11	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016505	Uniformed	BATTALION FIRE CHIEF - EMS - 3	Weinroth,Derek A	00031258	F	08B	4	183,039.00	36,973.88	1.00	83.81	11/28/2005	0	Reg	4020999	800044	80077	200339	2000193	23.08			FS0003	FS	CH11	XAA
A	00016510	Uniformed	FIREFIGHTER EMT	Mathis,Carlos	00061103	F	01	5	74,688.00	15,086.98	1.00	34.20	12/9/2018	0	Reg	1010001	100145	80105						FS0072	FS	CA	LAA
A	00016570	Uniformed	FIREFIGHTER EMT	Taylor,Atrya	00133103	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016579	Admin	HEAVY MOBILE EQUIP MECHANIC	Russell,Bernard	00115417	F	11	7	81,536.00	16,470.27	1.00	39.20	10/13/2020	11	Reg	1010001	100037	80108					WS0029	WS	1 2	BIA	
A	00016599	Uniformed	LIEUTENANT	Womack Jr.,Larry	00004043	F	05	3	114,185.00	23,065.37	1.00	52.28	9/15/2008	0	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016609	Uniformed	FIREFIGHTER TECH	Utley,Steven A	00015106	F	18	9	104,749.00	21,159.30	1.00	47.96	10/17/2004	11	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016614	Uniformed	LIEUTENANT	Grenke,Rodney W	00037137	F	05	4	120,350.00	24,310.70	1.00	55.11	10/29/2007	0	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016630	Uniformed	FIREFIGHTER TECH	Humphrey III,Robert E	00004960	F	18	9	104,749.00	21,159.30	1.00	47.96	4/7/2003	11	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016649	Admin	PUBLIC AFFAIRS SPECIALIST	Maggiolo,Vito E	00091100	F	06	0	112,363.01	22,697.33	1.00	54.02	5/23/2016	0	Reg	1010001	100009	80087					XS0001	XS	CH11	XAA	
A	00016679	Uniformed	FIREFIGHTER TECH	Johnson,Ricardo Andre	00063753	F	18	9	99,988.00	20,197.58	1.00	45.78	10/12/2010	11	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016694	Uniformed	FIREFIGHTER EMT	Hammill,Alessandra N	00033684	F	01	9	96,719.00	19,537.24	1.00	44.29	10/16/2006	0	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016695	Uniformed	FIREFIGHTER TECH	Jones,Eric W	00003068	F	18	9	104,749.00	21,159.30	1.00	47.96	6/14/2004	11	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016727	Cadet	FIRE CADET	Gobantes,Matthew	0142079	F	01	0	37,336.00	7,541.87	1.00	17.95	10/20/2025	0	Temp	1010001	100137	80105						DS0098	DS	CH11	XAA
A	00016798	Uniformed	FIREFIGHTER EMT	Robinson,John K	00102666	F	01	6	79,043.00	15,966.69	1.00	36.19	4/17/2018	0	Reg	1010001	800041	80094						FS0072	FS	CA	LAA
A	00016827	Uniformed	CAPTAIN	Ader,Michael Scott	00094326	F</																					

A	00017554	Uniformed	LIEUTENANT	Predilsky,Charles M	00004947	F	05	5	138,927.00	28,063.25	1.00	63.61	10/10/2000	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017560	Uniformed	FIREFIGHTER PARAMEDIC	Robertson,Xavier D.	00108223	F	1C	6	88,279.00	17,852.56	1.00	40.47	5/13/2019	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017569	Uniformed	FIREFIGHTER TECH	Sealey,Toby R	00006309	F	1B	9	104,749.00	21,159.30	1.00	47.96	5/19/2003	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017577	Uniformed	LIEUTENANT	Young,Wesley A	00023868	V	05	5	97,888.00	19,773.38	1.00	60.85	10/17/2004	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017590	Uniformed	CAPTAIN	Gilligan,Sean J	00002809	F	07	3	140,914.00	28,464.63	1.00	64.52	9/9/2002	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017608	Admin	HEAVY MOBILE EQUIP MECHANIC	Pearson Sr,Michael	00086126	F	10	7	77,646.40	15,684.57	1.00	37.33	6/1/2015	0	Reg	1010001	100037	80108				WS0029	WS	1	2	BJA	
A	00017633	Uniformed	LIEUTENANT - Telestaff Officer - 3	Eiker,Christopher A	00003182	F	05	5	132,886.00	26,842.97	1.00	60.85	8/9/2004	11	Reg	1010001	800041	80092						FS0072	FS	C4	LAA
A	00017653	Uniformed	SERGEANT AIDE	Goodwin,Robert S	00018902	F	04	6	118,671.00	23,971.54	1.00	54.34	3/8/2004	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017655	Uniformed	FIREFIGHTER EMT	Devendorf,Brandon M	00106864	F	01	6	79,043.00	15,966.69	1.00	36.19	1/7/2019	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017685	Admin	MAINTENANCE MECHANIC LEADER	Brown,James A	00010796	F	10	10	92,393.60	18,663.51	1.00	44.42	2/6/1984	11	Reg	1010001	100037	80108				WS0034	WS	1	2	BJA	
A	00017694	Uniformed	CAPTAIN - Local 36 President	Hogland,David C.	00036350	F	07	3	134,509.00	27,170.82	1.00	64.67	8/20/2007	0	Reg	1010001	800041	80094						DS0072	DS	C4	LAA
A	00017740	Uniformed	LIEUTENANT PARAMEDIC	Nguyen,Truc	00091068	F	5B	3	118,083.00	23,852.77	1.00	54.07	5/16/2016	0	Reg	4020999	800044	80077		200339	2000193	23.08		FS0072	FS	C4	LAA
A	00017751	Uniformed	FIREFIGHTER TECH	Disbrow,David L	00033848	F	1B	9	99,988.00	20,197.58	1.00	45.78	3/17/2008	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017773	Uniformed	CAPTAIN	Stevens,Phillip S	00004007	F	07	4	148,244.00	29,945.29	1.00	67.88	1/26/2004	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017784	Uniformed	FIREFIGHTER EMT	Singleton Jr.,Eugene L.	00108227	F	01	6	79,043.00	15,966.69	1.00	36.19	5/13/2019	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017811	Uniformed	LIEUTENANT	Russell,John A	00004307	F	05	4	131,812.00	26,626.02	1.00	60.35	5/27/1997	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017821	Uniformed	FIREFIGHTER EMT	Pickel,Vincent P	00003518	F	01	9	101,325.00	20,467.65	1.00	46.39	11/28/2004	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00017824	Uniformed	LIEUTENANT	Rambo,Kenton D	00033687	F																					

A	00018745	Recruit	FIREFIGHTER EMT	Powell,Richard	00142669	F	01	1	62,236.00	12,571.67	1.00	29.92	12/1/2025	0	Reg	1010001	800041	80094						DS0072	DS	C4	LAA
A	00018746	Uniformed	FIREFIGHTER EMT	Sexton,Flynn	00127989	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2023	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018751	Uniformed	FIREFIGHTER EMT	Hellams,Rickia D	00101042	F	01	7	83,399.00	16,846.60	1.00	38.19	11/27/2017	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018765	Uniformed	FIREFIGHTER EMT	Plater,Jerron F	00080669	F	01	7	83,399.00	16,846.60	1.00	38.19	8/8/2016	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018768	Uniformed	FIREFIGHTER EMT	Roehling,Emily	00127982	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2023	0	Reg	4020999	800044	80077	200339	2000193	23.08			FS0072	FS	C4	LAA
A	00018769	Uniformed	LIEUTENANT	Stapleton,James A	00003120	F	05	4	126,081.00	25,468.36	1.00	57.73	8/9/2004	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018784	Uniformed	SERGEANT	Shires,Julio M	00063757	F	04	5	107,879.00	21,791.56	1.00	49.40	10/12/2010	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018806	Uniformed	FIREFIGHTER EMT	Wooten,DeAndre	00125962	F	01	3	67,213.00	13,577.03	1.00	30.78	10/24/2022	0	Reg	4020999	800044	80077	200339	2000193	23.08			FS0072	FS	C4	LAA
A	00018819	Uniformed	FIREFIGHTER EMT	Hicks,Briana	00111591	F	01	5	74,688.00	15,086.98	1.00	34.20	10/28/2019	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018832	Uniformed	SERGEANT PARAMEDIC	Spencer,Saquan D	00019343	F	4B	5	123,285.00	24,903.57	1.00	59.27	10/20/2003	0	Reg	1010001	800041	80094						DS0072	DS	C4	LAA
A	00018843	Uniformed	FIREFIGHTER EMT	Evans,Marc	00103439	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018872	Uniformed	CAPTAIN	Moose,Adam O	00007182	F	07	4	148,244.00	29,945.29	1.00	67.88	12/15/2003	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018876	Uniformed	SERGEANT AIDE	Zimmerman,Travis	00086269	F	04	4	97,852.00	19,766.10	1.00	44.80	6/1/2015	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018888	Uniformed	FIREFIGHTER TECH	Hansford,Michael K	00019033	F	1B	9	114,272.00	23,082.94	1.00	52.32	4/17/1995	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018901	Uniformed	FIREFIGHTER EMT	Malley,Jared	00136695	F	01	2	64,105.00	12,949.21	1.00	29.35	8/26/2024	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018906	Uniformed	FIRE INVESTIGATOR - FIU3	Thomas,Takeva	00070651	F	2D	6	99,881.00	20,175.96	1.00	45.73	10/9/2012	0	Reg	1010001	800040	80122						FS0072	FS	C4	LAA
A	00018911	Uniformed	FIREFIGHTER EMT	Jewett,Jameson	00118029	F	01	5	74,688.00	15,086.98	1.00	34.20	8/2/2021	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00018914	Cadet	FIRE CADET	Rose,Keyon Amari	00142085																						

A	00020321	Uniformed				Burkley,Milford Karin	00067113	F	18	9	95,227.00	19,235.85	1.00	43.60	10/24/2011	11	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00020670	Uniformed				DEPUTY FIRE CHIEF	00004358	F	09	3	198,267.00	40,049.93	1.00	90.78	12/15/2003	0	Reg	1010001	800057	800093								FS0003	FS	CH11	XAA
A	00020675	Uniformed				FIREFIGHTER EMT	00008428	F	01	9	101,325.00	20,467.65	1.00	46.39	9/9/2002	11	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00020692	Uniformed				FIREFIGHTER EMT	00119776	F	01	4	101,977.00	14,206.05	1.00	32.20	10/25/2021	0	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00020861	Uniformed				LIEUTENANT	00003611	F	05	4	131,812.00	26,626.02	1.00	60.35	4/10/2000	0	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00020862	Uniformed				LIEUTENANT	00018977	F	05	4	120,350.00	24,310.70	1.00	55.11	5/3/2004	11	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00020923	Uniformed				LIEUTENANT	00032045	F	05	4	120,350.00	24,310.70	1.00	55.11	4/3/2006	0	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00020969	Uniformed				SERGEANT PARAMEDIC	00078083	F	48	4	107,187.00	21,651.77	1.00	51.53	8/26/2013	0	Reg	4020999	800048	800084					23.12	DS0072	DS	C4	LAA		
A	00020975	Uniformed				FIREFIGHTER TECH	00001368	F	18	9	104,749.00	21,159.30	1.00	47.96	6/14/2004	11	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00021057	Recruit				FIREFIGHTER PARAMEDIC	Coppetti,Chase	F	1C	1	71,573.00	14,457.75	1.00	32.77	2/24/2025	0	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00021063	Uniformed				CAPTAIN	Gervais,Phillip E	F	07	3	140,914.00	28,464.63	1.00	64.52	1/26/2004	11	Reg	1010001	800041	800094								FS0072	FS	C4	LAA
A	00021089	Uniformed				FIREFIGHTER EMT	Henderson,Demonte	00119762	F	01	3	67,213.00	13,577.03	1.00	30.78	10/24/2022	0	Reg	1010001	100058	80100							FS0072	FS	C4	LAA
A	00021096	Uniformed				FIREFIGHTER EMT	Beckham,Tyrell	00089883	F	01	5	74,688.00	15,086.98	1.00	34.20	1/11/2016	0	Reg	1010001	100145	80105							FS0072	FS	C4	LAA
A	00021104	Uniformed				FIREFIGHTER EMT	Williams,Alfred C	00027354	F	01	9	105,930.00	21,397.86	1.00	48.50	7/5/1998	0	Reg	1010001	800044	80077							FS0072	FS	C4	LAA
A	00021119	Uniformed				CAPTAIN	0	0	V	07	0	115,751.00	23,381.70	1.00	55.65	1/0/1900	-	0	1010001	800057	80093							DS0072	DS	C4	LAA
A	00021123	Recruit				FIREFIGHTER EMT	Brady,Tyler	00138947	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800041	80094							FS0072	FS	C4	LAA
A	00021151	Uniformed				FIREFIGHTER EMT	Middletton,Joseph A	00080580	F	01	5	74,688.00	15,086.98	1.00	34.20	4/21/2															

[illegible]

Schedule A

A	00023297	Civilian-Uniform	EMERGENCY MEDICAL TECH	Leyland,Kimberly M	00005918	F	07	10	73,666.00	14,880.53	1.00	35.42	4/7/2003	0	Reg	4020999	800044	80077	200339	2000193	23.08	DS0070	DS	1	2	BIA	
A	00023301	Uniformed	FIREFIGHTER EMT	Riccione,Burke R.	00001563	F	01	9	101,325.00	20,467.65	1.00	46.39	12/18/2000	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023329	Uniformed	FIREFIGHTER TECH	Negley,Jason K.	00038350	F	18	9	99,988.00	20,197.58	1.00	45.78	3/17/2008	0	Reg	4020999	800045	80093	200339	2000193	23.03	FS0072	FS	C4	LAA		
A	00023339	Recruit	FIREFIGHTER EMT	Chiodo,Matthew Hennessy	00138948	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800057	80093					FS0072	FS	C4	LAA	
A	00023346	Uniformed	FIREFIGHTER EMT	Chichester Arthur M.	00040416	F	01	9	96,719.00	19,537.24	1.00	44.29	9/15/2008	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023347	Uniformed	FIREFIGHTER PARAMEDIC TECH - AIR-2-3	Johnson,Shanita M.	00022112	F	10	9	115,018.00	23,233.64	1.00	52.66	12/18/2000	0	Reg	1010001	800049	80098					FS0072	FS	C4	LAA	
A	00023361	Cadet	FIRE CADET	Fuller Jerry	00142076	F	01	0	37,336.00	7,541.87	1.00	17.95	10/20/2025	0	Temp	1010001	100137	80105					DS0098	DS	CH11	XAA	
A	00023371	Uniformed	FIREFIGHTER PARAMEDIC TECH	Balmer,Alexander	00116844	F	10	5	87,134.00	17,601.07	1.00	39.90	4/12/2021	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023373	Uniformed	FIREFIGHTER EMT	Douglas,Theodore B.	00023534	F	01	9	105,930.00	21,397.86	1.00	48.50	10/10/2000	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023393	Admin	Inventory Management Spec.	Duncan,Owen G	00027423	F	09	10	80,032.00	16,166.46	1.00	38.48	11/22/1999	12	Reg	1010001	100105	80109					DS0078	DS	1	2	BIA
A	00023414	Uniformed	FIREFIGHTER TECH	Janosko,Kathleen E.	00036079	F	18	9	99,988.00	20,197.58	1.00	45.78	7/23/2007	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023425	Uniformed	FIREFIGHTER EMT	Bradley,Jr,Arthur	00116398	F	01	5	74,688.00	15,086.98	1.00	34.20	2/16/2021	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023437	Uniformed	FIREFIGHTER TECH	Hayden IV,George E.	00040409	F	18	9	99,988.00	20,197.58	1.00	45.78	9/15/2008	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023444	Uniformed	FIREFIGHTER EMT	Barnhart,Jared	00127972	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2022	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023449	Uniformed	FIREFIGHTER EMT	Malley,John	00121458	F	01	4	70,327.00	14,206.05	1.00	32.20	3/14/2022	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023460	Uniformed	FIREFIGHTER TECH	Williams,Timothy M	00035295	F	18	9	99,988.00	20,197.58	1.00	45.78	4/17/2007	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023472	Uniformed	FIREFIGHTER EMT	Stonestreet,Daniel J	00063764	F	01	9	96,719.00	19,537.24	1.00	44.29	10/12/2010	0	Reg	1010001	800057	80093					FS0072	FS	C4	LAA	
A	00023488	Civilian-Uniform	EMERGENCY MEDICAL TECH	Newman,Larone R	00181709	F	07	10	73,666.00	14,880.53	1.00	35.42	8/25/2003	0	Reg	4020999	800044	80077	200339	2000193	23.08	DS0070	DS	1	2	BIA	
A	00023494	Uniformed	FIREFIGHTER EMT	Hollingsworth,Calvin Tre'von	00132130	F	01	2	64,105.00	12,949.21	1.00	29.35	10/23/2023	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023503	Uniformed	FIREFIGHTER EMT	Felder,Sean P	00027122	F	01	9	101,325.00	20,467.65	1.00	46.39	8/25/2003	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023506	Uniformed	FIREFIGHTER EMT	0	0	F	01	0	62,236.00	12,571.67	1.00	28.50	1/0/1900	-	0	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023509	Recruit	FIREFIGHTER PARAMEDIC	Tulenko,Ethan	00142642	F	1C	1	71,573.00	14,457.75	1.00	34.41	12/1/2025	0	Reg	1010001	800057	80093					DS0072	DS	C4	LAA	
A	00023513	Uniformed	FIREFIGHTER EMT	Parker,Amaris Ivane	00107994	F	01	6	79,043.00	15,966.69	1.00	36.19	4/15/2019	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023520	Uniformed	FIREFIGHTER PARAMEDIC TECH	Edery,Joshua	00115839	F	10	5	87,134.00	17,601.07	1.00	39.90	11/23/2020	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023530	Uniformed	FIREFIGHTER EMT	Acerno,John	00127967	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2022	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023557	Uniformed	FIREFIGHTER EMT	Gardner,Travis W	00023718	F	01	9	101,325.00	20,467.65	1.00	46.39	6/14/2004	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023559	Uniformed	LIEUTENANT	Owens,Derrell J.	00036149	F	05	4	120,350.00	24,310.70	1.00	55.11	7/23/2007	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023560	Uniformed	LIEUTENANT PARAMEDIC	Kurian,Vinu V.	00060019	F	5B	5	136,648.00	27,602.90	1.00	62.57	12/7/2009	0	Reg	1010001	800058	80095					FS0072	FS	C4	LAA	
A	00023569	Uniformed	SERGEANT PARAMEDIC	Lehan,Edwin M	00004296	F	4B	6	140,662.00	28,413.72	1.00	64.41	10/31/1983	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023574	Uniformed	FIRE ARSON INVESTIGATOR ARMED - FIU1	Ford II,John William	00034318	F	2D	7	110,083.00	22,236.77	1.00	50.40	1/8/2007	0	Reg	1010001	800040	80122					FS0072	FS	C4	LAA	
A	00023586	Admin	Juvenile Fire Setters Counselor	Taylor,Aleazor A	00023747	F	13	10	137,561.00	27,787.32	1.00	66.14	5/10/1999	0	Reg	1010001	800039	80121					DS0077	DS	1	2	BIA
A	00023621	Civilian-Uniform	EMERGENCY MEDICAL TECH	Jones,Jonathan L	00023783	F	07	10	73,666.00	14,880.53	1.00	35.42	2/10/2023	11	Reg	4020999	800044	80077	200339	2000193	23.08	DS0070	DS	1	2	BIA	
A	00023631	Uniformed	FIREFIGHTER EMT	Kinard,Patrick C	00032044	F	01	9	96,719.00	19,537.24	1.00	44.29	4/3/2006	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023636	Uniformed	SERGEANT PARAMEDIC	Huebner,Charles G	00102315	F	4B	1	93,863.00	18,960.33	1.00	42.98	3/19/2018	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023637	Uniformed	FIREFIGHTER EMT	Pitts Jr.,Vance L	00014963	F	01	9	110,536.00	22,328.27	1.00	50.61	7/26/1993	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023649	Uniformed	FIRE INSPECTOR TECHNICIAN HEALTH	Anderson,Sir Charles	00014948	F	2B	7	111,903.00	22,604.41	1.00	53.80	12/15/2003	11	Reg	1010001	800038	80120					DS0072	DS	C4	LAA	
A	00023660	Uniformed	FIREFIGHTER TECH	Butler Jr.,Donnell E	00092296	F	18	7	86,509.00	17,474.82	1.00	39.61	8/8/2016	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023670	Uniformed	FIREFIGHTER EMT	Washington,Ivory	00112564	F	01	5	74,688.00	15,086.98	1.00	34.20	1/21/2020	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023676	Uniformed	SERGEANT	Ziegler,Clarence A.	00035203	F	04	5	107,879.00	21,791.56	1.00	49.40	4/2/2007	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023681	Uniformed	CAPTAIN PARAMEDIC	Botwin,Jonathan M	00007652	F	7B	4	158,513.00	32,019.63	1.00	72.58	8/9/2004	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023689	Uniformed	LIEUTENANT	Greener,William I	00055409	F	05	4	120,350.00	24,310.70	1.00	55.11	4/27/2009	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023691	Uniformed	BATTALION EMS SUPVR CAPTAIN	LAMMERT,PHILIP E	00031852	F	7B	4	151,308.00	30,564.22	1.00	69.28	3/6/2006	0	Reg	4020999	800044	80077	200339	2000193	23.08	FS0072	FS	C4	LAA		
A	00023694	Uniformed	FIREFIGHTER EMT	Robert,Steven	00120034	F	01	5	74,688.00	15,086.98	1.00	34.20	11/8/2021	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023708	Uniformed	Firefighter Paramedic Field Tr	Sakaria,Nathaniel	00120047	F	1E	5	87,134.00	17,601.07	1.00	39.90	11/8/2021	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023718	Uniformed	CAPTAIN	Puglisi,Michael J	00007584	F	07	4	148,244.00	29,945.29	1.00	67.88	12/15/2003	0	Reg	1010001	800059	80097					FS0072	FS	C4	LAA	
A	00023719	Uniformed	SERGEANT	Carroll III,Thomas F.	00013980	F	04	6	124,065.00	25,061.13	1.00	56.81	10/10/2000	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023722	Uniformed	FIREFIGHTER TECH	Kueppers,Matthew D.	00036338	F	18	9	99,988.00	20,197.58	1.00	45.78	8/20/2007	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023725	Uniformed	FIREFIGHTER EMT	Miedzinski,Joseph	00070642	F	01	9	92,113.00	18,606.83	1.00	42.18	10/9/2012	11	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023727	Uniformed	FIREFIGHTER TECH	Newnam,Robert	00086259	F	18	8	90,862.00	18,354.12	1.00	41.60	6/1/2015	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023730	Uniformed	FIREFIGHTER EMT	Thomas,Jumanne P	00004148	F	01	9	101,325.00	20,467.65	1.00	46.39	4/7/2023	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023749	Uniformed	SERGEANT PARAMEDIC	Dailey,Thomas	00086432	F	4B	4	107,187.00	21,651.77	1.00	49.08	6/15/2015	0	Reg	1010001	800041	80094					FS0072	FS	C4	LAA	
A	00023759	Uniformed	FIREFIGHTER EMT	Ogunfiditimi,Oluweseley K	00084650	F	01	8	87,752.00	17,725.90	1.00	40.18	1/12/2015	0	Reg	1010001	800041	80094					FS0072	FS	C4		

A	00025114	Uniformed	CAPTAIN	Himes,Steven	00029005	F	07	3	140,914.00	28,464.63	1.00	64.52	5/2/2005	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025149	Uniformed	FIREFIGHTER TECH	Duty,William H	00004493	F	18	9	104,749.00	21,159.30	1.00	47.96	11/29/2004	11	Reg	1010001	800059	80097						FS0072	FS	C4	LAA
A	00025152	Uniformed	FIREFIGHTER EMT	James,Kareem	00115714	F	01	5	74,688.00	15,086.98	1.00	34.20	11/9/2020	0	Reg	1010001	100145	80105						FS0072	FS	C4	LAA
A	00025164	Uniformed	FIREFIGHTER TECH	Olden,Chanel J	00103837	F	18	6	82,155.00	16,595.31	1.00	37.62	7/9/2018	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025173	Uniformed	FIREFIGHTER EMT	Lozano,LAKisha	00111592	F	01	5	74,688.00	15,086.98	1.00	34.20	10/28/2019	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025230	Uniformed	SERGEANT	Mosley III,Joseph K.	00013914	F	04	5	118,153.00	23,866.91	1.00	54.10	12/24/1999	0	Reg	1010001	800058	80095						FS0072	FS	C4	LAA
A	00025258	Uniformed	BATTALION EMS SUPVR CAPTAIN - ELO-3-2	Costello,Craig B	00018985	F	78	4	165,718.00	33,475.04	1.00	75.88	7/6/1998	0	Reg	1010001	800032	80125						FS0072	FS	C4	LAA
A	00025308	Uniformed	FIREFIGHTER EMT	Ross,DeLonte	00093413	F	01	7	83,399.00	16,846.60	1.00	38.19	9/19/2016	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025318	Uniformed	CAPTAIN	Gross,Timothy J	00002974	V	07	3	140,914.00	28,464.63	1.00	64.52	8/9/2004	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025347	Uniformed	CAPTAIN	Kelly,Joseph Patrick	00035209	F	07	3	134,509.00	27,170.82	1.00	61.59	4/2/2007	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025354	Uniformed	FIREFIGHTER TECH	Ladd,Brian F	00007394	F	18	9	104,749.00	21,159.30	1.00	47.96	12/16/2002	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025383	Uniformed	FIREFIGHTER EMT	Harrison,Danielle	00136699	F	01	2	64,105.00	12,949.21	1.00	29.35	8/26/2024	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025406	Civilian-Uniform	PARAMEDIC	Trimble,Alan J	00007029	F	09	10	89,530.00	18,085.06	1.00	43.04	1/27/1992	0	Reg	4020999	800044	80077	200339	2000193	23.08		DS0070	DS	1_2	BIA	
A	00025409	Recruit	FIREFIGHTER EMT	Moore,Eleanor	00139626	F	01	1	62,236.00	12,571.67	1.00	29.92	6/2/2025	0	Reg	1010001	800041	80094						DS0072	DS	C4	LAA
A	00025425	Admin	Attorney Advisor	Dobbs,Monika M	00069306	F	15	5	171,697.00	34,622.90	1.00	82.55	7/16/2012	0	Reg	1010001	100051	80101						LA0001	LA	CH11	XAA
A	00025448	Uniformed	BATTALION FIRE CHIEF	Johnson,Jonathan T.	00014234	F	08	4	172,770.00	34,899.54	1.00	79.11	12/18/2000	11	Reg	1010001	800041	80094						FS0003	FS	CH11	XAA
A	00025452	Uniformed	FIREFIGHTER TECH	Alexander,Alicia	00114124	F	18	5	77,797.00	15,714.99	1.00	35.62	7/20/2020	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00025469	Uniformed	LIEUTENANT	Burton,Sean A	00027472	F	05	5	13																		

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A	00026369	Admin	HEAVY MOBILE EQUIP MECH FORMN	Redhead,Rayvon	00136983	F	11	0	83,990.40	16,966.06	1.00	40.38	9/9/2024	0	Reg	1010001	100039	80108								WS0028	WS	CH11	MSS	
A	00026406	Uniformed	SERGEANT PARAMEDIC	Marzette,Melanie A.	00037202	F	4B	4	107,187.00	21,651.77	1.00	49.08	9/8/2014	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026407	Recruit	FIREFIGHTER EMT	Haughton,Manlyia	00139646	F	01	1	62,236.00	12,571.67	1.00	29.92	6/2/2025	0	Reg	1010001	800041	80094									DS0072	DS	C4	LAA
A	00026408	Recruit	FIREFIGHTER EMT	Washabaugh,Eli	00139643	F	01	1	62,236.00	12,571.67	1.00	29.92	6/2/2025	0	Reg	1010001	800041	80094									DS0072	DS	C4	LAA
A	00026435	Uniformed	FIREFIGHTER TECH	Clements,Brittany M.	00070697	F	1B	6	82,155.00	16,595.31	1.00	37.62	7/9/2018	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026436	Uniformed	LIEUTENANT	Kovach,Nicholas D.	00038296	F	05	5	126,846.00	25,622.89	1.00	58.08	3/17/2008	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026441	Uniformed	SERGEANT	West,Timothy	00106968	F	04	1	84,528.00	17,074.66	1.00	38.70	1/7/2019	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026444	Uniformed	FIREFIGHTER TECH	Bohannon-Bey,James	00090574	F	1B	7	86,509.00	17,474.82	1.00	39.61	3/21/2016	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026453	Uniformed	SERGEANT AIDE	Wilson,Darrell	00028368	F	04	6	118,671.00	23,971.54	1.00	54.34	2/7/2005	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026481	Uniformed	LIEUTENANT	Brooke,Michael D	00033802	F	05	5	126,846.00	25,622.89	1.00	58.08	10/30/2006	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026491	Uniformed	FIREFIGHTER EMT	Shaw,Malik	00120031	F	01	5	74,688.00	15,086.98	1.00	34.20	11/8/2021	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026492	Recruit	FIREFIGHTER EMT	St John,Ronnell Kyjuan	00142676	F	01	1	62,236.00	12,571.67	1.00	29.92	12/1/2025	0	Reg	1010001	800041	80094									DS0072	DS	C4	LAA
A	00026502	Admin	Program Analyst	Kadir,Alkindi R.	00114108	F	12	2	83,289.00	16,824.38	1.00	40.04	7/6/2020	0	Reg	1010001	100093	80089									DS0087	DS	CH11	XAA
A	00026546	Uniformed	FIREFIGHTER EMT	Wedlock,Aaron H	00080668	F	01	8	87,752.00	17,725.90	1.00	40.18	4/21/2014	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026550	Uniformed	FIREFIGHTER TECH	Higsmith,Ernest	00055412	F	1B	9	99,988.00	20,197.58	1.00	45.78	4/27/2009	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026560	Uniformed	FIREFIGHTER TECH	Basti,Matthew D	00037647	F	1B	9	99,988.00	20,197.58	1.00	45.78	1/7/2008	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026563	Uniformed	FIRE ARSON INVESTIGATOR ARMED	Sanchez,Donovan N	00038300	F	2D	7	110,083.00	22,236.77	1.00	50.40	3/17/2008	0	Reg	1010001	800040	80122									FS0072	FS	C4	LAA
A	00026565	Uniformed	LIEUTENANT	Chase,Travis L	00036553	F	05	4	120,350.00	24,310.70	1.00	55.11	9/17/2007	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026569	Uniformed	FIREFIGHTER TECH	Hicks,Anthony P	00024041	F	1B	9	104,749.00	21,159.30	1.00	47.96	12/2/2002	0	Reg	1010001	800058	80095									FS0072	FS	C4	LAA
A	00026581	Uniformed	FIREFIGHTER TECH - AIR-1-2	Quintanilla,Japheth Melvin Or	00033209	F	1B	9	99,988.00	20,197.58	1.00	45.78	4/27/2007	11	Reg	4020999	800045	80093	200339	2000193	23.03					FS0072	FS	C4	LAA	
A	00026584	Uniformed	FIREFIGHTER PARAMEDIC TECH	Mitchem III,Thomas Roland	00102314	F	1D	6	91,491.00	18,481.18	1.00	41.89	3/19/2018	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026589	Uniformed	FIREFIGHTER EMT	George,Duane C	00019558	F	01	9	96,719.00	19,537.24	1.00	44.29	10/28/2007	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026609	Uniformed	FIREFIGHTER EMT	Myatt,Nicholas L	00101074	F	01	7	83,399.00	16,846.60	1.00	38.19	11/27/2017	0	Reg	1010001	800057	80093									FS0072	FS	C4	LAA
A	00026610	Uniformed	FIREFIGHTER EMT	Burrell,Giovanni	00133232	F	01	1	62,236.00	12,571.67	1.00	28.50	11/18/2024	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026628	Uniformed	SERGEANT AIDE	Smith,Gregory D	00001303	F	04	6	118,671.00	23,971.54	1.00	54.34	12/15/2013	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026658	Uniformed	SERGEANT PARAMEDIC	Buford,Eve L	00060006	F	4B	5	117,681.00	23,771.56	1.00	53.88	12/7/2009	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026678	Cadet	FIRE CADET	Wyatt Jr.,Delonta Izel	00142071	F	01	0	37,336.00	7,541.87	1.00	17.95	10/20/2025	0	Temp	1010001	100137	80105									DS0098	DS	CH11	XAA
A	00026681	Uniformed	SERGEANT	Gaddis,Bernard E.	00040427	F	04	5	107,879.00	21,791.56	1.00	49.40	9/15/2008	0	Reg	1010001	800058	80095									FS0072	FS	C4	LAA
A	00026741	Uniformed	FIREFIGHTER EMT	Rembert,Tondelaya L	00103926	F	01	6	79,043.00	15,966.69	1.00	36.19	7/9/2018	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026742	Uniformed	FIREFIGHTER EMT	Elliott,Jazmin K S	00079241	F	01	8	87,752.00	17,725.90	1.00	40.18	12/3/2014	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026745	Uniformed	FIREFIGHTER EMT	Snyder IV,John	00132935	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026750	Uniformed	CAPTAIN PARAMEDIC	0	0	V	7B	0	125,087.00	25,267.57	1.00	60.14	1/0/1900	-	0	1010001	100145	80105									DS0072	DS	C4	LAA
A	00026755	Uniformed	SERGEANT PARAMEDIC	De Lima,Leonardo	00091053	F	4B	3	102,526.00	20,710.25	1.00	46.94	5/16/2016	0	Reg	1010001	800058	80095									FS0072	FS	C4	LAA
A	00026758	Uniformed	Firefighter Paramedic Field Tr	Grace,Matthew Eric	00034311	F	1E	9	109,790.00	22,177.58	1.00	50.27	1/8/2007	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026780	Uniformed	FIREFIGHTER TECH	Vincent,Kelvin K	00017919	F	1B	9	104,749.00	21,159.30	1.00	47.96	12/5/1988	0	Reg	1010001	800049	80098									FS0072	FS	C4	LAA
A	00026794	Uniformed	FIREFIGHTER TECH	Brown,Paula E	00026967	F	1B	9	114,272.00	23,082.94	1.00	52.32	2/13/1989	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026797	Uniformed	FIREFIGHTER EMT	Brown,Lawrence	00071324	F	01	9	92,113.00	18,606.83	1.00	42.18	1/14/2013	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026801	Uniformed	FIRE INSPECTOR TECH	Primus,Celina C	00019747	F	2B	7	111,903.00	22,604.41	1.00	53.80	1/26/2004	0	Reg	1010001	800038	80120									DS0072	DS	C4	LAA
A	00026837	Uniformed	SERGEANT	Thompson,David	00070650	F	04	4	97,852.00	19,766.10	1.00	44.80	10/9/2012	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026840	Uniformed	LIEUTENANT	Pettis,Tekola A	00036098	F	4B	5	117,681.00	23,771.56	1.00	53.88	7/23/2007	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026862	Uniformed	FIREFIGHTER EMT	Ferguson,Anthony	00071326	F	01	9	92,113.00	18,606.83	1.00	42.18	1/14/2013	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026878	Civilian-Uniform	PARAMEDIC	Scott,Lenora	00027325	F	09	10	89,530.00	18,085.06	1.00	43.04	8/16/1999	0	Reg	4020999	800044	80077	200339	2000193	23.08					DS0070	DS	1.2	BIA	
A	00026899	Uniformed	FIREFIGHTER EMT	Williams,Raymond J	00102631	F	01	6	79,043.00	15,966.69	1.00	36.19	4/17/2018	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026908	Uniformed	LIEUTENANT	Adams,Patrick Kyle	00033808	F	05	3	114,185.00	23,065.37	1.00	52.28	10/30/2006	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026916	Recruit	FIREFIGHTER EMT	Garcia,Brandon	00142677	F	01	1	62,236.00	12,571.67	1.00	29.92	12/1/2025	0	Reg	1010001	800041	80094									DS0072	DS	C4	LAA
A	00026926	Uniformed	FIREFIGHTER EMT	King,Michael C	00004111	F	1B	9	104,749.00	21,159.30	1.00	47.96	6/14/2024	11	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026932	Admin	CLERICAL ASSISTANT	Smith,Karen E	00027106	F	06	10	60,999.00	12,321.80	1.00	29.33	12/28/1987	0	Reg	1010001	100105	80109									DS0079	DS	1.2	BIA
A	00026948	Recruit	FIREFIGHTER EMT	Levitzi,Bryan	00138949	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026956	Uniformed	SERGEANT PARAMEDIC	Funnyre,Joseph D	00027373	F	4B	5	128,889.00	26,035.58	1.00	59.02	2/18/1997	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00026983	Uniformed																												

A	00027306	Uniformed	LIEUTENANT - Telestaff Officer - 4	Faunce III,Henry S	00007119	F	05	5	132,886.00	26,842.97	1.00	60.85	1/24/2000	11	Reg	1010001	800041	80092						FS0072	FS	C4	LAA
A	00027318	Uniformed	FIREFIGHTER EMT	Kinney,Rico C	00093147	F	01	7	83,399.00	16,846.60	1.00	38.19	9/6/2016	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027319	Uniformed	FIREFIGHTER EMT	Puryear,Robert Wayne	00132772	F	01	2	64,105.00	12,949.21	1.00	29.35	12/18/2023	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027327	Recruit	FIREFIGHTER EMT	Whitaker,Trent M	00139629	F	01	1	62,236.00	12,571.67	1.00	29.92	6/2/2025	0	Reg	1010001	100145	80105						DS0072	DS	C4	LAA
A	00027340	Uniformed	FIREFIGHTER EMT	Williams,Keith A	00132874	F	01	2	64,105.00	12,949.21	1.00	29.35	12/18/2023	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027347	Uniformed	LIEUTENANT	Henry,Christopher P	00037136	F	05	3	114,185.00	23,065.37	1.00	52.28	10/29/2007	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027356	Uniformed	FIREFIGHTER EMT	Turner,Zachary	00127988	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2023	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027404	Uniformed	SERGEANT	Neuman,Michael Paul	00063791	F	04	5	107,879.00	21,791.56	1.00	49.40	10/12/2010	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027406	Uniformed	SERGEANT	Dyott,Phillip	00073170	F	04	4	97,852.00	19,766.10	1.00	44.80	7/15/2013	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027417	Uniformed	FIREFIGHTER TECH	Wolf,Brian P	00004578	F	1B	9	104,749.00	21,159.30	1.00	47.96	4/19/2004	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027418	Uniformed	FIREFIGHTER EMT	Douglas,Maurice Robinson	00070261	F	01	5	74,688.00	15,086.98	1.00	34.20	9/10/2012	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027431	Uniformed	SERGEANT PARAMEDIC	Chung,Daniel S	00100365	F	4B	3	102,526.00	20,710.25	1.00	46.94	10/16/2017	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027446	Uniformed	LIEUTENANT	Mceenee,Daniel R	00007497	F	05	5	132,886.00	26,842.97	1.00	60.85	1/26/2004	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027448	Uniformed	FIREFIGHTER EMT	Potts,Robert	00071344	F	01	9	92,113.00	18,606.83	1.00	42.18	1/14/2013	11	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027465	Uniformed	LIEUTENANT PARAMEDIC	Brimage Sr.,Corey Duane	00004902	F	5B	5	149,663.00	30,231.93	1.00	68.53	5/10/1999	0	Reg	4020999	800044	80077	200339	2000193	23.08		FS0072	FS	C4	LAA	
A	00027466	Uniformed	FIREFIGHTER EMT	Hoston,Randolph	00130161	F	01	3	67,213.00	13,577.03	1.00	30.78	8/14/2023	0	Reg	1010001	800041	80094						FS0072	FS	C4	LAA
A	00027598	Uniformed	LIEUTENANT	Schickler,Karl R	00083702	F	05	4	120,350.00	24,310.70	1.00	57.86	10/16/2006	11	Reg	1010001	100145	80105						DS0072	DS	C4	LAA
A	00027712	Uniformed	FIREFIGHTER EMT	Dalton,Andre	00121450	F	01																				

A	00028846	Uniformed	Firefighter Paramedic Field Tr		Hoves,Justin	0	V	1E	0	74,685.00	15,086.37	1.00	34.20	1/0/1900	-	0	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028847	Uniformed	FIREFIGHTER EMT		Hoves,Justin	00136708	F	01	2	64,105.00	12,949.21	1.00	29.35	8/26/2024	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028848	Uniformed	FIREFIGHTER EMT		Levett Jr., Rashad	00129499	F	01	1	62,236.00	12,571.67	1.00	28.50	11/18/2024	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028850	Uniformed	FIREFIGHTER EMT		Miller,Jeremy	00067213	F	01	5	74,688.00	15,086.98	1.00	34.20	5/24/2021	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028851	Uniformed	FIREFIGHTER EMT		Craig,Maurice	00093483	F	01	7	83,399.00	16,846.60	1.00	38.19	9/19/2016	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028862	Uniformed	FIREFIGHTER EMT		Hardy,Michael D	00080660	F	01	8	87,752.00	17,725.90	1.00	40.18	4/21/2014	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028864	Uniformed	BATTALION FIRE CHIEF		Williams,Thomas L	00019512	F	08	1	148,396.00	29,975.99	1.00	67.95	10/17/2004	0	Reg	1010001	800041	80094					F50003	FS	CH11	XAA	
A	00028865	Uniformed	CAPTAIN		McMahon,Martin J	00033803	F	07	4	141,506.00	28,584.21	1.00	68.03	10/30/2006	0	Reg	1010001	800040	80122					D50072	DS	C4	LAA	
A	00028867	Uniformed	BATTALION EMS SUPVR CAPTAIN		Carter,Rodney	00022960	F	7B	4	172,923.00	34,930.45	1.00	79.18	10/17/1994	0	Reg	1010001	800032	80125					F50072	FS	C4	LAA	
A	00028868	Uniformed	FIREFIGHTER PARAMEDIC		Jones,Valencia A	00102620	F	1C	6	88,379.00	17,852.56	1.00	40.47	4/17/2018	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028876	Uniformed	FIREFIGHTER EMT		Newman,Seth M	00102621	F	01	6	79,043.00	15,966.69	1.00	36.19	4/17/2018	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028884	Uniformed	FIREFIGHTER PARAMEDIC		Myron,Zachary	00121467	F	1C	4	79,663.00	16,091.93	1.00	36.48	3/14/2022	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028888	Uniformed	FIREFIGHTER EMT		Dandridge,Jeffrey	00132934	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028891	Cadet	FIRE CADET		Wheeler,Senait	00120685	F	01	0	37,336.00	7,541.87	1.00	17.95	10/20/2025	0	Temp	1010001	100137	80105					D50098	DS	CH11	XAA	
A	00028893	Civilian-Uniform	PARAMEDIC		Whorley,Tanesha A	00079422	F	09	8	85,482.00	17,267.36	1.00	41.10	12/30/2013	0	Reg	4020999	800044	80077	200339	2000193	23.08		D50070	DS	1	2	BIA
A	00028894	Uniformed	FIREFIGHTER EMT		Washington,Dakotah	00114129	F	01	5	74,688.00	15,086.98	1.00	34.20	7/20/2020	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028896	Recruit	FIREFIGHTER EMT		Moore,Kenneth	00138941	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA	
A	00028897	Uniformed	ASST MARINE PILOT		O	0	V	03	0	7																		

A	00032452	Uniformed	BATTALION FIRE CHIEF	Carmody,Dennis B	00009424	F	08	1	148,396.00	29,975.99	1.00	67.95	12/15/2003	0	Reg	1010001	100105	80109				FS0003	FS	CH11	XAA
A	00032457	Uniformed	CAPTAIN	Westerbeek,Matthew J	00063748	F	07	2	127,859.00	25,827.52	1.00	58.54	10/12/2010	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032490	Uniformed	FIREFIGHTER EMT	Dugger,Garee	00080663	F	01	8	87,752.00	17,725.90	1.00	40.18	4/21/2014	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032491	Uniformed	FIREFIGHTER EMT	Harrod,Kenneth	00122042	F	01	4	70,327.00	14,206.05	1.00	32.20	5/9/2022	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032503	Uniformed	FIREFIGHTER EMT	Hines,Demonte	00119763	F	01	4	70,327.00	14,206.05	1.00	32.20	10/25/2021	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032504	Uniformed	SERGEANT	Dyson,Jon T	00004355	F	04	6	118,671.00	23,971.54	1.00	54.34	3/8/2004	0	Reg	1010001	800040	80122				FS0072	FS	C4	LAA
A	00032507	Uniformed	FIREFIGHTER EMT	Gant,Timothy A	00070610	F	01	9	92,113.00	18,606.83	1.00	42.18	10/9/2012	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032508	Uniformed	FIREFIGHTER EMT	O	0	V	01	0	62,236.00	12,571.67	1.00	28.50	1/0/1900	-	0	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032509	Uniformed	FIREFIGHTER EMT	Smith,Ebony	00106948	F	01	6	79,043.00	15,966.69	1.00	36.19	1/7/2019	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032517	Uniformed	FIREFIGHTER TECH	McRae,De Von A	00092895	F	1B	7	86,509.00	17,474.82	1.00	39.61	8/22/2016	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032520	Uniformed	FIREFIGHTER EMT	Kline,Oliver	00121464	F	01	4	70,327.00	14,206.05	1.00	32.20	3/14/2022	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032524	Uniformed	FIREFIGHTER TECH	Jackson,William	00073344	F	1B	9	95,227.00	19,235.85	1.00	43.60	7/29/2013	11	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032536	Recruit	FIREFIGHTER PARAMEDIC	Korotova,Anastasia	00138937	F	1C	1	71,573.00	14,457.75	1.00	32.77	2/24/2025	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032538	Uniformed	FIREFIGHTER PARAMEDIC	Seminario,Nicolas	00136732	F	1C	2	73,440.00	14,834.88	1.00	33.63	8/26/2024	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032555	Uniformed	FIREFIGHTER EMT	Wheeler,Berl D	00006229	F	01	9	101,325.00	20,467.65	1.00	46.39	8/9/2004	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032557	Uniformed	FIREFIGHTER EMT	Price Jr,Woodrow	00118038	F	01	5	74,688.00	15,086.98	1.00	34.20	8/2/2021	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032561	Uniformed	FIREFIGHTER EMT	Hutchins,Garrett	00133022	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032575	Uniformed	FIREFIGHTER EMT	Franklin,Natasha N	00102672	F	01	6	79,043.00	15,966.69	1.00	36.19	4/17/2018	0	Reg	1010001	800041	80094				FS0072	FS	C4	LAA
A	00032576																								

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A	00035166	Uniformed	FIREFIGHTER TECH	Hebert, Christopher W.	000000035	F	18	9	109,511.00	22,121.22	1.00	50.14	1/3/2000	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035284	Uniformed	FIREFIGHTER PARAMEDIC	Agiboli-Doungou, Christopher K	00110639	F	1C	6	88,379.00	17,852.56	1.00	40.47	9/16/2019	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035291	Uniformed	SERGEANT PARAMEDIC	Ezio Pollard,Nicholas	00086454	F	4B	3	102,526.00	20,710.25	1.00	46.94	6/15/2015	0	Reg	1010001	100138	80105					F50072	FS	C4	LAA
A	00035292	Uniformed	BATTALION EMS SUPVR CAPTAIN	Lazio,John	00002081	F	7B	4	158,513.00	32,019.63	1.00	72.58	12/2/2002	0	Reg	4020999	800044	80077	200339	2000193	23.08	F50072	FS	C4	LAA	
A	00035298	Uniformed	FIREFIGHTER EMT	Fletcher,Makai	00133047	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035332	Recruit	FIREFIGHTER EMT	Stephens,Geffroy	00138943	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035334	Uniformed	FIREFIGHTER PARAMEDIC	Mudry,Mathew	00091065	F	1D	7	95,845.00	19,360.69	1.00	43.89	5/16/2016	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035335	Uniformed	FIREFIGHTER EMT	Ohkiku,Ayo	00032286	F	01	7	83,399.00	16,846.60	1.00	38.19	8/10/2015	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035337	Uniformed	FIREFIGHTER TECH	Dorsey,Allysha Z	00092299	F	1B	7	86,509.00	17,474.82	1.00	39.61	8/8/2016	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035396	Uniformed	CAPTAIN	McCallister,Brian	00000606	F	07	4	148,244.00	29,945.29	1.00	67.88	3/26/2001	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035398	Uniformed	CAPTAIN	McNally,Joseph K.	00007048	F	07	4	148,244.00	29,945.29	1.00	67.88	3/26/2001	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035399	Uniformed	CAPTAIN PARAMEDIC	Belcher,Kevin J	00035366	F	7B	3	144,312.00	29,151.02	1.00	66.08	4/30/2007	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035402	Uniformed	LIEUTENANT	Lare,Jeffrey S	00007453	F	05	5	138,927.00	28,063.25	1.00	63.61	4/10/2000	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035403	Uniformed	LIEUTENANT PARAMEDIC	Botton,Ryan S	00063701	F	5B	4	130,152.00	26,290.70	1.00	59.59	10/12/2010	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035405	Uniformed	LIEUTENANT	Trace,Mark E	00002791	F	05	5	132,886.00	26,842.97	1.00	60.85	3/8/2004	11	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035428	Uniformed	CAPTAIN	Stolle,Brian L	00036575	F	07	3	134,509.00	27,170.82	1.00	61.59	9/17/2007	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035430	Uniformed	LIEUTENANT	Johnson,Mark J.	00040463	F	05	4	120,350.00	24,310.70	1.00	55.11	9/15/2008	0	Reg	1010001	800041	80094					F50072	FS	C4	LAA
A	00035431	Uniformed	FIREFIGHTER EMT	Perkins,Asja	00118019	F	01	4	70,327.00	14,206.05	1.00	32.20														

Schedule A

A	00039583	Admin	ATTORNEY ADVISOR	Gibbs, Paula J	00095062	F	15	5	171,697.00	34,682.79	1.00	82.55	3/16/2020	0	Reg	1010001	100093	80089								LA0001	LA	CH11	XAA
A	00040111	Admin	Training Technician	Allen, Kevin A	00023924	F	08	0	73,666.00	14,880.53	1.00	35.42	7/11/2015	0	Reg	1010001	100138	80105								DS0078	DS	1 2	BIA
A	00040236	Recruit	FIREFIGHTER PARAMEDIC	O'Loughlin, Michael	00138938	F	1C	1	71,573.00	14,457.75	1.00	32.77	2/24/2025	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00040258	Admin	Heavy Mobile Equip Mech Leader	Patton, Zackery Travis	00028168	F	11	10	97,032.00	19,600.46	1.00	46.65	12/27/2004	0	Reg	1010001	100037	80108								WS0034	WS	1 2	BIA
A	00040920	Uninformed	FIREFIGHTER EMT	Soto-Ortiz, Gerardo E	00099962	F	01	7	83,399.00	16,846.60	1.00	38.19	9/18/2017	0	Reg	1010001	800041	80094								FS0072	FS	1 2	LA
A	00040921	Admin	HEAVY MOBILE EQUIP MECH FORMN	Shattock, Rohan	00081808	F	11	0	83,200.00	16,806.40	1.00	40.00	11/21/2022	0	Reg	1010001	100037	80108								WS0028	WS	CH11	MSS
A	00042402	Admin	GENERAL COUNSEL	Chounoun, Rudy	00091025	F	03	0	196,582.23	39,709.61	1.00	94.51	5/16/2016	0	Reg	1010001	100093	80089								LX0001	LX	CH11	XAA
A	00046148	Admin	Supv Attorney Advisor	Jefferson, Dwayne C.	00038477	F	01	0	190,198.25	38,420.05	1.00	91.44	3/31/2008	12	Reg	1010001	100093	80089								LX0001	LX	CH11	XAA
A	00075470	Uninformed	CAPTAIN - RAIL SAFETY	Steele, Donald P	00013741	F	07	2	133,948.00	27,057.50	1.00	64.40	10/17/2004	0	Reg	1010001	800061	80123								DS0072	DS	C4	LA
A	00077342	Admin	Information Technology Special	Scott II, Clark W	00018443	F	13	9	116,933.00	23,620.47	1.00	56.22	3/25/2013	0	Reg	1010001	100068	80124								DS0087	DS	CH11	XAA
A	00077772	Admin	Supervisory IT Specialist (Net	Baisley, Melanie	00104501	F	15	0	177,839.82	35,923.64	1.00	85.50	8/6/2018	12	Reg	1010001	100068	80124								DS0086	DS	CH11	MSS
A	00077800	Admin	Paralegal Specialist	0	0	V	12	1	80,784.00	16,318.37	1.00	38.84	1/0/1900	-	0	1010001	100085	80090								DS0087	DS	CH11	XAA
A	00077837	Admin	COMMUNITY RELATIONS SPECIALIST	Butler Jr., Calvin	00025007	F	12	10	118,558.00	23,948.72	1.00	57.00	2/7/2011	0	Reg	1010001	100009	80087								DS0077	DS	1 2	BIA
A	00077844	Admin	Chief Of Staff	Coombs, John H	00060925	F	10	0	179,459.76	36,250.87	1.00	86.28	5/11/2010	12	Reg	1010001	100151	80086								XS0001	XS	CH11	XAA
A	00077895	Admin	Program Support Assistant (Service Writer)	Blanco, Malisa Ann	00087230	F	09	5	70,102.00	14,160.60	1.00	33.70	1/4/2021	0	Reg	1010001	100039	80108								DS0079	DS	1 2	BIA
A	00077953	Admin	Program Support Assistant	Freeman, Rose C	00072863	F	09	8	76,060.00	15,364.12	1.00	36.57	7/1/2013	0	Reg	1010001	100039	80108								DS0079	DS	1 2	BIA
A	00077954	Admin	Program Support Assistant	Fulwood, Gary M	00073050	F	09	8	76,060.00	15,364.12	1.00	36.57	7/15/2013	0	Reg	1010001	100039	80108								DS0079	DS	1 2	BIA
A	00077979	Admin	EMS Preceptor	Lantz, Larry E	00011425	F	10	10	98,268.00	19,850.14	1.00	47.24	7/31/1978	0	Reg	4020999	800044	80077		200339		2000193	23.08			DS0070	DS	1 2	BIA
A	00078050	Admin	Visual Information Specialist	0	0	V	13	0	93,069.00	18,799.94	1.00	44.70	1/0/1900	-	0	1010001	100133	80117								DS0087	DS	CH11	XAA
A	00078208	Uninformed	FIREFIGHTER EMT	Washington, Jalen Toussaint	00116404	F	01	5	74,688.00	15,086.98	1.00	34.24	2/16/2021	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078209	Uninformed	FIREFIGHTER EMT	Thomas, Chance Monique	00123542	F	01	4	70,327.00	14,206.05	1.00	32.20	8/1/2022	0	Reg	4020999	800044	80077		200339		2000193	23.08			FS0072	FS	C4	LA
A	00078210	Uninformed	FIREFIGHTER EMT	Reid, Consuelo O.	00108248	F	01	6	79,043.00	15,966.69	1.00	36.19	5/13/2019	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078212	Admin	Human Resources Officer	Odesola, Dominique O.	00067539	F	15	0	162,000.00	32,724.00	1.00	77.88	1/9/2012	0	Reg	1010001	100058	80100								DS0086	DS	CH11	MSS
A	00078213	Uninformed	FIREFIGHTER EMT	Slaughter, Erich	00108290	F	01	6	79,043.00	15,966.69	1.00	36.19	5/13/2019	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078214	Uninformed	FIREFIGHTER Paramedic Field Tr	Good, Trevor Walter Scott	00120041	F	1E	5	87,134.00	17,601.07	1.00	39.90	11/8/2021	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078215	Uninformed	FIREFIGHTER EMT	Henson, Jalden	00133034	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078216	Uninformed	FIREFIGHTER EMT	Drew, Michael	00090575	F	01	7	83,399.00	16,846.60	1.00	38.19	3/21/2016	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078217	Uninformed	FIREFIGHTER EMT	CAPPEL, ROBERT	00123556	F	01	4	70,327.00	14,206.05	1.00	32.20	8/1/2022	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078219	Uninformed	FIREFIGHTER EMT	Balfour, George	00127971	F	01	3	67,213.00	13,577.03	1.00	30.78	4/10/2023	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078220	Uninformed	FIREFIGHTER EMT	Baran, Daniel	00116400	F	01	5	74,688.00	15,086.98	1.00	34.20	2/16/2021	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078222	Uninformed	FIREFIGHTER EMT	Nieman, Ryan Stephen	00133057	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078223	Uninformed	FIREFIGHTER EMT	Mccoy, Kavon	00136715	F	01	2	64,105.00	12,949.21	1.00	29.35	8/26/2024	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00078224	Civilian-Uninform	PARAMEDIC	Weaver, Tracey L	00000068	F	09	10	89,530.00	18,085.06	1.00	43.04	7/6/1998	0	Reg	1010001	800041	80094								DS0070	DS	1 2	BIA
A	00078227	Uninformed	FIREFIGHTER EMT	Trice IV, James	00097656	F	01	7	83,399.00	16,846.60	1.00	38.19	5/30/2017	0	Reg	1010001	100145	80105								FS0072	FS	C4	LA
A	00078229	Uninformed	FIREFIGHTER EMT	Johnson, Kym	00065378	F	01	7	83,399.00	16,846.60	1.00	38.19	11/27/2017	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00082461	Admin	Assistant Medical Director	0	0	V	PS2	0	234,899.00	47,449.60	1.00	112.93	1/0/1900	-	0	4020999	800052	80080		200339		2000193	23.09			XS0002	XS	CH11	XAA
A	00082633	Admin	Assistant Fleet Management Officer	0	0	V	12	0	103,840.00	20,975.68	1.00	49.92	1/0/1900	-	0	1010001	100037	80108								DS0086	DS	CH11	MSS
A	00083089	Uninformed	ASST FIRE CHIEF PROFESSIONAL DEVELOPM	Clemencia, Kishia T	00023979	F	10	3	254,515.00	51,412.03	1.00	122.36	6/29/1992	0	Reg	1010001	100061	80099								DS0052	DS	CH11	XAA
A	00083090	Admin	Assistant Fleet Management Officer	Houston, Eric	00113458	F	12	0	117,049.48	23,643.99	1.00	56.27	4/27/2020	0	Reg	1010001	100039	80108								DS0086	DS	CH11	MSS
A	00083132	Admin	Program Support Assistant (Service Writer)	0	0	V	09	0	62,158.00	12,555.92	1.00	29.88	1/0/1900	-	0	1010001	100039	80108								DS0079	DS	1 2	BIA
A	00083133	Admin	HEAVY MOBILE EQUIP MECHANIC	Butler, Delonta K	00092233	F	10	5	73,153.60	14,777.03	1.00	35.17	3/2/2020	0	Reg	1010001	100039	80108								WS0029	WS	1 2	BIA
A	00083134	Admin	Program Support Assistant (Service Writer)	Burgess, Amoni K	00122985	F	09	4	59,378.00	11,994.36	1.00	28.55	10/10/2023	0	Reg	1010001	100039	80108								DS0087	DS	CH11	XAA
A	00083149	Admin	TRAINING INSTRUCTOR	0	0	V	12	0	80,784.00	16,318.37	1.00	38.84	1/0/1900	-	0	1010001	100145	80105								DS0087	DS	CH11	XAA
A	00083178	Admin	TRAINING INSTRUCTOR	Shackelford, Robert A	00103575	F	12	7	95,816.00	19,354.83	1.00	46.07	6/25/2018	0	Reg	1010001	100145	80105								DS0087	DS	CH11	XAA
A	00083369	Uninformed	FIREFIGHTER EMT	Wiley, Darius	00132142	F	01	2	62,236.00	12,571.67	1.00	28.50	10/23/2023	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00083370	Uninformed	FIREFIGHTER EMT	Richardson, Nikaya	00132083	F	01	2	64,105.00	12,949.21	1.00	29.35	10/23/2023	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00083371	Uninformed	FIREFIGHTER EMT	Richmond, Jeremiah	00111330	F	01	2	64,105.00	12,949.21	1.00	29.35	10/23/2023	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00083445	Uninformed	FIREFIGHTER EMT	Barbour, Erianna Dichan	00132174	F	01	2	64,105.00	12,949.21	1.00	29.35	10/23/2023	0	Reg	1010001	800041	80094								FS0072	FS	C4	LA
A	00083448	Uninformed	FIREFIGHTER EMT	Waby, William	00070653	F	1B	9	95,227.00	19,235.85	1.00	43.60	10/9/2012	0	Reg	1010001	100137	80105								FS0072	FS	C4	LA
A	00083450	Cadet	FIRE CADET	Williams, Vie'Lynn Jessica	00142232	F	01	0	37,336.00	7,541.87	1.00	17.95	10/20/2025	0	Temp	1010001	100137	80105								DS0			

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A	00093506	Recruit	FIREFIGHTER EMT	Bento,Raphael	00138950	F	01	1	62,236.00	12,571.67	1.00	28.50	2/24/2025	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00097093	Admin	Compliance and Review Speciali	Rentys,Susan	00091534	F	12	6	93,311.00	18,848.82	1.00	44.86	6/27/2016	0	Reg	1010001	100056	80113									D50087	DS	CH11	XAA
A	00097094	Uniformed	CAPTAIN - TA Training	Carroll,Frank W	00063756	F	07	3	134,509.00	27,170.82	1.00	64.67	10/12/2010	0	Reg	1010001	100145	80105									D50072	DS	C4	LAA
A	00097271	Admin	Budget Technician	Atshebeha,Loid Ateketl	00130032	F	08	10	72,721.00	14,689.64	1.00	34.96	7/31/2023	0	Reg	1010001	100003	10001									D50007	DS	CH11	CFO
A	00097337	Admin	HEAVY MOBILE EQUIP MECH FORMN	O	O	V	11	0	85,536.00	17,278.27	1.00	41.13	1/0/1900	-	0	1010001	100037	80108									W50028	WS	CH11	MSS
A	00099349	Cadet	FIRE CADET	Feemster,Jabari	00142233	F	01		37,336.00	7,541.87	1.00	17.95	10/20/2025	0	Temp	1010001	800041	80094									FS0072	FS	C4	LAA
A	00099350	Uniformed	FIREFIGHTER EMT	Santos,Roy	00114139	F	01	5	74,688.00	15,086.98	1.00	34.20	7/20/2020	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00099351	Uniformed	FIREFIGHTER PARAMEDIC	Busch Jr.,John	00123562	F	1C	4	79,663.00	16,091.93	1.00	36.48	8/1/2022	0	Reg	1010001	100145	80105									FS0072	FS	C4	LAA
A	00099359	Uniformed	Firefighter Paramedic Field Tr	Sauza III,Saulo	00116843	F	1E	5	87,134.00	17,601.07	1.00	39.90	4/12/2021	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00099360	Uniformed	FIREFIGHTER EMT	Mcdermon,Kenice	00117109	F	01	5	74,688.00	15,086.98	1.00	34.20	5/24/2021	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00099361	Uniformed	FIREFIGHTER EMT	Boensel,Stephen	00116414	F	01	5	74,688.00	15,086.98	1.00	34.20	2/16/2021	0	Reg	1010001	100145	80105									FS0072	FS	C4	LAA
A	00099362	Uniformed	FIREFIGHTER EMT	Porter,Victor	00133065	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00099363	Uniformed	FIREFIGHTER EMT	Jenkins,David E.	00036562	F	01	9	96,719.00	19,537.24	1.00	44.29	9/17/2007	0	Reg	1010001	100145	80105									FS0072	FS	C4	LAA
A	00099364	Uniformed	FIREFIGHTER EMT	Rivera,Brian	00132776	F	01	2	64,105.00	12,949.21	1.00	29.35	12/18/2023	0	Reg	1010001	100145	80105									FS0072	FS	C4	LAA
A	00099365	Uniformed	FIREFIGHTER EMT	Sultan,Talut F	00088830	F	01	5	74,688.00	15,086.98	1.00	34.20	10/5/2015	0	Reg	1010001	100145	80105									FS0072	FS	C4	LAA
A	00099366	Uniformed	FIREFIGHTER EMT	Newman,Portia Nicole	00133054	F	01	2	64,105.00	12,949.21	1.00	29.35	1/16/2024	0	Reg	1010001	800041	80094									FS0072	FS	C4	LAA
A	00099367	Uniformed	FIREFIGHTER EMT	White III,Larry	00138031	F	01	1	62,236.00	12,571.67	1.00	28.50	11/18/20																	

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YEAR	MAKE	MODEL	ASSIGNED LOCATION	DIVISION	ASSIGNED TO INDIVIDUAL
2020	CHEVROLET	TAHOE	BFC-OUC	OUC	YES
2020	CHEVROLET	TAHOE	IT	IT	YES
2020	CHEVROLET	TAHOE	AD	APPARATUS	YES
2020	CHEVROLET	TAHOE	SPECIAL EVENTS LT	HOMELAND SECURITY	YES
2022	CHEVROLET	TAHOE	GENERAL COUNCIL	OFC	YES
2022	CHEVROLET	TAHOE	AFC-SERV	OFC	YES
2022	CHEVROLET	TAHOE	AFC-OPS	OPERATIONS	YES
2023	FORD	MAVERICK	TRAINING ACADEMY	TRAINING	NO
2022	CHEVROLET	TAHOE	AFC-EMS	OFC	YES
2022	CHEVROLET	TAHOE	AD LOANER	APPARATUS	YES
2022	CHEVROLET	TAHOE	BFC-OIA	OIA	YES
2022	CHEVROLET	TAHOE	DFC-XO	OFC	YES
2023	CHEVROLET	TRAVERSE	OFC	OFC	YES
2023	CHEVROLET	TRAVERSE	OFC	OFC	YES
2023	CHEVROLET	TRAVERSE	CAPT-FIU	FPD	YES
2023	CHEVROLET	TRAVERSE	BFC-RECRUITMENT	PSO	YES
2023	CHEVROLET	TRAVERSE	LOGSTICS	LOGISTICS	YES
2023	CHEVROLET	TRAVERSE	BFC-MSO	RISK MANAGEMENT	YES
2023	CHEVROLET	TRAVERSE	PIO	PIO	YES
2023	CHEVROLET	TRAVERSE	PIO	PIO	YES
2023	CHEVROLET	TRAVERSE	PIO	PIO	YES
2023	CHEVROLET	TRAVERSE	PIO	PIO	YES
2023	CHEVROLET	TRAVERSE	MIH	OMD	NO
2022	CHEVROLET	TAHOE	BFC-AD	APPARATUS	YES
2023	CHEVROLET	TRAVERSE	FIRE PREVENTION	FPD	NO
2023	CHEVROLET	TRAVERSE	FIRE PREVENTION	FPD	NO
2023	CHEVROLET	TRAVERSE	FIRE PREVENTION	FPD	NO
2023	CHEVROLET	TRAVERSE	AD LOANER	APPARATUS	NO
2023	FORD	MAVERICK	IT	IT	NO
2022	CHEVROLET	TAHOE	BFC-AD	APPARATUS	YES
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO

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2018	CHEVROLET	IMPALA	DGS REP	PMD	YES
2018	CHEVROLET	IMPALA	FIU	FPD	NO
2018	CHEVROLET	IMPALA	TA-CAPT	TRAINING	YES
2018	CHEVROLET	IMPALA	OIA	OIA	YES
2018	CHEVROLET	IMPALA	OIA	OIA	NO
2018	CHEVROLET	IMPALA	TA-CAPT	TRAINING	YES
2018	CHEVROLET	IMPALA	TA-CAPT	TRAINING	YES
2018	CHEVROLET	IMPALA	INTERNAL AFFAIRS	MPD LIAISON	YES
2018	CHEVROLET	IMPALA	CONTROLLED MEDICATIONS	OMD	YES
2018	CHEVROLET	IMPALA	FPD	FPD	YES
2023	CHEVROLET	TAHOE	FIRE CHIEF	OFC	YES
2023	CHEVROLET	TAHOE	DFC-IT	OFC	YES
2023	CHEVROLET	TAHOE	AFC-TECH-SERV	OFC	YES
2023	CHEVROLET	TAHOE	DFC SPOP	HOMLAND SECURITY	YES
2023	CHEVROLET	TAHOE	AFC-PD	OFC	YES
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2022	CHEVROLET	TAHOE	DFC-PSO	PSO	YES
2022	CHEVROLET	TAHOE	BFC-FPD	FPD	YES
2022	CHEVROLET	TAHOE	FFD-DFC-3	OPERATIONS	YES
2022	CHEVROLET	TAHOE	MD-2	EMS	YES
2022	CHEVROLET	TAHOE	DFC-LOG	LOGISTICS	YES
2022	CHEVROLET	TAHOE	DFC-RM	RISK MANAGEMENT	YES
2022	CHEVROLET	TAHOE	DFC-FFD-1	OPERATIONS	YES
2022	CHEVROLET	TAHOE	DFC-FPD	FPD	YES
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2019	CHEVROLET	TAHOE	MIH	OPERATIONS	NO
2019	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO

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2020	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2020	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2023	CHEVROLET	TAHOE	EMS-RES	OPERATIONS	NO
2023	CHEVROLET	TAHOE	EMS-RES	OPERATIONS	NO
2023	CHEVROLET	TAHOE	EMS-4	OPERATIONS	NO
2023	CHEVROLET	TAHOE	EMS-5	OPERATIONS	NO
2024	CHEVROLET	TAHOE	EMS-2	OPERATIONS	NO
2024	CHEVROLET	TAHOE	EMS-3	OPERATIONS	NO
2024	CHEVROLET	TAHOE	DFC-EMS	EMS	YES
2024	CHEVROLET	TAHOE	DFC-TA	TRAINING	YES
2021	CHEVROLET	SILVERADO	BFC-CAPT	APPARATUS	YES
2019	PIERCE	ARROW XT	E-27	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-25	OPERATIONS	NO
2017	SEAGRAVE	DB50CS	E-21	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-04	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-60	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-68	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-23	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-03	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-09	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-70	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-36	TRAINING	NO
2018	SEAGRAVE	DB50CS	E-17	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-75	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-24	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-77	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-14	OPERATIONS	NO
2018	SEAGRAVE	DB50CS	E-79	OPERATIONS	NO
2021	SEAGRAVE	DB50CT	E-01	OPERATIONS	NO
2021	SEAGRAVE	DB50CT	E-02	OPERATIONS	NO

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2021	SEAGRAVE	DB50CT	E-13	OPERATIONS	NO
2021	SEAGRAVE	DB50CT	E-20	OPERATIONS	NO
2021	SEAGRAVE	DB50CT	E-22	OPERATIONS	NO
2021	SEAGRAVE	DB50CT	E-31	OPERATIONS	NO
2022	SEAGRAVE	DB50CT	E-05	OPERATIONS	NO
2022	SEAGRAVE	DB50CT	E-29	OPERATIONS	NO
2022	SEAGRAVE	DB50CT	E-28	OPERATIONS	NO
2022	SEAGRAVE	DB50CT	E-30	OPERATIONS	NO
2022	SEAGRAVE	DB50CT	E-26	OPERATIONS	NO
2022	SEAGRAVE	DB50CT	E-15	OPERATIONS	NO
2023	SEAGRAVE	DB50CT	E-10	OPERATIONS	NO
2023	SEAGRAVE	DB50CT	E-06	OPERATIONS	NO
2023	SEAGRAVE	DB50CT	E-33	OPERATIONS	NO
2023	SEAGRAVE	DB50CT	E-11	OPERATIONS	NO
2023	SEAGRAVE	DB50CT	E-07	OPERATIONS	NO
2003	PIERCE	DASH	E-86	OPERATIONS	NO
2003	PIERCE	DASH	E-37	TRAINING	NO
2003	PIERCE	DASH	E-34	TRAINING	NO
2003	PIERCE	DASH	E-35	TRAINING	NO
2006	SEAGRAVE	TB40DA	E-67	OPERATIONS	NO
2006	SEAGRAVE	TB40DA	E-76	OPERATIONS	NO
2006	SEAGRAVE	TB40DA	E-72	OPERATIONS	NO
2006	SEAGRAVE	TB40DA	E-78	OPERATIONS	NO
2008	SEAGRAVE	TB40DA	E-71	OPERATIONS	NO
2011	PIERCE	ARROW XT	E-52	OPERATIONS	NO
2011	PIERCE	ARROW XT	E-54	OPERATIONS	NO
2011	PIERCE	ARROW XT	E-51	OPERATIONS	NO
2011	PIERCE	ARROW XT	E-56	OPERATIONS	NO
2011	PIERCE	ARROW XT	E-53	OPERATIONS	NO
2011	PIERCE	ARROW XT	E-55	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-73	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-74	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-64	OPERATIONS	NO

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2015	PIERCE	ARROW XT	E-81	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-66	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-62	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-63	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-82	OPERATIONS	NO
2015	PIERCE	ARROW XT	E-65	OPERATIONS	NO
2017	PIERCE	ARROW XT	E-80	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-08	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-12	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-16	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-18	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-19	OPERATIONS	NO
2019	PIERCE	ARROW XT	E-32	OPERATIONS	NO
2008	CHEVROLET	K3500	APPARATUS	APPARATUS	NO
2022	FORD	F-550	COMSU1		NO
2008	CHEVROLET	K3500	UTV TOW VEHICLE	APPARATUS	NO
2008	CHEVROLET	K3500	UTV TOW VEHICLE	APPARATUS	NO
2019	CHEVROLET	SILVERADO	CSU-1	OPERATIONS	NO
2019	CHEVROLET	SILVERADO	CSU-2	OPERATIONS	NO
2019	CHEVROLET	SILVERADO	CSU-3	OPERATIONS	NO
2019	CHEVROLET	SILVERADO	CSU-4	OPERATIONS	NO
2019	CHEVROLET	SILVERADO	CSU-5	OPERATIONS	NO
2019	CHEVROLET	SILVERADO	CSU-6	OPERATIONS	NO
2000	FORD	F450	FACILITIES	FACILITIES	NO
2000	FORD	F450	RS-4 SUPPORT UNIT	SPECIAL OPERATIONS	NO
2000	FORD	F450	TRAINING ACADEMY	TRAINING	NO
2002	FORD	F550	BRUSH UNIT	OPERATIONS	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	CHRYSLER	VOYAGER	HANDS ON HEART	OMD	NO

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2024	CHRYSLER	VOYAGER	HANDS ON HEART	OMD	NO
2008	THOMAS	BUS	MEDICAL BUS 1	HOMELAND SECURITY	NO
2007	INTERNATIONAL	TRUCK	MCSU-1	HOMELAND SECURITY	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	APPARATUS	APPARATUS	NO
2024	FORD	MAVERICK	APPARATUS	APPARATUS	NO
2024	FORD	MAVERICK	APPARATUS	APPARATUS	NO
2024	FORD	MAVERICK	GALLATIN ST	SPECIAL OPERATIONS	NO
2024	FORD	MAVERICK	GALLATIN ST	SPECIAL OPERATIONS	NO
2024	FORD	MAVERICK	GALLATIN ST	SPECIAL OPERATIONS	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2009	CHEVROLET	TAHOE	ROC LIAISON	SPECIAL OPERATIONS	NO
2009	CHEVROLET	TAHOE	FIRE OPS CTR	OPERATIONS	NO
2009	CHEVROLET	2500 HD	K9 RES	LOGISTICS	NO
2009	CHEVROLET	2500 HD	K9 RES	LOGISTICS	NO
2009	CHEVROLET	2500 HD	K9 RES	HOMELAND SECURITY	YES
2010	CHEVROLET	TAHOE	AD LOANER	APPARATUS	NO
2010	CHEVROLET	TAHOE	AD LOANER	APPARATUS	NO
2010	CHEVROLET	TAHOE	AD LOANER	APPARATUS	NO
2024	CHEVROLET	TAHOE	MIH	OMD	NO
2010	CHEVROLET	2500 HD	LOGISTICS	LOGISTICS	NO
2011	CHEVROLET	TAHOE	CAPT-PSO	PSO	YES
2011	CHEVROLET	TAHOE	AD LOANER	APPARATUS	NO
2024	CHEVROLET	TAHOE	MIH	OMD	NO
2015	CHEVROLET	SILVERADO	BFC-RESERVE	OPERATIONS	NO
2015	CHEVROLET	SILVERADO	RADIO CACHE	OPERATIONS	NO
2015	CHEVROLET	SILVERADO	BFC-RESERVE	OPERATIONS	NO
2016	GMC	SIERRA	BFC-RESERVE	OPERATIONS	NO
2018	GMC	SIERRA	BFC-5	OPERATIONS	NO
2016	GMC	SIERRA	BFC-RESERVE	OPERATIONS	NO
2018	GMC	SIERRA	BFC-SPOPS	OPERATIONS	NO
2018	GMC	SIERRA	SAFO	OPERATIONS	NO

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2018	GMC	SIERRA	BFC-1	OPERATIONS	NO
2015	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2016	CHEVROLET	TAHOE	CMP	OPERATIONS	NO
2015	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2016	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2018	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2015	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2018	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	NO
2020	GMC	SIERRA	BFC-EMS	OPERATIONS	NO
2016	CHEVROLET	TAHOE	HS SPEV	HOMELAND SECURITY	YES
2017	CHEVROLET	TAHOE	EXECUTIVE OFFICER	OFC	YES
2017	CHEVROLET	TAHOE	AD	LOANER	YES
2017	CHEVROLET	TAHOE	FACILITIES	FACILITIES	YES
2017	CHEVROLET	TAHOE	RAIL SAFETY	FPD	YES
2017	CHEVROLET	TAHOE	CMP	OMD	YES
2019	CHEVROLET	TAHOE	AD	LOANER	YES
2019	CHEVROLET	TAHOE	BFC-HS	HOMELAND SECURITY	YES
2019	CHEVROLET	TAHOE	BFC-EMS TA	TRAINING	YES
2019	CHEVROLET	TAHOE	FFD-DFC-4	OPERATIONS	YES
2019	CHEVROLET	TAHOE	BFC-TD	TRAINING	YES
2020	GMC	SIERRA	DFC-OPS	OPERATIONS	NO
2020	GMC	SIERRA	BFC-2	OPERATIONS	NO
2020	GMC	SIERRA	BFC-3	OPERATIONS	NO
2020	GMC	SIERRA	BFC-4	OPERATIONS	NO
2024	CHEVROLET	TAHOE	EMS-1	OPERATIONS	NO
2020	GMC	SIERRA	BFC-6	OPERATIONS	NO
2024	CHEVROLET	TAHOE	EMS-7	OPERATIONS	NO
2024	CHEVROLET	TAHOE	EMS-6	OPERATIONS	NO
2015	FORD	TAURUS	LOGISTICS CAPT	LOGISTICS	NO
2005	SEAGRAVE	TT06DA	T-44	OPERATIONS	NO
2006	SEAGRAVE	TT06DA	T-42	OPERATIONS	NO
2007	SEAGRAVE	TT07DA	T-46	OPERATIONS	NO
2007	SEAGRAVE	TT07DA	T-43	OPERATIONS	NO

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2009	SEAGRAVE	TT06CM	T-45	OPERATIONS	NO
2009	SEAGRAVE	TT06CM	T-40	OPERATIONS	NO
2010	SEAGRAVE	TT06CM	T-49	OPERATIONS	NO
2010	SEAGRAVE	TT06CM	T-50	OPERATIONS	NO
2010	SEAGRAVE	TT06CM	T-53	OPERATIONS	NO
2010	SEAGRAVE	TT06CM	T-41	OPERATIONS	NO
2013	AMERICAN LaFRANCE	AERIAL EAGLE	T-54	OPERATIONS	NO
2010	SEAGRAVE	TDA	T-34	OPERATIONS	NO
2014	SPARTAN	TDA	T-14	OPERATIONS	NO
2014	SPARTAN	TDA	T-35	TRAINING	NO
2014	SPARTAN	TDA	T-52	OPERATIONS	NO
2014	SPARTAN	TDA	T-47	OPERATIONS	NO
2014	SPARTAN	TDA	T-51	OPERATIONS	NO
2018	SEAGRAVE	DV0HCS	TW-3	OPERATIONS	NO
2020	SEAGRAVE	DT06CT	T-16	OPERATIONS	NO
2020	SEAGRAVE	DT06CT	T-08	OPERATIONS	NO
2020	SEAGRAVE	DT06CT	T-04	OPERATIONS	NO
2020	SEAGRAVE	DT06CT	T-02	OPERATIONS	NO
2020	SEAGRAVE	DT06CT	T-17	OPERATIONS	NO
2021	SEAGRAVE	DT06CT	T-15	OPERATIONS	NO
2022	SEAGRAVE	DT06CT	T-11	OPERATIONS	NO
2022	SEAGRAVE	DT06CT	T-07	OPERATIONS	NO
2023	SEAGRAVE	DT06CT	T-13	OPERATIONS	NO
2023	SEAGRAVE	DT06CT	T-12	OPERATIONS	NO
2022	SEAGRAVE	DT06CT	T-06	OPERATIONS	NO
2023	SEAGRAVE	DT06CT	T-10	OPERATIONS	NO
2023	SEAGRAVE	DT06CT	T-09	OPERATIONS	NO
2024	SEAGRAVE	DT06CT	T-05	OPERATIONS	NO
2000	PIERCE\LTJ	DASH	T-48	OPERATIONS	NO
2025	GMC	2500 HD	FIU	FPD	NO
2025	GMC	2501 HD	FIU	FPD	NO
2011	CHEVROLET	SILVERADO	FACILITIES	FACILITIES	NO
2011	CHEVROLET	SILVERADO	FIU	FPD	NO

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2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2024	FORD	MAVERICK	FPD - MOTOR POOL	FPD	NO
2015	INTERNAT/HORTON	4300	A-87 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-84 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-40 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-66 BATTALION RES	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-48 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-46 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-49 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-80 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-98 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-47 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-82 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-81 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-54 SPEV	SOD/HOMELAND	NO
2015	INTERNAT/HORTON	4300	A-68 RESERVE	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-35 TA	OPERATIONS	NO
2015	INTERNAT/HORTON	4300	A-45 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-41 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-58 SPEV	SOD/HOMELAND	NO
2016	INTERNAT/HORTON	4300	A-57 SPEV	SOD/HOMELAND	NO
2016	INTERNAT/HORTON	4300	A-73 SPEV	SOD/HOMELAND	NO
2016	INTERNAT/HORTON	4300	A-76 SPEV	SOD/HOMELAND	NO
2016	INTERNAT/HORTON	4300	A-43 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-92 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-86 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-95 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-88 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-67 RESERVE	OPERATIONS	NO

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2016	INTERNAT/HORTON	4300	A-94 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-96 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-60 RESERVE	OPERATIONS	NO
2016	INTERNAT/HORTON	4300	A-97 RESERVE	OPERATIONS	NO
2016	INTERNAT/FRAZER	4300	A-29	OPERATIONS	NO
2016	INTERNAT/FRAZER	4300	A-70 SPEV	SOD/HOMELAND	NO
2019	FRTLNR/ ROAD RESQ	M2	M-21	OPERATIONS	NO
2019	FRTLNR/ ROAD RESQ	M2	M-03	OPERATIONS	NO
2019	FRTLNR/ ROAD RESQ	M2	M-25	OPERATIONS	NO
2011	INTERNAT/HORTON	4300	A-89 RESERVE	OPERATIONS	NO
2011	INTERNAT/HORTON	4300	A-53 SPEV	SOD/HOMELAND	NO
2012	INTERNAT/HORTON	4300	A-55 SPEV	SOD/HOMELAND	NO
2012	INTERNAT/HORTON	4300	A-99 RESERVE	OPERATIONS	NO
2018	INTERNAT/HORTON	4300 SBA 4X2	A-85 RESERVE	OPERATIONS	NO
2018	INTERNAT/HORTON	4300 SBA 4X2	A-90 RESERVE	OPERATIONS	NO
2018	INTERNAT/HORTON	4300 SBA 4X2	A-91 RESERVE	OPERATIONS	NO
2014	INTERNAT/HORTON	4300	A-64 BATTALION RES	OPERATIONS	NO
2018	INTERNAT/HORTON	4300 SBA 4X2	A-83 RESERVE	OPERATIONS	NO
2018	INTERNAT/HORTON	4300 SBA 4X2	M-07	OPERATIONS	NO
2018	INTERNAT/HORTON	4300 SBA 4X2	A-28	OPERATIONS	NO
2014	INTERNAT/HORTON	4300	A-62 BATTALION RES	OPERATIONS	NO
2014	INTERNAT/HORTON	4300	A-63 BATTALION RES	OPERATIONS	NO
2014	INTERNAT/HORTON	4300	A-65 BATTALION RES	OPERATIONS	NO
2003	PIERCE	LANCE	MOBILE COMMAND UNIT	OPERATIONS	NO
2003	FORD	F550	TUNNEL RES SUP UNIT	SOD/HOMELAND	NO
2005	SEAGRAVE	TZ40DA	HAZ MAT 2	SOD/HOMELAND	NO
2019	FRTLNR/ ROAD RESQ		A-30	OPERATIONS	NO
2019	FRTLNR/ ROAD RESQ		M-17	OPERATIONS	NO
2019	FRTLNR/ ROAD RESQ		M-33	OPERATIONS	NO
2019	INTERNAT/FRAZER	MV	A-59 SPEV	OPERATIONS	NO
2019	INTERNAT/FRAZER	MV	A-51 SPEV	OPERATIONS	NO
2019	INTERNAT/FRAZER	MV	A-74 SPEV	SOD/HOMELAND	NO
2019	INTERNAT/FRAZER	MV	A-50 SPEV	SOD/HOMELAND	NO

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2019	INTERNAT/FRAZER	MV	A-52 SPEV	OPERATIONS	NO
2019	INTERNAT/FRAZER	MV	A-56 SPEV	SOD/HOMELAND	NO
2019	INTERNAT/FRAZER	MV	A-71 SPEV	SOD/HOMELAND	NO
2019	INTERNAT/HORTON		M-27	OPERATIONS	NO
2019	INTERNAT/HORTON		A-01	OPERATIONS	NO
2019	INTERNAT/HORTON		A-23	OPERATIONS	NO
2019	INTERNAT/HORTON		A-11	OPERATIONS	NO
2019	INTERNAT/HORTON		A-04	OPERATIONS	NO
2019	INTERNAT/HORTON		A-26	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	M-19	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	A-25	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	A-15	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	A-08	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	M-30	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	A-30B	OPERATIONS	NO
2021	INTERNAT/HORTON	MV607	M-10	OPERATIONS	NO
2020	FRTLNR/ ROAD RESQ	M2106	A-20	OPERATIONS	NO
2020	FRTLNR/ ROAD RESQ	M2106	M-05	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	M-31	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-33	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-09	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-03	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-14	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-22	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	M-01	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-18	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-27	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-06	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-32	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	M-02	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-13	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-12	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-16	OPERATIONS	NO

2022	INTERNAT/HORTON	MV607	M-14	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	A-19	OPERATIONS	NO
2022	INTERNAT/HORTON	MV607	M-08	OPERATIONS	NO
2011	OSHKOSH	STRIKER	FOAM UNIT 2	SPECIAL OPERATIONS	NO
2020	FORD	F550/READING	SERVICE-1	APPARATUS	NO
2020	FORD	F550/READING	SERVICE-2	APPARATUS	NO
2022	FORD	F350	FACILITIES	FACILITIES	NO
2023	FORD	F450	FAC	FACILITIES	NO
2023	FORD		BIKE VAN	SPECIAL OPERATIONS	NO
2024	FORD	F550	TAU-1	OPERATIONS	NO
2024	FORD	F550	TAU-1	OPERATIONS	NO
2004	BLUEBIRD	TC4400A	MEDICAL BUS 2	HOMELAND SECURITY	NO
2004	JOHN DEERE	GATOR RED	GATOR 1	HOMELAND SECURITY	NO
2000	CLARK	CGP45	TA	TRAINING	NO
2020	CAT	2C300	LOG FORK LIFT 1	LOGISTICS - V St	NO
1983	CLARKE	NPR20	LOG PALLET PICKER 1	LOGISTICS	NO
2001	E ONE	FOAM UNIT	FOAM UNIT 1	SPECIAL OPERATIONS	NO
2024	E-ONE	CYCLONE	FU-1	OPERATIONS	NO
2020	CAT	GP45N1	LOG FORK LIFT 2	LOGISTICS	NO
2000	STERLING	M6500	CAVE IN UNIT	SPECIAL OPERATIONS	NO
2013	INTERNATIONAL	MF13	TOW TRUCK	APPARATUS	NO
2017	YALE	R040DANS24TE01	LOG PALLET PICKER 2	LOGISTICS	NO
2003	JOHN DEERE	TRACTOR 870	TA	TRAINING	NO
2007	PETERBILT	357	WRECKER-1	SPECIAL OPERATIONS	NO
2004	BLUEBIRD	FE 4800	MEDICAL BUS 3	HOMELAND SECURITY	NO
2005	CHEVROLET	C5500	REHAB	RISK MANAGEMENT	NO
2006	FREIGHTLINER	TCC	ISTO	TRAINING	NO
2001	FORD	F-450	WSSU	OPERATIONS	NO
2010	CHEVROLET	STEP VAN	LOGISTICS STEP VAN	LOGISTICS	NO
1999	FORD	F350	TAU-2	SPECIAL OPERATIONS	NO
1946	FORD	ANTIQUE	FFA	RISK MANAGEMENT	NO
1999	FORD	F800	RESERVE LUMBER	SPECIAL OPERATIONS	NO
2022	FORD	F-550	SHOP-FUEL	APPARATUS	NO

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2022	FORD	F-550	LOG FUEL	LOGISTICS	NO
2022	FORD	F-350	SERVICE TRUCK	APPARATUS	NO
2022	CHEVROLET	3500	PICK-UP	APPARATUS	NO
2006			TA MAZE TRAILER	TRAINING	NO
2005	CHEVROLET	C5500	CANTEEN	RISK MANAGEMENT	NO
2006	JOHN DEERE	GATOR	TA (Green)	TRAINING	NO
1988	CHEVROLET	STEP VAN	CANTEEN RESERVE	RISK MANAGEMENT	NO
2003	FORD	E450	MCSU-2	HOMELAND SECURITY	NO
2003	FORD	E450	MCSU-3	HOMELAND SECURITY	NO
2006	FREIGHTLINER	M2106	AIR RESERVE	OPERATIONS	NO
2019	KME		AIR-2	OPERATIONS	NO
2019	KME		AIR-1	OPERATIONS	NO
2003	FREIGHTLINER	TIC	MASK SERVICE UNIT	RISK MANAGEMENT	NO
2023	MERCEDES-BENZ	SPRINTER	LOG-VAN-1	LOG	NO
2023	MERCEDES-BENZ	SPRINTER	LOG-VAN-2	LOG	NO
2023	MERCEDES-BENZ	SPRINTER	FPD-VAN-1	FPD	NO
2005	FORD	E350	LOG V ST	LOGISTICS	NO
2005	FORD	E350	Facilities	HOMELAND SECURITY	NO
2020	JUNGHEINRICH	E120A PALLET JA	LOG PALLET JACK 1	LOGISTICS	NO
2020	JUNGHEINRICH	E120A PALLET JA	LOG PALLET JACK 2	LOGISTICS	NO
2020	JUNGHEINRICH	E120A PALLET JA	LOG PALLET JACK 3	LOGISTICS	NO
2020	JUNGHEINRICH	E120A PALLET JA	LOG PALLET JACK 4	LOGISTICS	NO
	CROWN	PE4000-60	TA PALLET JACK	TRAINING	NO
	CROWN	PE4000-60	AD PALLET JACK	APPARATUS	NO
2021	GENIE	2632	LOG SCISSOR LIFT 2	LOGISTICS	NO
2021	HAULOTTE	HA46 RTJO	LOG BOOM LIFT	LOGISTICS	NO
2024	CHEVROLET	5500XD	LOG	LOGISTICS	NO
2024	CHEVROLET	5500XD	LOG	LOGISTICS	NO
2024	CHEVROLET	5500XD	LOG	LOGISTICS	NO
2024	CHEVROLET	5500XD	LOG	LOGISTICS	NO
2001	FORD	EXCURSION	RADIO CACHE	OUC	NO
1999	FORD	XL450	LOG	LOGISTICS	NO
1999	CLARK	CGP45	AD FORK LIFT	APPARATUS	NO

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1999	INGERSOL RAND	TRAILER	LIGHT TOWER TRL	SPECIAL OPERATIONS	NO
2007	NEW HOLLAND	SKID LOADER	SKID LOADER TA	TRAINING	NO
2025	FREIGHTLINER	M2	MDU 1	SPECIAL OPERATIONS	NO
2025	FREIGHTLINER	M2	MDU 2	SPECIAL OPERATIONS	NO
2025	FREIGHTLINER	M2	MDU-3	SPECIAL OPERATIONS	NO
2025	FORD	F350	TA-MOTOR POOL	TRAINING	NO
2025	FORD	F350	TA-MOTOR POOL	TRAINING	NO
1962	DIES SHIP	CUSTOM	FIRE BOAT-01	SPECIAL OPERATIONS	NO
2017	WILLARD MARINE	CUSTOM	FIRE BOAT-02	SPECIAL OPERATIONS	NO
2015	METALCRAFT	CUSTOM	FIRE BOAT-03	SPECIAL OPERATIONS	NO
2020	ZODIAK/MILPRO		FIRE BOAT-04	SPECIAL OPERATIONS	NO
2003	BOSTON WHALER	BT MASTER	FIRE BOAT TRAILER	SPECIAL OPERATIONS	NO
2021	CARGO MATE	SUNDOWNER	GATOR TRAILER 1	HOMELAND SECURITY	NO
2021	CARGO MATE	SUNDOWNER	GATOR TRAILER 2	HOMELAND SECURITY	NO
2016	NEW FLYER	BUS	TA	TRAINING	NO
2016	NEW FLYER	BUS	TA	TRAINING	NO
2005	CARGO MATE	TRAILER	HANDS ONLY CPR TRL	OMD	NO
2005	CARGO MATE	TRAILER	HAZ MAT TRAILER	SPECIAL OPERATIONS	NO
2005	CARGO MATE	TRAILER	COLLAPSE TRAILER	SPECIAL OPERATIONS	NO
2005	BELMONT	TRAILER	GATOR TRAILER	HOMELAND SECURITY	NO
2005	BELMONT	TRAILER	GATOR TAILER	HOMELAND SECURITY	NO
2008	MOTIV	ASAP TRAILER	ASAP TRAILER	HOMELAND SECURITY	NO
2007	MASTERTRACK	TRAILER	TA FLAT TRAILER	TRAINING	NO
2006	CARGO MATE	TRAILER	BG-4 TRAILER	OUC	NO
1999	INGERSOL RAND	TRAILER	AIR COMPRESSOR TRL	SPECIAL OPERATIONS	NO
2009	HAULMARK	TRAILER	FIRE BOAT SPILL TRL	SPECIAL OPERATIONS	NO
2015	CHEVROLET	3500	FB SUPPORT UNIT	SPECIAL OPERATIONS	NO
2008	SEAGRAVE	TW 00DA	RS-6	SPECIAL OPERATIONS	NO
2011	PIERCE	ARROW XT	SPARE RS	SPECIAL OPERATIONS	NO
2004	MACK	TTL	RS-4	SPECIAL OPERATIONS	NO
2011	PIERCE	ARROW XT	RS-3	SPECIAL OPERATIONS	NO
2026	THOMAS	SAF-T-LINER	LOG	TRAINING	NO
2026	THOMAS	SAF-T-LINER	TA	TRAINING	NO

2013	HOMESTEADER	TRAILER	TA SWIFT WATER TRL	TRAINING	NO
2013	FREIGHTLINER	M2112	TRV	SPECIAL OPERATIONS	NO
2012	CARGO MATE	TRAILER	NCR RADIO TRL	OUC	NO
2000	WELL	TRAILER	ROPE TRAILER	SPECIAL OPERATIONS	NO
2009	CHEVROLET	SUBURBAN	K-9 RESERVE	HOMELAND SECURITY	NO
2018	PIERCE	ARROW XT	HAZMAT 1	SPECIAL OPERATIONS	NO
2018	PIERCE	ARROW XT	HAZ MAT SUPPORT	SPECIAL OPERATIONS	NO
2023	FERRARA	ULTRA	RS-1	SPECIAL OPERATIONS	NO
2023	FERRARA	ULTRA	RS-2	SPECIAL OPERATIONS	NO
2024	FERRARA	ULTRA	RS-3	SOD	NO
2023	INTERNATIONAL/FERRA	CV	RS-1-SU	SOD	NO
2023	INTERNATIONAL/FERRA	CV	RS-2-SU	SOD	NO
2023	INTERNATIONAL/FERRA	CV	RS-3-SU	SOD	NO
2021	INMAR	470-SR-HD	RS-1 BOAT 15.5	SPECIAL OPERATIONS	NO
2021	INMAR	470-SR-HD	RS-2 BOAT 15.5	SPECIAL OPERATIONS	NO
2021	INMAR	470-SR-HD	RS-3 BOAT 15.5	SPECIAL OPERATIONS	NO
2021	INMAR	430-SR-L-HD	RS-1 BOAT 14.5	SPECIAL OPERATIONS	NO
2021	INMAR	430-SR-L-HD	RS-2 BOAT 14.5	SPECIAL OPERATIONS	NO
2021	INMAR	430-SR-L-HD	RS-3 BOAT 14.5	SPECIAL OPERATIONS	NO
2019	MCLAIN	16-EW-13	RS-1 BOAT TRL	SPECIAL OPERATIONS	NO
2019	MCLAIN	16-EW-13	RS-2 BOAT TRL	SPECIAL OPERATIONS	NO
2019	MCLAIN	16-EW-13	RS-3 BOAT TRL	SPECIAL OPERATIONS	NO
2019	MCLAIN	16-EW-13	FB BOAT TRL	SPECIAL OPERATIONS	NO
2013	SRMN	500	FIRE BOAT 5	SPECIAL OPERATIONS	NO
2013	SRMN	500	FIRE BOAT 6	SPECIAL OPERATIONS	NO
2023	FREIGHTLINER	LDV	MCU1	OPERATIONS	NO
2023		TRAILER	HOMELAND SECURITY	SPECIAL OPERATIONS	NO
2016	EZ LOAD	EZWB 14-18 2100	FIRE BOAT 5 TRAILER	SPECIAL OPERATIONS	NO
2016	EZ LOAD	EZWB 14-18 2100	FIRE BOAT 6 TRAILER	SPECIAL OPERATIONS	NO
2012	MGS IncFOAM TRLR	TRAILER	FOAM TRAILER	SPECIAL OPERATIONS	NO
2014		TRAILER	HAZ MAT TRNG TRL	SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR	TA	TRAINING	NO
2023	ASAP			SPECIAL OPERATIONS	NO

2023	ASAP			SPECIAL OPERATIONS	NO
2023	ASAP			SPECIAL OPERATIONS	NO
2023	ASAP			SPECIAL OPERATIONS	NO
2023	ASAP			SPECIAL OPERATIONS	NO
2023	ASAP			SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR		SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR		SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR		SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR		SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR		SPECIAL OPERATIONS	NO
2024	JOHN DEERE	GATOR		SPECIAL OPERATIONS	NO
2013	KAWASAKI	MULE	MULE 1	HOMELAND SECURITY	NO
2013	KAWASAKI	MULE	MULE 2	HOMELAND SECURITY	NO
2013	KAWASAKI	MULE	MULE 3	HOMELAND SECURITY	NO
2013	KAWASAKI	MULE	MULE 4	HOMELAND SECURITY	NO
2013	JOHN DEERE	GATOR	GATOR 3	TRAINING	NO
2015	KAWASAKI	MULE	MULE 5	HOMELAND SECURITY	NO
2015	KAWASAKI	MULE	MULE 6	HOMELAND SECURITY	NO
2012	TUFFY	RAILER/FIRE VEN	TA VENT TRAILER	TRAINING	NO
2014		TRAILER	TA FORCE ENTRY TRL	TRAINING	NO
2018	FORD	FUSION HYBRID	BATTALION 3	FPD	NO
2020	FORD	FUSION	TECH HAZMAT	FPD	NO
2018	FORD	FUSION HYBRID	ICO	RISK MANAGEMENT	NO
2018	FORD	FUSION HYBRID		PSO	NO
2018	FORD	FUSION HYBRID	TECH CRF	FPD	NO
2018	FORD	FUSION HYBRID	PIO	PIO	NO
2018	FORD	FUSION HYBRID		PSO	NO
2018	FORD	FUSION HYBRID	TECH NIGHT ASSEMBLY	FPD	NO
2023	HYUNDAI	ELANTRA	BATTALION 6	FPD	NO
2023	HYUNDAI	ELANTRA	BATTALION 5	FPD	NO
2023	HYUNDAI	ELANTRA	PUBLIC SCHOOLS	FPD	NO
2023	HYUNDAI	ELANTRA	BATTALION 4	FPD	NO
2023	HYUNDAI	ELANTRA	health and safety	RISK MANAGEMENT	NO

Attachment Q14
Agency Vehicle List

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2023	HYUNDAI	ELANTRA	TECH INSTITUTIONAL	FPD	NO
2021	CHRYSLER	PACIFICA HYBRID	JUVINILE FIRE SETTERS	FPD	NO
2021	CHRYSLER	PACIFICA HYBRID	COMMUNITY RISK REDUCTION	CRR	NO
2021	CHRYSLER	PACIFICA HYBRID	CPR	TRAINING	NO
2021	CHRYSLER	PACIFICA HYBRID	IT	IT	NO
2020	FORD	TRANSIT CONNECT	IT	IT	NO
2018	DODGE	CARAVAN	MIH	OMD	NO
2023	CHRYSLER	PACIFICA	TA	TRAINING	NO
2024	CHRYSLER	PACIFICA HYBRID	IT	IT	NO
2024	CHRYSLER	PACIFICA HYBRID	MIH	OMD	NO
2018	FORD	TRANSIT 150	TA	TRAINING	NO
2024	FORD	TRANSIT CONNECT	ADAMS PLACE VAN	LOGISTICS	NO
2024	FORD	TRANSIT CONNECT	ADAMS PLACE VAN	LOGISTICS	NO
2016	DODGE	1500	PARK ROAD	HS	NO
2016	FORD	INTERCEPTOR	FIU	FPD	NO
2018	FORD	F150	FIU - SANCHEZ	FPD	YES
2018	FORD	F150	FIU - SOMMERS	FPD	YES
2018	FORD	F150	USAR HOLMES	HS	YES
2024	CHEVROLET	BLAZER			NO

Databases maintained by agency FY 2026

Database name	Detailed description of information within database	Date of database establishment	Date of most recent database upgrade	Date of planned upgrade (if applicable)	Is the database public? (Y/N)	If publicly accessible, where can it be accessed?	If only a subset of database is publicly accessible, please describe the portion that is publicly accessible.
FEMS Telestaff Staff scheduling	This database is used for staff scheduling and for automated shift fulfillment when there is a staff vacancy. The database contains personal identifiable information.		8/24/2025		N		
Juvenile Fire Setters	Application used to track counseling, education, intervention activities and outreach of youth who display curiosity about fire and also tracks services for those involved in a fire incident.		10/01/2024	08/2026	Y	https://fems.dc.gov/service/juvenile-firesetters-intervention-program	
Fire Battalions	Fire Battalion alarm districts in DC.				N		
Uniflow	This software is used for tracking printer/imaging usage in the agency and for ensuring only credentialed users are printing or copying.		08/30/2024	08/2026	N		
Vector Solutions	Vector Solutions is an online training management system.			2/2/2026	N		
ZOLL CaseReview: Cardiac Rhythm, Vital Signs, and Audio Data	Contains audio data and clinically diagnostic values of all patient engagements where the ZOLL monitor is turned on during patient care.		10/01/2024	08/2026	N		

Automated External Defibrillator	This data set contains locations for Automated External Defibrillators (AED) that have been registered with the District's Fire and EMS agency. An AED is an electronic device that analyzes the heart's rhythm and tells the user to deliver a defibrillation shock when it is required. An AED is portable and easy to use. Anyone who has successfully completed a nationally-recognized CPR/AED course can use an AED. The AED program will train the public to recognize early warning signs of cardiac arrest, perform cardio-pulmonary resuscitation (CPR), and promote the placement of AEDs in places where people work, exercise, and congregate. DC Fire/EMS partners in this effort are the American Heart Association, the DC Chamber of Commerce, the National C				
ESO Health Data Exchange	Cloud database that combines clinical outcome information for patients treated and transported to participating hospitals in the District.		Y		PulsePoint App
FirstWatch	FirstWatch is a cloud based database, that combines CAD data with electronic health record data in order to generate operational and clinical alerts and on-going surveillance in near real time.		N		
Online Service request database	Online Service request database for special events.	11/07/2023	08/2026	N	https://fems.dc.gov/page/special-events-office-dc-fire-and-ems-department
			Y		

Low Titre O Whole Blood	Data related to the FEMS LTOWB program which includes operational data related to FEMS responses, clinical data related to FEMS treatments, and clinical outcome data abstracted directly from a health data exchange and direct follow up from hospital staff.				
		12/2023		N	
PID Info	Personnel accountability tag database including photo ID.		10/01/2024	08/2026	N
Fire Stations	DC Fire and Emergency Medical Services Department (FEMS) stations. This dataset contains proximity polygons, created as part of the DC Geographic Information System (DC GIS) for the D.C. Office of the Chief Technology Officer (OCTO) and participating D.C. government agencies. Proximity data was generated for use in the DC Atlas reporting tools. Fire stations were identified from D.C. Fire and EMS Department records and heads-up digitized from 2002 orthophotographs.				
					https://experience.arcgis.com/experience/508ff3ea-e0b141d6a9faf0-12fd407c52
SharePoint lists	SharePoint contains lists that maintain agency inventory, agency hardware, and staff directory information.			Y	
					N
OperativeIQ	Inventory management application and database.		03/2025	08/2026	N

Fire Alarm Districts	FEMS Engine Local Alarm Districts locations. The dataset contains locations and attributes of Engine Local Alarm Districts, created as part of the DC Geographic Information System (DC GIS) for the D.C. Office of the Chief Technology Officer (OCTO) and participating D.C. government agencies. Written documentation provided by FEMS identified Engine Local Alarm Districts locations. The dataset was created using the Street Center Line dataset as reference and snap base.	N
SCBA	This database includes information about work order, parts, and reports regarding employees breathing performance	N
DCFEMS Facility Access Management System	DCFEMS Facility Access Management System	N
Electronic Health Records - TripTix	The electronic health record system used by D.C. Fire & EMS to collect and document clinical care related to requests for service, primarily 911 encounters. Includes other requests for service, such as mobile integrated health visits/encounters.	N
	11/2025	N

S-#	YEAR	MAKE	MODEL	ASSIGNED	DIVISION	OPERATOR	DC Inspection
73	2019	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	9/23/2026
74	2020	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	8/21/2026
76	2020	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	8/21/2026
81	2023	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	7/10/2026
82	2023	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	8/31/2028
83	2023	CHEVROLET	TAHOE	EMS-4	OPERATIONS	FRONTLINE	8/31/2028
84	2023	CHEVROLET	TAHOE	EMS-5	OPERATIONS	FRONTLINE	9/30/2028
85	2024	CHEVROLET	TAHOE	EMS-2	OPERATIONS	FRONTLINE	4/30/2029
86	2024	CHEVROLET	TAHOE	EMS-3	OPERATIONS	FRONTLINE	7/31/2029
101	2019	PIERCE	ARROW XT	E-27	OPERATIONS	FRONTLINE	4/3/2026
102	2019	PIERCE	ARROW XT	E-25	OPERATIONS	FRONTLINE	1/14/2027
103	2017	SEAGRAVE	DB50CS	E-21	OPERATIONS	FRONTLINE	3/28/2026
104	2018	SEAGRAVE	DB50CS	E-04	OPERATIONS	FRONTLINE	4/23/2026
105	2018	SEAGRAVE	DB50CS	E-60	OPERATIONS	RESERVE	7/9/2026
106	2018	SEAGRAVE	DB50CS	E-68	OPERATIONS	RESERVE	5/13/2026
107	2018	SEAGRAVE	DB50CS	E-23	OPERATIONS	FRONTLINE	12/17/2026
108	2018	SEAGRAVE	DB50CS	E-03	OPERATIONS	FRONTLINE	1/15/2027
109	2018	SEAGRAVE	DB50CS	E-09	OPERATIONS	FRONTLINE	8/20/2026
110	2018	SEAGRAVE	DB50CS	E-70	OPERATIONS	RESERVE	6/18/2026
111	2018	SEAGRAVE	DB50CS	E-36	TRAINING	FRONTLINE	5/27/2026
112	2018	SEAGRAVE	DB50CS	E-17	OPERATIONS	FRONTLINE	3/28/2026
113	2018	SEAGRAVE	DB50CS	E-75	OPERATIONS	RESERVE	9/11/2026
114	2018	SEAGRAVE	DB50CS	E-24	OPERATIONS	FRONTLINE	7/23/2026
115	2018	SEAGRAVE	DB50CS	E-77	OPERATIONS	RESERVE	11/26/2026
116	2018	SEAGRAVE	DB50CS	E-14	OPERATIONS	FRONTLINE	12/10/2026
117	2018	SEAGRAVE	DB50CS	E-79	OPERATIONS	RESERVE	2/12/2026
118	2021	SEAGRAVE	DB50CT	E-01	OPERATIONS	FRONTLINE	3/27/2026
119	2021	SEAGRAVE	DB50CT	E-02	OPERATIONS	FRONTLINE	10/8/2026
120	2021	SEAGRAVE	DB50CT	E-13	OPERATIONS	FRONTLINE	10/29/2026
121	2021	SEAGRAVE	DB50CT	E-20	OPERATIONS	FRONTLINE	7/10/2026
122	2021	SEAGRAVE	DB50CT	E-22	OPERATIONS	FRONTLINE	12/31/2026
123	2021	SEAGRAVE	DB50CT	E-31	OPERATIONS	FRONTLINE	3/28/2026
124	2022	SEAGRAVE	DB50CT	E-05	OPERATIONS	FRONTLINE	8/31/2026
125	2022	SEAGRAVE	DB50CT	E-29	OPERATIONS	FRONTLINE	12/1/2026
126	2022	SEAGRAVE	DB50CT	E-28	OPERATIONS	FRONTLINE	1/15/2027
127	2022	SEAGRAVE	DB50CT	E-30	OPERATIONS	FRONTLINE	12/1/2026
128	2022	SEAGRAVE	DB50CT	E-26	OPERATIONS	FRONTLINE	6/26/2026
129	2022	SEAGRAVE	DB50CT	E-15	OPERATIONS	FRONTLINE	2/11/2026
130	2023	SEAGRAVE	DB50CT	E-10	OPERATIONS	FRONTLINE	6/17/2026
131	2023	SEAGRAVE	DB50CT	E-06	OPERATIONS	FRONTLINE	5/30/2026
132	2023	SEAGRAVE	DB50CT	E-33	OPERATIONS	FRONTLINE	12/24/2026
133	2023	SEAGRAVE	DB50CT	E-11	OPERATIONS	FRONTLINE	1/22/2026
134	2023	SEAGRAVE	DB50CT	E-07	OPERATIONS	FRONTLINE	2/26/2026
146	2003	PIERCE	DASH	E-86	OPERATIONS	RESERVE	9/3/2026
147	2003	PIERCE	DASH	E-37	TRAINING	FRONTLINE	9/5/2026

150	2003	PIERCE	DASH	E-34	TRAINING	FRONTLINE	2/27/2026
151	2003	PIERCE	DASH	E-35	TRAINING	FRONTLINE	5/2/2026
165	2006	SEAGRAVE	TB40DA	E-67	OPERATIONS	RESERVE	2/10/2026
167	2006	SEAGRAVE	TB40DA	E-76	OPERATIONS	RESERVE	6/17/2026
168	2006	SEAGRAVE	TB40DA	E-72	OPERATIONS	RESERVE	1/22/2026
173	2006	SEAGRAVE	TB40DA	E-78	OPERATIONS	RESERVE	10/21/2026
176	2008	SEAGRAVE	TB40DA	E-71	OPERATIONS	RESERVE	6/26/2026
177	2011	PIERCE	ARROW XT	E-52	OPERATIONS	RESERVE	2/4/2026
178	2011	PIERCE	ARROW XT	E-54	OPERATIONS	RESERVE	12/11/2026
179	2011	PIERCE	ARROW XT	E-51	OPERATIONS	RESERVE	3/26/2026
180	2011	PIERCE	ARROW XT	E-56	OPERATIONS	RESERVE	9/17/2026
181	2011	PIERCE	ARROW XT	E-53	OPERATIONS	RESERVE	3/14/2026
182	2011	PIERCE	ARROW XT	E-55	OPERATIONS	RESERVE	4/26/2024
183	2015	PIERCE	ARROW XT	E-73	OPERATIONS	RESERVE	1/2/2026
184	2015	PIERCE	ARROW XT	E-74	OPERATIONS	RESERVE	1/23/2026
186	2015	PIERCE	ARROW XT	E-64	OPERATIONS	RESERVE	5/28/2025
187	2015	PIERCE	ARROW XT	E-81	OPERATIONS	RESERVE	8/21/2026
188	2015	PIERCE	ARROW XT	E-66	OPERATIONS	RESERVE	9/3/2026
189	2015	PIERCE	ARROW XT	E-62	OPERATIONS	RESERVE	2/16/2025
190	2015	PIERCE	ARROW XT	E-63	OPERATIONS	RESERVE	8/1/2026
191	2015	PIERCE	ARROW XT	E-82	OPERATIONS	RESERVE	3/26/2026
192	2015	PIERCE	ARROW XT	E-65	OPERATIONS	RESERVE	2/12/2026
193	2017	PIERCE	ARROW XT	E-80	OPERATIONS	RESERVE	11/14/2026
194	2019	PIERCE	ARROW XT	E-08	OPERATIONS	FRONTLINE	2/18/2026
195	2019	PIERCE	ARROW XT	E-12	OPERATIONS	FRONTLINE	12/17/2025
196	2019	PIERCE	ARROW XT	E-16	OPERATIONS	FRONTLINE	5/8/2026
197	2019	PIERCE	ARROW XT	E-18	OPERATIONS	FRONTLINE	12/19/2025
198	2019	PIERCE	ARROW XT	E-19	OPERATIONS	FRONTLINE	1/22/2026
199	2019	PIERCE	ARROW XT	E-32	OPERATIONS	FRONTLINE	5/29/2025
215	2002	FORD	F550	BRUSH UNIT	OPERATIONS	FRONTLINE	10/21/2026
261	2015	CHEVROLET	SILVERADO	BFC-RESERVE	OPERATIONS	RESERVE	2/20/2026
263	2015	CHEVROLET	SILVERADO	BFC-8	OPERATIONS	RESERVE	1/6/2027
264	2016	GMC	SIERRA	BFC-9	OPERATIONS	RESERVE	6/10/2026
265	2018	GMC	SIERRA	BFC-5	OPERATIONS	FRONTLINE	9/30/2026
266	2016	GMC	SIERRA	BFC-RESERVE	OPERATIONS	RESERVE	4/22/2026
267	2018	GMC	SIERRA	BFC-SPOPS	OPERATIONS	FRONTLINE	10/21/2026
268	2018	GMC	SIERRA	SAFO	OPERATIONS	FRONTLINE	9/30/2026
269	2018	GMC	SIERRA	BFC-1	OPERATIONS	FRONTLINE	10/15/2026
271	2015	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	1/17/2026
273	2015	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	4/30/2026
274	2016	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	1/8/2026
275	2018	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	10/22/2026
276	2015	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	6/10/2026
278	2018	CHEVROLET	TAHOE	EMS-RESERVE	OPERATIONS	RESERVE	6/26/2026
279	2020	GMC	SIERRA	BFC-EMS	OPERATIONS	FRONTLINE	6/25/2026
291	2020	GMC	SIERRA	DFC-OPS	OPERATIONS	FRONTLINE	6/25/2026

292	2020	GMC	SIERRA	BFC-2	OPERATIONS	FRONTLINE	8/15/2026
293	2020	GMC	SIERRA	BFC-3	OPERATIONS	FRONTLINE	2/26/2026
294	2020	GMC	SIERRA	BFC-4	OPERATIONS	FRONTLINE	8/19/2026
295	2024	CHEVROLET	TAHOE	EMS-1	OPERATIONS	FRONTLINE	1/31/2028
296	2020	GMC	SIERRA	BFC-6	OPERATIONS	FRONTLINE	12/3/2026
297	2024	CHEVROLET	TAHOE	EMS-7	OPERATIONS	FRONTLINE	1/31/2028
298	2024	CHEVROLET	TAHOE	EMS-6	OPERATIONS	FRONTLINE	2/28/2029
303	2005	SEAGRAVE	TT06DA	T-44	OPERATIONS	RESERVE	11/22/2025
304	2006	SEAGRAVE	TT06DA	T-42	OPERATIONS	RESERVE	2/28/2025
306	2007	SEAGRAVE	TT07DA	T-46	OPERATIONS	RESERVE	12/23/2026
307	2007	SEAGRAVE	TT07DA	T-43	OPERATIONS	RESERVE	12/31/2026
308	2009	SEAGRAVE	TT06CM	T-45	OPERATIONS	RESERVE	8/27/2026
309	2009	SEAGRAVE	TT06CM	T-40	OPERATIONS	RESERVE	4/8/2026
310	2010	SEAGRAVE	TT06CM	T-49	OPERATIONS	RESERVE	6/26/2026
311	2010	SEAGRAVE	TT06CM	T-50	OPERATIONS	RESERVE	1/9/2025
312	2010	SEAGRAVE	TT06CM	T-53	OPERATIONS	RESERVE	8/19/2026
313	2010	SEAGRAVE	TT06CM	T-41	OPERATIONS	RESERVE	7/8/2026
314	2013	ALF	AERIAL EAGLE	T-54	OPERATIONS	RESERVE	7/23/2026
315	2010	SEAGRAVE	TDA	T-34	OPERATIONS	RESERVE	10/11/2024
316	2014	SPARTAN	TDA	T-14	OPERATIONS	FRONTLINE	4/15/2026
317	2014	SPARTAN	TDA	T-35	TRAINING	RESERVE	2/13/2025
318	2014	SPARTAN	TDA	T-52	OPERATIONS	RESERVE	4/17/2026
319	2014	SPARTAN	TDA	T-47	OPERATIONS	RESERVE	7/9/2025
320	2014	SPARTAN	TDA	T-51	OPERATIONS	RESERVE	5/13/2026
321	2018	SEAGRAVE	DV0HCS	TW-3	OPERATIONS	FRONTLINE	1/13/2027
322	2020	SEAGRAVE	DT06CT	T-16	OPERATIONS	FRONTLINE	4/8/2026
323	2020	SEAGRAVE	DT06CT	T-08	OPERATIONS	FRONTLINE	8/15/2026
324	2020	SEAGRAVE	DT06CT	T-04	OPERATIONS	FRONTLINE	6/4/2026
325	2020	SEAGRAVE	DT06CT	T-02	OPERATIONS	FRONTLINE	3/5/2026
326	2020	SEAGRAVE	DT06CT	T-17	OPERATIONS	FRONTLINE	5/28/2026
327	2021	SEAGRAVE	DT06CT	T-15	OPERATIONS	FRONTLINE	8/28/2026
328	2022	SEAGRAVE	DT06CT	T-11	OPERATIONS	FRONTLINE	6/12/2026
329	2022	SEAGRAVE	DT06CT	T-07	OPERATIONS	FRONTLINE	3/31/2027
330	2023	SEAGRAVE	DT06CT	T-13	OPERATIONS	FRONTLINE	6/30/2027
331	2023	SEAGRAVE	DT06CT	T-12	OPERATIONS	FRONTLINE	5/31/2027
332	2022	SEAGRAVE	DT06CT	T-06	OPERATIONS	FRONTLINE	4/30/2027
333	2023	SEAGRAVE	DT06CT	T-10	OPERATIONS	FRONTLINE	3/5/2026
334	2023	SEAGRAVE	DT06CT	T-09	OPERATIONS	FRONTLINE	3/4/2026
335	2024	SEAGRAVE	DT06CT	T-05	OPERATIONS	FRONTLINE	9/12/2026
371	2000	PIERCE/ITI	DASH	T-48	OPERATIONS	RESERVE	11/8/2025
504	2015	INTERNAT/HORTON	4300	A-87 RESERVE	OPERATIONS	RESERVE	4/17/2026
505	2015	INTERNAT/HORTON	4300	A-84 RESERVE	OPERATIONS	RESERVE	11/12/2026
506	2015	INTERNAT/HORTON	4300	A-40 RESERVE	OPERATIONS	RESERVE	8/13/2026
507	2015	INTERNAT/HORTON	4300	A-66 BATTALION RES	OPERATIONS	RESERVE	8/21/2026
508	2015	INTERNAT/HORTON	4300	A-48 RESERVE	OPERATIONS	RESERVE	9/3/2026
509	2015	INTERNAT/HORTON	4300	A-46 RESERVE	OPERATIONS	RESERVE	9/23/2026

510	2015	INTERNAT/HORTON	4300	A-49 RESERVE	OPERATIONS	RESERVE	7/24/2026
511	2015	INTERNAT/HORTON	4300	A-80 RESERVE	OPERATIONS	RESERVE	12/10/2026
512	2015	INTERNAT/HORTON	4300	A-98 RESERVE	OPERATIONS	RESERVE	8/13/2026
513	2015	INTERNAT/HORTON	4300	A-47 RESERVE	OPERATIONS	RESERVE	12/3/2026
514	2015	INTERNAT/HORTON	4300	A-82 RESERVE	OPERATIONS	RESERVE	8/20/2026
515	2015	INTERNAT/HORTON	4300	A-81 RESERVE	OPERATIONS	RESERVE	5/27/2026
516	2015	INTERNAT/HORTON	4300	A-54 SPEV	SOD/HOMELAND	RESERVE	11/12/2026
517	2015	INTERNAT/HORTON	4300	A-68 RESERVE	OPERATIONS	RESERVE	9/5/2026
518	2015	INTERNAT/HORTON	4300	A-35 TA	OPERATIONS	RESERVE	10/17/2026
519	2015	INTERNAT/HORTON	4300	A-45 RESERVE	OPERATIONS	RESERVE	10/7/2026
520	2016	INTERNAT/HORTON	4300	A-41 RESERVE	OPERATIONS	RESERVE	12/4/2026
521	2016	INTERNAT/HORTON	4300	A-58 SPEV	SOD/HOMELAND	RESERVE	12/2/2026
522	2016	INTERNAT/HORTON	4300	A-57 SPEV	SOD/HOMELAND	RESERVE	1/28/2026
523	2016	INTERNAT/HORTON	4300	A-73 SPEV	SOD/HOMELAND	RESERVE	9/5/2026
524	2016	INTERNAT/HORTON	4300	A-76 SPEV	SOD/HOMELAND	RESERVE	1/22/2026
525	2016	INTERNAT/HORTON	4300	A-43 RESERVE	OPERATIONS	RESERVE	8/6/2026
526	2016	INTERNAT/HORTON	4300	A-92 RESERVE	OPERATIONS	RESERVE	3/5/2026
527	2016	INTERNAT/HORTON	4300	A-86 RESERVE	OPERATIONS	RESERVE	12/4/2026
528	2016	INTERNAT/HORTON	4300	A-95 RESERVE	OPERATIONS	RESERVE	4/25/2026
529	2016	INTERNAT/HORTON	4300	A-88 RESERVE	OPERATIONS	RESERVE	12/31/2026
530	2016	INTERNAT/HORTON	4300	A-67 RESERVE	OPERATIONS	RESERVE	1/8/2026
531	2016	INTERNAT/HORTON	4300	A-94 RESERVE	OPERATIONS	RESERVE	1/14/2027
532	2016	INTERNAT/HORTON	4300	A-96 RESERVE	OPERATIONS	RESERVE	2/19/2026
533	2016	INTERNAT/HORTON	4300	A-60 RESERVE	OPERATIONS	RESERVE	7/8/2026
535	2016	INTERNAT/HORTON	4300	A-97 RESERVE	OPERATIONS	RESERVE	3/28/2026
536	2016	INTERNAT/FRAZER	4300	A-29	OPERATIONS	FRONTLINE	2/4/2026
537	2016	INTERNAT/FRAZER	4300	A-70 SPEV	SOD/HOMELAND	RESERVE	7/1/2026
539	2019	FRTLNR/ ROAD RESQ	M2	M-21	OPERATIONS	FRONTLINE	12/24/2026
540	2019	FRTLNR/ ROAD RESQ	M2	M-03	OPERATIONS	FRONTLINE	4/1/2026
541	2019	FRTLNR/ ROAD RESQ	M2	M-25	OPERATIONS	FRONTLINE	4/11/2026
547	2011	INTERNAT/HORTON	4300	A-89 RESERVE	OPERATIONS	RESERVE	12/30/2026
548	2011	INTERNAT/HORTON	4300	A-53 SPEV	SOD/HOMELAND	RESERVE	10/29/2026
553	2012	INTERNAT/HORTON	4300	A-55 SPEV	SOD/HOMELAND	RESERVE	4/17/2026
554	2012	INTERNAT/HORTON	4300	A-99 RESERVE	OPERATIONS	RESERVE	3/6/2026
558	2018	INTERNAT/HORTON	4300 SBA 4X2	A-85 RESERVE	OPERATIONS	RESERVE	9/23/2026
560	2018	INTERNAT/HORTON	4300 SBA 4X2	A-90 RESERVE	OPERATIONS	RESERVE	10/15/2026
564	2018	INTERNAT/HORTON	4300 SBA 4X2	A-91 RESERVE	OPERATIONS	RESERVE	9/4/2026
566	2014	INTERNAT/HORTON	4300	A-64 BATTALION RES	OPERATIONS	RESERVE	8/9/2026
569	2018	INTERNAT/HORTON	4300 SBA 4X2	A-83 RESERVE	OPERATIONS	RESERVE	10/9/2026
570	2018	INTERNAT/HORTON	4300 SBA 4X2	M-07	OPERATIONS	FRONTLINE	8/21/2026
579	2018	INTERNAT/HORTON	4300 SBA 4X2	A-28	OPERATIONS	FRONTLINE	8/20/2026
592	2014	INTERNAT/HORTON	4300	A-62 BATTALION RES	OPERATIONS	RESERVE	4/30/2026
593	2014	INTERNAT/HORTON	4300	A-63 BATTALION RES	OPERATIONS	RESERVE	10/21/2026
595	2014	INTERNAT/HORTON	4300	A-65 BATTALION RES	OPERATIONS	RESERVE	10/9/2026
610	2005	SEAGRAVE	TZ40DA	HAZ MAT 2	SOD/HOMELAND	FRONTLINE	8/12/2026
613	2019	FRTLNR/ ROAD RESQ		A-30	OPERATIONS	FRONTLINE	9/3/2026

614	2019	FRTLNR/ ROAD RESQ		M-17	OPERATIONS	FRONTLINE	3/26/2026
615	2019	FRTLNR/ ROAD RESQ		M-33	OPERATIONS	FRONTLINE	3/22/2026
616	2019	INTERNAT/FRAZER	MV	A-59 SPEV	OPERATIONS	RESERVE	8/21/2026
617	2019	INTERNAT/FRAZER	MV	A-51 SPEV	OPERATIONS	RESERVE	3/26/2026
618	2019	INTERNAT/FRAZER	MV	A-74 SPEV	SOD/HOMELAND	RESERVE	3/26/2026
619	2019	INTERNAT/FRAZER	MV	A-50 SPEV	SOD/HOMELAND	RESERVE	3/25/2026
620	2019	INTERNAT/FRAZER	MV	A-52 SPEV	OPERATIONS	RESERVE	12/3/2026
621	2019	INTERNAT/FRAZER	MV	A-56 SPEV	SOD/HOMELAND	RESERVE	2/4/2026
622	2019	INTERNAT/FRAZER	MV	A-71 SPEV	SOD/HOMELAND	RESERVE	2/5/2026
623	2019	INTERNAT/HORTON		M-27	OPERATIONS	FRONTLINE	10/15/2026
624	2019	INTERNAT/HORTON	MV607	A-01	OPERATIONS	FRONTLINE	10/4/2025
625	2019	INTERNAT/HORTON	MV607	A-23	OPERATIONS	FRONTLINE	1/14/2026
626	2019	INTERNAT/HORTON	MV607	A-11	OPERATIONS	FRONTLINE	10/22/2026
627	2019	INTERNAT/HORTON	MV607	A-04	OPERATIONS	FRONTLINE	9/12/2026
628	2019	INTERNAT/HORTON	MV607	A-26	OPERATIONS	FRONTLINE	10/10/2026
629	2021	INTERNAT/HORTON	MV607	M-19	OPERATIONS	FRONTLINE	5/28/2026
630	2021	INTERNAT/HORTON	MV607	A-25	OPERATIONS	FRONTLINE	9/5/2026
631	2021	INTERNAT/HORTON	MV607	A-15	OPERATIONS	FRONTLINE	10/23/2026
632	2021	INTERNAT/HORTON	MV607	A-08	OPERATIONS	FRONTLINE	9/3/2026
633	2021	INTERNAT/HORTON	MV607	M-30	OPERATIONS	FRONTLINE	1/15/2027
634	2021	INTERNAT/HORTON	MV607	A-30B	OPERATIONS	FRONTLINE	4/1/2026
635	2021	INTERNAT/HORTON	MV607	M-10	OPERATIONS	FRONTLINE	4/22/2026
637	2020	FRTLNR/ ROAD RESQ	M2106	A-20	OPERATIONS	FRONTLINE	11/12/2026
638	2020	FRTLNR/ ROAD RESQ	M2106	M-05	OPERATIONS	FRONTLINE	10/23/2026
639	2022	INTERNAT/HORTON	MV607	M-31	OPERATIONS	FRONTLINE	12/23/2026
640	2022	INTERNAT/HORTON	MV607	A-33	OPERATIONS	FRONTLINE	2/7/2026
641	2022	INTERNAT/HORTON	MV607	A-09	OPERATIONS	FRONTLINE	2/7/2026
642	2022	INTERNAT/HORTON	MV607	A-03	OPERATIONS	FRONTLINE	10/23/2026
643	2022	INTERNAT/HORTON	MV607	A-14	OPERATIONS	FRONTLINE	12/3/2026
644	2022	INTERNAT/HORTON	MV607	A-22	OPERATIONS	FRONTLINE	12/24/2026
645	2022	INTERNAT/HORTON	MV607	M-01	OPERATIONS	FRONTLINE	6/27/2026
646	2022	INTERNAT/HORTON	MV607	A-18	OPERATIONS	FRONTLINE	11/26/2026
647	2022	INTERNAT/HORTON	MV607	A-27	OPERATIONS	FRONTLINE	3/13/2026
648	2022	INTERNAT/HORTON	MV607	A-06	OPERATIONS	FRONTLINE	11/21/2025
649	2022	INTERNAT/HORTON	MV607	A-32	OPERATIONS	FRONTLINE	4/17/2026
650	2022	INTERNAT/HORTON	MV607	M-02	OPERATIONS	FRONTLINE	5/23/2026
651	2022	INTERNAT/HORTON	MV607	A-13	OPERATIONS	FRONTLINE	9/12/2026
652	2022	INTERNAT/HORTON	MV607	A-12	OPERATIONS	FRONTLINE	10/17/2026
653	2022	INTERNAT/HORTON	MV607	A-16	OPERATIONS	FRONTLINE	4/30/2027
654	2022	INTERNAT/HORTON	MV607	M-14	OPERATIONS	FRONTLINE	3/13/2026
655	2022	INTERNAT/HORTON	MV607	A-19	OPERATIONS	FRONTLINE	10/14/2026
656	2022	INTERNAT/HORTON	MV607	M-08	OPERATIONS	FRONTLINE	2/21/2026
702	2011	OSHKOSH	STRIKER	FOAM UNIT 2	SPECIAL OPERATIONS	FRONTLINE	9/17/2026
716	2001	E ONE	FOAM UNIT	FOAM UNIT 1	SPECIAL OPERATIONS	FRONTLINE	12/4/2026
756	2006	FREIGHTLINER	M2106	AIR RESERVE	OPERATIONS	RESERVE	5/23/2026
757	2019	KME		AIR-2	OPERATIONS	FRONTLINE	5/29/2026

758	2019	KME		AIR-1	OPERATIONS	FRONTLINE	5/20/2026
822	2008	SEAGRAVE	TW 00DA	RS-6	SPECIAL OPERATIONS	RESERVE	12/12/2026
823	2011	PIERCE	ARROW XT	RS-5	SPECIAL OPERATIONS	RESERVE	9/26/2026
824	2004	MACK	TTL	RS-4	SPECIAL OPERATIONS	RESERVE	4/30/2026
825	2011	PIERCE	ARROW XT	RS-7	SPECIAL OPERATIONS	RESERVE	3/8/2026
836	2018	PIERCE	ARROW XT	HAZMAT 1	SPECIAL OPERATIONS	FRONTLINE	3/4/2026
837	2018	PIERCE	ARROW XT	HAZ MAT SUPPORT	SPECIAL OPERATIONS	FRONTLINE	9/5/2026
841	2023	FERRARA	ULTRA	RS-1	SPECIAL OPERATIONS	FRONTLINE	4/8/2026
842	2023	FERRARA	ULTRA	RS-2	SPECIAL OPERATIONS	FRONTLINE	7/30/2026
843	2024	FERRARA	ULTRA	RS-3	SPECIAL OPERATIONS	FRONTLINE	4/30/2028
845	2023	INNTERNATIONAL/FERRARA	CV	RS-1-SU	SPECIAL OPERATIONS	FRONTLINE	12/31/2027
846	2023	INNTERNATIONAL/FERRARA	CV	RS-2-SU	SPECIAL OPERATIONS	FRONTLINE	7/30/2026
847	2023	INNTERNATIONAL/FERRARA	CV	RS-3-SU	SPECIAL OPERATIONS	FRONTLINE	7/30/2026

Building Name	Date Requested	Work Order No	Assignment Description
Engine 01	11/8/2023	762507	Flooring Issue: ? Tile ? Loose/Missing Assignment Description: VCT tiles needs to be re-installed. Existing tiles are still on-site. This was reported originally in 751632. Not sure why that WO was closed.
Engine 01	12/16/2023	765960	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: (4) Combination locks throughout the building are broken and need to be repaired. - 1 Dive Equipment Shop (located in garage) - 2 Giveaway closet (located in garage) - 3 Harbor Master's office - 4 Exterior back door
Engine 01	1/9/2024	767785	Roof Issue: ? Water Leak ? Gutters Assignment Description: The gutters on the north side of the firehouse are still in need of repair/replacement. The two pictures attached are from Work Order No - 728177 in which the request was placed on 12/05/2022 and closed on 02/13/2023 without the gutters being repaired or replaced. We do not have the ability to take photos of the gutters as it is dark outside and we need to utilize the time to mop the water that is flowing through the truck officer's bunkroom to the apparatus bay that has been reported without repair since 2019.

Engine 01	1/10/2024	767959	Structural Issue: ? Wall Assignment Description: Loose block on interior wall. Looks like it has been previously repaired. Needs to be removed, mortar cleaned out and block reinstalled.
Engine 02	1/24/2024	769383	Structural Issue: ? Partition Assignment Description: Collapsible wall is rubbing on the tile floor and damaging it. Looks like the wall needs to be adjusted.
Engine 02	2/2/2024	770400	Drain Issue: ? Floor Assignment Description: Surrounding concrete 'holder' for drains needs repair
Engine 02	2/2/2024	770394	Flooring Issue: ? Tile ? Repair/Replace Assignment Description: Tiles on floor cracking and need replacement
Engine 02	2/2/2024	770413	Pipe Issue: ? Water ? Rupture / Burst Assignment Description: Left connector bent and needs repair
Engine 02	2/5/2024	770658	Fence and Gate Issue: ? Fence & Pole ? Repair Fence & Pole Assignment Description: Back Fence needs Repair
Engine 02	2/22/2024	772235	Masonry Issue: ? Ground/Pavement ? Brick Assignment Description: There are various cracks and erosion throughout the parking lot. Please patch and repair the concrete.
Engine 02	3/12/2024	774325	Drain Issue: ? Floor ? Overflow Assignment Description: Drain cover is broken and there is a large amount of water in the bottom. the drainage box is collapsing further and needs to be resolved Per Captain.

Engine 02	3/23/2024	775721	Structural Issue: ? Floor/Ground Assignment Description: The truck officers bunkroom is flooding again. This has been an on going issue for years that has not been addressed. The only solution we have is to push the water out into the bay. The continuous flooding over the years is no doubt producing mold that is not healthy for anyone.
Engine 02	3/30/2024	776466	Locker 4 is broken and unable to open to retrieve my items Multiple other lockers missing locks and a door
Engine 02	5/1/2024	779913	Assignment Description: Relabeling of Breaker Boxes and Electrical Infrastructure
Engine 02	5/7/2024	780623	Roof Issue: ? Water Leak ? Rooftop Assignment Description: Root leak Roof leak seems to be getting worse in the ladder room. There is a leak from the ceiling in the ladder room. There was about 1? of standing water yesterday morning. WO 780622 and 769543
Engine 02	5/17/2024	781865	Railing and Step Issue: ? Steps Assignment Description: Previous DGS repair failure. Steps crumbling in multiple spots.
Engine 02	6/4/2024	783568	Interior Painting & Wall Issue: ? Patching & Painting ? Caulking Assignment Description: - Staircase wall has a crack in it, located at the seem area. -Exterior overhang ceiling, E-33 bay side deteriorating, crumbles periodically

Engine 02	6/6/2024	783867	Pump Issue: ? Sump Pump ? Leak / Discharge Assignment Description: Sump pump #2 has a high water alarm.
Engine 02	6/11/2024	784459	Window Issue: ? Above 8 feet/1 Story ? Window Frame ? Repair/Replace/Install ? null Assignment Description: Blinds need replacement
Engine 02	6/19/2024	785121	Flooring Issue: ? Carpet ? Broken/Cracked/Damaged Assignment Description: Carpet tiles are worn out and need to be replaced.
Engine 02	7/12/2024	787841	Masonry Issue: ? Ground/Pavement ? Brick Assignment Description: Combination of 3 prior Work Orders - Capital Expense Plan for Remediation 1) Loose bricks on the ground in front of Squad1 apparatus bay door area. The bricks are apart of the front driveway. The deteriorating bricks is a trip hazard, potentially causing an injury to our members or the public. 2) Pieces of concrete are falling from the balcony in the rear parking lot. 3) Rear Parking lot of engine 2 is in filled with cracks, broken patches, and loose stone and concrete. It needs a resurfacing.
Engine 02	7/25/2024	789671	Fence and Gate Issue: ? Gate ? Repair Gate Assignment Description: The gate to the parking lot needs to be adjusted. In the photo you can see the scratch marks on the ground. You have to pull the gate up to open

Engine 02	7/25/2024	789680	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: replace lock to the B key for all the engine and truck company offices and bunks, replace all the closets that are locked with B key as well. so many keys over the years have been lost and accessibility for detail officers to gain equipment and bunks are a mess due to the fact of lost keys and confusion.
Engine 02	7/25/2024	789687	Perform tuck pointing and sealing on exterior of building impacting kitchen storage in basement auxiliary room
Engine 02	7/29/2024	789900	Roof Issue: ? Roof Damage Assignment Description: The gutter is damaged with multiple torn sections which are contributing to leaks in the building. Gutter needs to be replaced.
Engine 02	7/30/2024	789999	Interior Painting & Wall Issue: ? Patching & Painting ? Painting Maintenance Assignment Description: Drywall repair and painting- Leftover from the Paper towel mounting debacle...received one coat of mud, requires one or two more and paint to be finished.
Engine 02	7/30/2024	790177	Assignment Description: Holes in apparatus bay 1 and apparatus bay 2 need to be filled with concrete

Engine 03	7/30/2024	790179	Ceiling Issue: ? Falling (loose) tiles Assignment Description: paint is flowing from the ceiling needs to be patched and repainted
Engine 03	8/14/2024	792063	Window Issue: ? Below 8 feet /1 story ? Window Glass ? Repair/Replace/Install ? null Assignment Description: Cracked windows need repair / replacement
Engine 03	8/23/2024	793213	Fire Sprinkler Issue: ? Maintenance Assignment Description: Fire pump is leaking around the housing
Engine 03	8/28/2024	793965	Fence and Gate Issue: ? Gate ? Repair Gate Assignment Description: Gate is broken and will not close. The gate will have to remain open as the metal bar they replaced has split making it uneven and unable to move back across the rail. It gets stuck. Additionally the wheels need to be replaced. They are bent and most likely contributing to the gate rolling unevenly as well.
Engine 03	8/31/2024	794477	Lighting Issue: ? Interior Lights ? Above 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: Replace lighting with LED ballast and dimmer

Engine 03	9/4/2024	794735	Exterior Painting Issue: ? Building/Doors Assignment Description: Paint is cracking and peeling from historic wood surfaces on firehouse - exposing this wood to the elements. These windows and soffit area were restored and painted to their original condition. Request contractor be dispatched for sanding and repainting of the areas before they worsen to protect the wood and alleviate the more costly expenditure of total repair and restoration down the road.
Engine 03	9/6/2024	795154	Ceiling Issue: ? Damaged Tiles Assignment Description: Plaster needs to be repaired
Engine 03	9/10/2024	795494	Window Issue: ? Above 8 feet/1 Story ? Window Glass ? Broken ? null Assignment Description: Cracked window glass
Engine 03	9/19/2024	796764	Window Issue: ? Above 8 feet/1 Story ? Window Glass ? Repair/Replace/Install ? null Assignment Description: Crows nest is too hot and bright for members to work when the sun hits it directly. Requesting tint on the upper windows (main windows were previously tinted) and tint on the glass of the two doors.
Engine 03	10/7/2024	798835	Parking Lot Issue: ? Pot Holes Assignment Description: Pot holes and concrete deterioration, needs repair
Engine 04	10/8/2024	799132	Masonry Issue: ? Wall ? Brick Assignment Description: The retaining wall is collapsing

Engine 04	10/8/2024	799038	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: combination lock is broken and needs to be replaced.
Engine 04	10/10/2024	799392	Masonry Issue: ? Ground/Pavement ? Brick Assignment Description: crack in front concrete, may cause tripping hazard to civilians
Engine 04	10/27/2024	801001	Masonry Issue: ? Wall ? Brick Assignment Description: Structural crack from overhead support beam to the floor.
Engine 04	11/12/2024	802522	Interior Painting & Wall Issue: ? Patching & Painting ? Paint Peeling Assignment Description: The 2024 ORM safety inspection of Engine 18 firehouse identified chipped/peeling paint on ceilings and stairwell walls that needs to be repainted, rear stairwell
Engine 04	11/12/2024	802516	Flooring Issue: ? Tile ? Holes Assignment Description: A large hole is present on the floor due to multiple missing/broken tiles; this was identified a tripping hazard and needs to be repaired "ASAP" per the 2024 ORM safety inspection of E18 firehouse. A second tripping hazard is present due to a missing tile on the bay floor near the manhole cover in the front of the bays near the bay doors.

Engine 04	12/4/2024	804804	Flagpole Issue: ? Repair/Replace Assignment Description: The lockbox is broken on the flagpole and needs to be fixed.
Engine 04	12/4/2024	804822	Exterior Painting Issue: ? Park/Pool/Playground Assignment Description: Please have tech to paint flag pool. Thank you!
Engine 04	12/7/2024	805315	Lock and Door Issue: ? Lock/Latch & Door ? Metal Door ? Repair/Replace/Install Door/Door Frame ? null Assignment Description: Door is stuck and cannot be opened without significant force. This door is an emergency exit door for the maintenance bey.
Engine 04	12/8/2024	805338	Flagpole Issue: ? Repair/Replace Assignment Description: Shorten length of the rope to fit inside box so it can close and provide combination lock to facility so they can lock the box.
Engine 04	12/12/2024	805829	Flagpole Issue: ? Repair/Replace Assignment Description: No pulley
Engine 04	12/17/2024	806248	Fire Alarm Issue: ? Repair Assignment Description: Smoke/CO alarm oos in room 213 and second floor stairwell. Detectors need to be replaced they have a manufacturer date of 10/15.
Engine 04	12/20/2024	806506	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: Add an outlet behind the TV

Engine 04	1/2/2025	807045	Please waterproof the crawl space to eliminate water intrusion resulting in water evaporation into occupied spaces or provide a vapor barrier from the crawl space to the occupied space and an exhaust of crawl space air maintaining required temperature requirements
Engine 04	1/3/2025	807064	Window Issue: ? Below 8 feet /1 story ? Window Glass ? Broken ? null Assignment Description: Cracked Storm Window
Engine 04	1/5/2025	807203	Flagpole Issue: ? Repair/Replace Assignment Description: Flagpole needs to be repainted
Engine 04	1/7/2025	807426	Flagpole Issue: ? Repair/Replace Assignment Description: Requires repainting.
Engine 04	1/15/2025	808489	Flooring Issue: ? Rubber ? Broken/Cracked/Damaged Assignment Description: The epoxy flooring is beginning to crack and show some holes in front of the engine and at the watchdesk.
Engine 04	1/28/2025	809982	Fence and Gate Issue: ? Fence & Pole ? Repair Fence & Pole Assignment Description: Front fence is not plumb, posts have fallen over and are no longer affixed. The fence needs to be fixed to secure the property.
Engine 05	1/31/2025	810464	Sidewalk Issue: ? Concrete Pavement ? Broken Damaged Assignment Description: Damaged light Post
Engine 05	2/17/2025	812033	Leak Issue: ? Ceiling Assignment Description: leak from ceiling when raining

Engine 05	2/19/2025	812441	Fence and Gate Issue: ? Gate ? Lock/Unlock Gate Assignment Description: Magnetic lock on gate is not working secured gate with ratchet strap.
Engine 05	2/23/2025	812910	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: Tiles are cracked and coming loose
Engine 05	2/24/2025	812948	Switch Issue: ? Toggle (On/Off Problem) ? The conduit is not exposed Assignment Description: Replace switch with new sensor switch (possible)
Engine 06	2/24/2025	812945	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: All old outlets in the Room do not hold a plug correctly
Engine 06	3/2/2025	813724	Fence and Gate Issue: ? Fence & Pole ? Repair Fence & Pole Assignment Description: Concrete spalling, cracking, crumbling and missing. Fence posts missing and damaged.
Engine 06	3/7/2025	814423	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: The door knob operates from a key fob and the door knob is broken and needs to be replaced.

Engine 06	3/10/2025	814553	Exterior Painting Issue: ? Building/Doors Assignment Description: Please the red door. scrape and paint white wood perimeter.
Engine 06	3/13/2025	815053	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: There are several cracked and damaged floor tiles.
Engine 06	3/13/2025	815063	Switch Issue: ? Toggle (On/Off Problem) ? The conduit is exposed Assignment Description: The front push button that controls the street lights in front of the fire station, doesn't turn the fire stations traffic lights from red to green, when the front button is pushed.
Engine 06	3/13/2025	815045	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: The floor tile is damaged and needs to be replaced.
Engine 06	3/13/2025	815054	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: There are several cracked floor tile.
Engine 06	3/13/2025	815071	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: There are several cracked and tiles at bottom of the stairwell.
Engine 06	3/20/2025	815762	Please assess the foundation leak due to the tree roots that are adjacent to the building.

Engine 06	3/27/2025	816429	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The light has not cover and needs to be replaced or repair
Engine 06	4/17/2025	818492	Assignment Description: Water Treatment not hooked up
Engine 07	4/17/2025	818489	Flooring Issue: ? Tile ? Holes Assignment Description: The apparatus floor has a hole where it meets the concrete apron for the medic unit bay and the EMS supervisor bay. A bag of quickcrete should solve the problem
Engine 07	4/17/2025	818498	Interior Painting & Wall Issue: ? Patching & Painting ? Painting Maintenance Assignment Description: Damaged drywall which needs to be repaired and painted
Engine 07	4/26/2025	819449	Flagpole Issue: ? Repair/Replace Assignment Description: Wood is dry-rotted / rotted. Pole needs to be replaced. Steel needs paint.
Engine 07	4/28/2025	819461	Interior Painting & Wall Issue: ? Patching & Painting ? Painting Maintenance Assignment Description: Ceiling needs to be patched and painted after shower leaking which was fixed.

Engine 07	5/5/2025	820338	Cooling Issue: ? Thermostat ? Too Cold Assignment Description: FIU does not have control of temperature within our office or bunkroom. The thermostat is located in a separate location (E24 Fire Officer's Office) upstairs. In cool months we experience high heat from the system/ in warm weather we experience excessive cold air blowing from the system. May we consider adding a thermostat to the space or a damper to gain control?
Engine 07	5/6/2025	820462	Electronic Security Issue: ? Maintenance Assignment Description: The electronic tie in and programming of FA panels into the RS2 panel for notification purposes.
Engine 08	5/13/2025	821321	Structural Issue: ? Wall Assignment Description: Water infiltration from exterior wall into ready room when it rains
Engine 08	5/16/2025	821721	Fence and Gate Issue: ? Gate ? Repair Gate Assignment Description: The Card reader is down again not allowing members to open the gate from the exterior. They fixed it a month ago.
Engine 08	5/17/2025	821816	Masonry Issue: ? Wall ? Brick Assignment Description: A large vertical crack in the brickwork on the exterior of the firehouse was noted today. The crack appears to be 7' in length and there is noted shifting of the bricks.

Engine 08	5/19/2025	822007	Lock and Door Issue: ? Door ? Handicap Entrance/Door ? Repair/Replace/Install Door/Door Frame ? null Assignment Description: The front entrance door (HANDICAP ENTRANCE) is extremely tough to open requiring a lot of force. The handicap entry/exit button is not working, there is no noise or movement when the button is depressed.
Engine 08	5/25/2025	822532	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: Exhaust fan and light not working
Engine 08	5/28/2025	822656	Roof Issue: ? Water Leak ? Rooftop Assignment Description: Water leaking around Vent in center of the room through the drop ceiling tile
Engine 08	6/2/2025	823177	Appliance Issue: ? Repair Assignment Description: The griddle is not heating up again after being serviced

Engine 09	6/3/2025	823292	Roof Issue: ? Water Leak ? Gutters Assignment Description: During the rainfall, the water runs out and spills over this gutter edge like a waterfall. You can see (in the daylight) where the gutter is bent out. I am not sure if it is because the gutter is clogged or because the roof/gutter system orientation, or if it is because of the amount of rainfall we've experience. The roofer who comes to fix the roof could likely address this issue as well.
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			Roof Issue: ? Water Leak ? Rooftop Assignment Description: 6.2024 The Roof has an intermittent leak above the Engine Bay Door in the Sitting Room. This is where the sitting room annex meets the original building construction. There is damage to the ceiling tiles and when you turn off the TV and it is quiet and raining, you can hear it. There is no pipes or utilities in the area to be the source of the leak. There is a leak in the dayroom where the new building meets the old building. This has been reported previously, and before we go into a renovation and tear out the old drop ceiling and install a new one...we should probably have this fixed so we don't ruin the new installation. I'm sure if we scroll back in the work orders, we can see the picture from last time and compare it to this one and see it has gotten worse. Thanks! Bunk Room Roof is leaking in the bunkroom. Fresh water spot and dripping. I've included pictures from the roof top as well, it is likely coming from the seam of wear you see running along the Delta wall.
Engine 09	6/3/2025	823289	
Engine 09	6/3/2025	823317	Determine dust source and clean as appropriate.
Engine 09	6/3/2025	823315	Investigate, assess, and remediate the water intrusion in the affected areas.

Engine 09	6/6/2025	823730	Masonry Issue: ? Wall ? Brick Assignment Description: Interior walls need repair; loose blocks. There?s also extensive damage to approximately (8) doors in the building. Please assist.
Engine 09	6/7/2025	823769	Interior Painting & Wall Issue: ? Patching & Painting ? Repaint Assignment Description: Holes where the toilet paper shelf was added and removed improperly still exist.
Engine 09	6/16/2025	824479	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: The Tile on the Apparatus bay floor is cracking and creating a large hole in it exposing the concrete below it. the tile appears to be seperating from the subfloor when units drive over it
Engine 09	6/25/2025	825652	Fence and Gate Issue: ? Gate ? Replace Gate Assignment Description: The rear gate for the parking lot is missing and needs to be replaced Craftsperson Notes Contract service issue requesting a rolling gate to back entrance to fire station as tracking repair and brickwork needed.
Engine 09	6/25/2025	825512	Cooling Issue: ? Temperature ? Too Hot Assignment Description: Temp was in high 80's, cant cool below 77. System may need service.
Engine 10	6/25/2025	825511	Fire Alarm Issue: ? Reset Assignment Description: System beeping, panel shows duct detector, unable to reset.

Engine 10	6/26/2025	825776	Leak Issue: ? Source Unknown Assignment Description: The water comes through the wall, below the access door in the photograph, when it rains.
Engine 10	6/26/2025	825786	Masonry Issue: ? Wall ? Brick Assignment Description: Wall is separating on the exterior of the building adjacent to the electrical/fire panel room. This room contains the main electrical panel for the harbor pier which I believe is 3 phase 440/480 volt. Separation is allowing water to infiltrate into room.
Engine 10	7/7/2025	826653	Roof Issue: ? Roof Damage Assignment Description: Pieces of the bell tower masonry trim/coping have been fallen and are in the parking area at Engine 21. It appears they fell off the bell tower portion where the trim/coping is missing.
Engine 10	7/7/2025	826717	Faucet Issue: ? Exterior Hose Bib ? Repair / Replace Assignment Description: The hose bib turn on valve is stripped and needs to be replaced.
Engine 10	7/9/2025	827180	Drain Issue: ? Floor ? Overflow Assignment Description: Drain from roof not draining causing water leak inside second floor room, leaking down to sitting room and engine bay.

Engine 10	7/14/2025	827612	Sidewalk Issue: ? Concrete Pavement ? Loose Crumbling Assignment Description: Sidewalk has eroded over years of sump pump drainage. Request to remove sidewalk, bury sump pump line to terminate in front yard and replace broken eroded sidewalk
Engine 10	7/14/2025	827613	Odor Issue: ? Sewage Odor Assignment Description: The basement is very musty and due to age water appears on the floor from the walls. The water has created a damp condition and a musty odor that makes it's way to the first floor. REQUEST a DEHUMIDIFIER for basement.
Engine 11	7/15/2025	827846	Parking Lot Issue: ? Pot Holes Assignment Description: large pot holes need to be filled.
Engine 11	7/15/2025	827813	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: Broken baseboard bullnose tile. Missing toe kick bullnose on left and right side of kitchen island.
Engine 11	7/18/2025	828434	Lighting Issue: ? Interior Lights ? Above 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The current ceiling lights are not allowing for proper workflow. We would like to request all available lights in the office be replaced with LED. There is an LED switch already on one side, but it is not designed for the current lights. Need to order 14 panel lights

Engine 11	7/18/2025	828470	Lock and Door Issue: ? Lock/Latch ? Standard Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: The Captain's door has a broken B-Key lock. It is currently locked by by a personal lock. Requesting a B-Key lock be re-installed.
Engine 11	7/18/2025	828465	Ceiling Issue: ? Falling (loose) tiles Assignment Description: Water leak from the roof around the vent shaft saturated the drywall, causing it to collapse.
Engine 11	7/21/2025	828673	Ceiling Issue: ? Falling (loose) tiles Assignment Description: Several ceiling panels in the parking garage have fallen off others are damaged/ about to fall
Engine 11	7/21/2025	828607	Leak Issue: ? Ceiling Assignment Description: Engine 20 water is leaking through ceiling into boiler room. Water is leaking on top of the gas regulator. Which supplies gas to boilers.
Engine 12	7/23/2025	828954	Cooling Issue: ? AC Unit ? No AC Assignment Description: W/AC-08 need to remove and close in
Engine 12	7/23/2025	828945	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: An electrical disconnect switch needs to be install installed at the back of boiler number one

Engine 12	7/25/2025	829310	Firepole Issue: ? Repair/Replace Assignment Description: Pole does not have a landing pad. This has been previously noted, and apparently needed to be ordered. We would like to correct this before Company Inspection.
Engine 12	7/27/2025	829403	Cooling Issue: ? AC Unit ? No AC Assignment Description: No A/C. Chiller on the roof is in alarm "COMM Alarm" Door to electrical components open in recent rain.
Engine 12	7/29/2025	829687	Leak Issue: ? Ceiling Assignment Description: Likely the AC is sweating; creating significant consistent leaking in the gear room and has destroyed ceiling tiles. I cannot be certain this leak is not coming from a pipe, it is dripping consistently.
Engine 12	7/29/2025	829693	Masonry Issue: ? Wall ? Brick Assignment Description: Concrete falling from top of the building
Engine 12	7/31/2025	829986	Roof Issue: ? Roof Damage Assignment Description: The roof hatch hinge rusted off and now the door sits cracked open to the outside elements. (See attached images) With impending rains we will have a significant leak issue.
Engine 12	8/3/2025	830298	Masonry Issue: ? Ground/Pavement ? Brick Assignment Description: E11 T6 front and rear apron is cracking and sprawling and getting worse

Engine 12	8/4/2025	830493	Lighting Issue: ? Exterior Lights ? Below one (1) story ? Outside/Building/Street/Parking Lot ? null Assignment Description: Service warning lights at top of flagpole
Engine 12	8/5/2025	830501	Switch Issue: ? Toggle (On/Off Problem) ? The conduit is not exposed Assignment Description: When the breaker is closed you get a short noise somewhere close and the breaker opens within a few seconds.
Engine 12	8/5/2025	830670	There a water intrusion impacting the Watch Desk area. The water is getting in through the cracks where tuckpointing is needed. The mold team was on site and as a temporary measure to stop the water intrusion, applied caulking to the larger cracks. A permanent fix is needed as several areas need tuckpointing. It appears the tuckpointing has been damaged as water ran down the side of the building. The downspout was blocked solid at ground level. As a temporary measure to allow the water to move through the downspout, the lowest 2-3 feet of the downspout was cut off and placed on a plastic container. See pictures in Chatter below. A permanent fix is needed for the downspout. The fix should include cleaning the gutters on a regular basis.

Engine 12	8/6/2025	830682	Interior Painting & Wall Issue: ? Patching & Painting ? Painting Maintenance Assignment Description: Water damage to ceiling needs to be repaired
Engine 13	8/7/2025	830861	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: The apparatus bay floor is getting worse. It is not tile, but this was selected as the option was not available. There are numerous cracks and holes throughout, and they are getting worse. There is a previous patch located behind the Air Unit and appears to have been epoxy. This patch has held up since it was put down. Patching the current damage would buy time and hopefully stop the continued deterioration of the floor.
Engine 13	8/7/2025	830911	Leak Issue: ? Ceiling Assignment Description: This ticket is connected to work order #827918. DGS came out and replaced the ceiling tile however the leak has not been stopped. DGS believes the leak is coming from the roof. We were told to place another ticket for the leak in the roof. Additionally, the tile they just replaced is full of water and needs to be replaced.

Engine 13	8/8/2025	831066	Leak Issue: ? Pipe / Line / Drain Assignment Description: Repairs from Plumbing PM; INLET WATER PIPING FOR WATER HEATER IS SHOWING CORROSION AND SHOULD BE REPLACED, SINK BASKET STRAINER IN BAY AREA SINK NEEDS REPLACED IT IS ROTTED AND FALLING APART.
Engine 13	8/11/2025	831210	Fire Alarm Issue: ? Repair Assignment Description: Smoke and carbon monoxide alarm was sounding with 3 chirps - End of Life Signal
Engine 13	8/14/2025	831816	Cooling Issue: ? AC Unit ? Window Unit Assignment Description: has error code. blows hot air need 2 30 amp outlet
Engine 13	8/14/2025	831792	Window Issue: ? Below 8 feet /1 story ? Window Frame ? Repair/Replace/Install ? null Assignment Description: Need new blinds
Engine 13	8/14/2025	831778	Roof Issue: ? Flooding ? Roof Drain Assignment Description: All of the storm gutters at the facility need leaves and dirt to be cleaned out. All around outside of facility, particularly the back side where MPD's area is. Photos are not the best so please use this description when responding to the work request.
Engine 13	8/15/2025	831997	Cooling Issue: ? AC Unit ? HVAC Leak Assignment Description: CWP leaking from rear main shaft seal

Engine 13	8/18/2025	832295	Power Issue: ? Partial Outage ? The emergency lights are working Assignment Description: Need electrical outlet added for the window unit.
Engine 13	8/20/2025	832635	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: Deadbolt lock would not work on office door and had to be broken to enter office
Engine 14	8/20/2025	832677	Cooling Issue: ? Temperature ? Too Hot Assignment Description: Requesting a window AC unit in Truck 17 OIC bunk room. This room has no way to cool itself and can get quite uncomfortable and humid. A window AC unit would help to cool the room and deal with the humidity. This room has foundation issues that allows water to enter from the outside during rainstorm.
Engine 14	8/21/2025	833084	Masonry Issue: ? Ground/Pavement ? Brick Assignment Description: Concrete floats. Apron needs to be repaired concrete needs to cemented it is to the point the it could sink in; it floats on the engine and truck side.
Engine 14	8/26/2025	833768	Lock and Door Issue: ? Lock/Latch & Door ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: the throw on the door wasn't lined up and kept getting stuck. the door either wouldn't shut or shut and jammed and could not be opened again

Engine 14	8/28/2025	834175	Fire Alarm Issue: ? Service Maintenance Assignment Description: Fire alarm is in trouble mode and unable to be reset.
Engine 14	8/31/2025	834408	Lock and Door Issue: ? Lock/Latch ? Automatic Door ? Locksmith ? null Assignment Description: The electronic door locks are not functioning, unable to use firehouse entry fobs to unlock the doors (the "1776" code doesn't work either).
Engine 14	9/2/2025	834566	Drain Issue: ? Floor ? Clogged Assignment Description: Backing up because the sewer line is clogged between the property and the public main line. Floor Drain in kitchen area backed up leaking over on the floor. Needs fixed ASAP
Engine 14	9/8/2025	835254	Generator Issue: ? Power Assignment Description: Generator would turn on and run excessively. Had to be manually turned off
Engine 14	9/11/2025	835740	Leak Issue: ? Pipe / Line / Drain Assignment Description: Bay door A5 left side main water pipe for fire suppression system is leaking at the bottom flange. Water is pooling on the floor.
Engine 15	9/17/2025	836411	Fence and Gate Issue: ? Fence & Pole ? Repair Fence & Pole Assignment Description: Fence is leaning over to the alleyway.

Engine 15	9/17/2025	836425	Generator Issue: ? Service Maintenance Assignment Description: Generator had to shut off manually, found to continually run in auto. Last PM was 8/25
Engine 15	9/18/2025	836459	Fence and Gate Issue: ? Gate ? Repair Gate Assignment Description: Gate stuck in open position
Engine 15	9/18/2025	836451	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: There are not enough outlets in the offices. Each office only has one outlet available
Engine 15	9/22/2025	836812	Lighting Issue: ? Interior Lights ? Above 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: Multiple bulbs out in bay. Fyi, different size bulbs in use 8.12.25 Need to replace new app bay fixtures Creating as project to install new light fixtures
Engine 15	9/23/2025	836947	Cooling Issue: ? AC Unit ? Window Unit Assignment Description: Does not blow clod air, remote does not work and the lines are frozen. Recommend replacing unit
Engine 15	9/25/2025	837236	Roof Issue: ? Roof Damage Assignment Description: Roof leak. Its raining pretty hard now and there is almost a stead stream (not drip) coming through the ceiling tile. There is an outlet near the water and its getting on the wall too. This likely can be found on the roof and repaired vs. a completely new roof.

Engine 15	9/26/2025	837504	Leak Issue: ? Pipe / Line / Drain Assignment Description: The hot water line in the stairwell between the first and second floor has a slow weeping leak
Engine 15	9/26/2025	837420	Leak Issue: ? Pipe / Line / Drain Assignment Description: During morning washout the hose tore at the attachment point to the coupling in the roller creating an enormous leak that could not be mitigated without shutting off the water supply. The entire hose roller is now OOS.
Engine 15	9/29/2025	837659	Interior Painting & Wall Issue: ? Patching & Painting ? Paint Peeling Assignment Description: Please repair and paint several areas around the Bay Area. The plaster is badly damaged.
Engine 15	9/30/2025	837854	Locker replacement
Engine 15	9/30/2025	837818	Interior Painting & Wall Issue: ? Painitng ? Repaint Assignment Description: Stairwell walls need to be painted replaced WO 818499
Engine 15	9/30/2025	837851	Locker replacement
Engine 15	9/30/2025	837885	Interior Painting & Wall Issue: ? Patching & Painting ? Repaint Assignment Description: Area needs to be sanded and repainted .
Engine 15	9/30/2025	837855	Dry storage lockers
Engine 15	10/3/2025	838312	Cooling Issue: ? AC Unit ? Window Unit Assignment Description: Requesting replacement of older units with new heat pump ac units

Engine 16	10/3/2025	838367	Interior Painting & Wall Issue: ? Patching & Painting ? Painting Maintenance Assignment Description: Please patch and paint the walls inside the day room, the window frames also need to be painted.
Engine 16	10/4/2025	838420	Firepole Issue: ? Repair/Replace Assignment Description: Pole was struck by truck and is bent
Engine 16	10/8/2025	838848	Leak Issue: ? Pipe / Line / Drain Assignment Description: Exterior Gutter down spout on the front of the fire house is damaged and appears to be clogged
Engine 16	10/8/2025	838706	Pipe Issue: ? Boiler ? Leak Assignment Description: Pipes were hit with an apparatus lift and cracked at the top flange two of them
Engine 16	10/11/2025	839046	Flagpole Issue: ? Repair/Replace Assignment Description: Internal halyard not working again. Also, clips for District of Columbia flag are missing.
Engine 16	10/14/2025	839303	Parking Lot Issue: ? Paint Lines Assignment Description:
Engine 16	10/15/2025	839463	Drain Issue: ? Floor ? Overflow Assignment Description: Kitchen floor drain backs up with sewage. If water from kitchen sink runs too long. Drain will back up. Sewer lines need to be jetted out and cleaned again.
Engine 16	10/15/2025	839368	Toilet Issue: ? Urinal ? Continuously Running Water Assignment Description: Urinal overflowing

Engine 16	10/16/2025	839510	Leak Issue: ? Pipe / Line / Drain Assignment Description: Floor drain in boiler room appears to be rusted out causing water to leak into kitchen dish storage room. Multiple ceiling tiles were found wet and sagging this morning.
Engine 16	10/16/2025	839502	Pump Issue: ? Heater ? Leak / Discharge Assignment Description: DHW circulating pump has worn bearing. Pump body is hot. Pump not spinning. No hot water being distributed.
Engine 17	10/17/2025	839633	Shoreline/Pigtail Issue: ? Repair/Replace Assignment Description: There was a cut/hole in a shoreline that began to arch several times while on the ground. The breaker never tripped. The shoreline has been unplugged and removed from service.
Engine 17	10/18/2025	839723	Firepole Issue: ? Repair/Replace Assignment Description: In need of 8 pole floor mats. Current issued are flat and provide no padding
Engine 17	10/19/2025	839729	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: No power from outlet
Engine 17	10/21/2025	839921	Switch Issue: ? Toggle (On/Off Problem) ? The conduit is exposed Assignment Description: Hood Fan and Light do not have any power to the control box. There are no tripped breakers that we can find.

Engine 17	10/21/2025	839978	Fence and Gate Issue: ? Gate ? Repair Gate Assignment Description: Gate would not open and had to be manually opened. Now gate will not close.
Engine 17	10/22/2025	840188	Leak Issue: ? Pipe / Line / Drain Assignment Description: Water is leaking from cold water supply line.
Engine 17	10/25/2025	840505	Drain Issue: ? Grease Traps ? Sewage Assignment Description: Odor coming from the grease trap under the sink in the kitchen. NOT Coming from the drain. Cover under the washer to the left
Engine 17	10/26/2025	840506	Drain Issue: ? Floor ? Overflow Assignment Description: The drain is overflowing again with only small amounts of water running through the faucet.
Engine 17	10/29/2025	840986	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Gas valve needed
Engine 18	10/30/2025	841140	Structural Issue: ? Ceiling Assignment Description: Severe Leak during rain, possible backed up roof drain or hole in roof
Engine 18	11/2/2025	841323	Cooling Issue: ? Thermostat ? Central Air Assignment Description: Thermostat is set at 70 and it's running close to 80
Engine 18	11/3/2025	841354	Pest Control Issue: ? Police/Fire Station ? Flying Insects Assignment Description: Moisture from plumbing leaks inside building are cause mosquitoes

Engine 18	11/3/2025	841412	Ceiling Issue: ? Stained Tiles Assignment Description: New ceiling tiles needed; stated during annual inspection that tiles were dirty and mismatched; requesting 8 boxes of ceiling tiles
Engine 18	11/3/2025	841331	Leak Issue: ? Pipe / Line / Drain Assignment Description: Pipe or Drain in the CPAT gym is leaking again this issue will need to be addressed with Jason Salsbury from PMM Companies. I will email all.
Engine 18	11/4/2025	841537	Toilet Issue: ? Toilet ? Leak Assignment Description: Toilet leaking
Engine 18	11/6/2025	841895	Generator Issue: ? Service Maintenance Assignment Description: generator issue
Engine 18	11/6/2025	841812	Ceiling Issue: ? Missing Tiles Assignment Description: Ceiling in need of repair from previous water leak. This is not a tiled ceiling
Engine 18	11/6/2025	841810	Flooring Issue: ? Tile ? Repair/Replace Assignment Description: Cracked Tiles on apparatus bay
Engine 18	11/7/2025	841920	Faucet Issue: ? Shower ? Broken Assignment Description: The center shower handle is broken and shower will not shut off. Was able to shut off water but this has placed all the showers OOS
Engine 19	11/9/2025	842034	Drain Issue: ? Sink ? Clogged Assignment Description: Middle and sink to the right clogged

Engine 19	11/9/2025	842036	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: Broken and loose tiles on Ambo bay
Engine 19	11/10/2025	842132	Pipe Issue: ? Gas ? Installation Assignment Description: Need to relocate connection for gas grill, make easier to access
Engine 19	11/10/2025	842129	Pipe Issue: ? Water ? Installation Assignment Description: Installation not required. Water line no longer functional, need to have line removed
Engine 20	11/10/2025	842137	Pipe Issue: ? Water ? Installation Assignment Description: Need water line ran to new mixing station
Engine 20	11/10/2025	842124	Toilet Issue: ? Toilet ? Broken / Missing Seat Assignment Description: No bolts securing to floor and toilet moves
Engine 20	11/12/2025	842296	Heating Issue: ? Heating Unit ? Too Cold Assignment Description: HTR(W)-18 needs zone valve replaced
Engine 20	11/12/2025	842293	Heating Issue: ? Heating Unit ? Too Cold Assignment Description: fan motor needs replaced

Engine 20	11/12/2025	842313	Heating Issue: ? Heating Unit ? No Heat Assignment Description: (Boiler Room) Sub floor underneath hatch near Engineer Desk. Contract support is needed to repair leaking HWS line coming off boiler 2-1/2 ? black pipe approximately 15 ? where leak was identified, going underneath the sub floor. * Urgent! No heat to boiler (water loss) POC Ms. Toon Building Engineer 240-216-2335.
Engine 20	11/13/2025	842441	Heating Issue: ? Heating Unit ? Too Cold Assignment Description: Diagnose furnace
Engine 20	11/13/2025	842560	Leak Issue: ? Pipe / Line / Drain Assignment Description: Supply pipe in utility room is leaking behind the wall. Water is pooling on floor in utility room and bubbling paint on wall in pantry.
Engine 20	11/13/2025	842392	Faucet Issue: ? Sink ? Broken Assignment Description: the hot water knob on the faucet is spraying water from the knob
Engine 20	11/14/2025	842579	Lighting Issue: ? Interior Lights ? Above 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: Light is out and not working
Engine 20	11/14/2025	842609	Leak Issue: ? Pipe / Line / Drain Assignment Description: the water line to the ice machine is leaking. turned off at the valve
Engine 20	11/16/2025	842705	Masonry Issue: ? Wall ? Brick Assignment Description: Block has become dislodged from wall of the dumpster enclosure.

Engine 20	11/17/2025	842820	Lock and Door Issue: ? Lock/Latch ? Standard Door ? Repair/Replace/Install Door Lock ? null Assignment Description: Lock/latch no longer works and the personnel file cabinet is not secure. Need a new lock and handle system.
Engine 20	11/17/2025	842784	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The automatic light sensor in the gear locker room needs to have the batteries replaced. Currently, the lights in the gear locker room do not automatically turn on when you enter the room. Of all the rooms, having the lights turn on automatically in the gear locker room is very important. The last time Niko was here, he mentioned that the sensor itself was fine and just needed to have new batteries installed.
Engine 21	11/17/2025	842767	Heating Issue: ? Heating Unit ? No Heat Assignment Description: run wire to existing 2 heaters underneath trailer outside of service bay. Will need to supply a line voltage thermostat to control. Should also raise units to prevent them from being hit from trucks, recommend 4 or 5 feet from existing all thread.

Engine 21	11/17/2025	842779	Lock and Door Issue: ? Lock/Latch & Door ? Metal Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: Door handle mechanism is damaged and electronic door lock does not appear to be working.
Engine 21	11/18/2025	843005	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: Lights are out
Engine 21	11/18/2025	843043	Flooring Issue: ? Tile ? Broken/Cracked/Damaged Assignment Description: the tiles in the stairwell were damaged during the removing and installation of the gym equipment. there are multiple scrapes, gouges, and cuts in the tiles and one corner of a tile is missing
Engine 21	11/19/2025	843207	Firepole Issue: ? Repair/Replace Assignment Description: Pole is not bolted down at the bottom
Engine 21	11/19/2025	843210	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Heat exchangers are cracked.
Engine 21	11/19/2025	843066	Leak Issue: ? Toilet Assignment Description: urinal to the left is leaking water from the pipe on top of the urinal
Engine 21	11/19/2025	843068	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: Door handle broke off

Engine 21	11/19/2025	843108	Ceiling Issue: ? Stained Tiles Assignment Description: We noted a significant leak coming from the ceiling in E33 OIC office and in the apparatus bay. The leak originated from the drain in the second floor bunk room area after mop bucket was dumped. Leak was dripping on computer in E33 OIC office and documents.
Engine 21	11/19/2025	843074	Lighting Issue: ? Interior Lights ? Below 8 feet ? Hallway ? null Assignment Description: around 15 bulbs all together
Engine 22	11/20/2025	843370	Drain Issue: ? Floor ? Overflow Assignment Description: Drain is clogged from the sink to the floor drain, water is running all over the floor
Engine 22	11/20/2025	843290	Lock and Door Issue: ? Door ? Handicap Entrance/Door ? Repair/Replace/Install Door/Door Frame ? null Assignment Description: The door threshold seal plate has come apart
Engine 22	11/20/2025	843287	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: The work bench outlets are not working due to overloaded outlet Spoke to Nico about installing a electrical strip

Engine 22	11/20/2025	843349	Lighting Issue: ? Interior Lights ? Above 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: These lights are old and we have to get them worked on or bulbs replaced frequently. As soon as we get a few fixed another one blows or breaks. If we can get newer lights (LED) or something better it would probably save time and money over the long run. Would really like to have all the lights on at some point. Its a high ceiling and changing the bulbs and ballasts isn't all that easy.
Engine 22	11/21/2025	843404	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: No power to outlet near chemical feed station
Engine 22	11/21/2025	843403	Outlet Issue: ? Repair Outlet ? The conduit is not exposed Assignment Description: Need outlet installed for chemical feed station
Engine 22	11/21/2025	843502	Heating Issue: ? Heating Unit ? No Heat Assignment Description: 2 heaters not working one in each building 2215 and 2219. Tickets from last year calling out ignition modules and control boards
Engine 22	11/23/2025	843551	Roof Issue: ? Roof Damage Assignment Description: After the rains received the other day, today we noticed pooling of water on the roof and several areas of the roof have large blisters of the roofing material

Engine 22	11/23/2025	843550	Switch Issue: ? Exposed Wiring ? The conduit is exposed Assignment Description: While inspecting the malfunctioning rear gate today, we noticed the conduit going into an electrical box is not connected leaving the wires exposed. Rear Gate - Displays - Motor Run Time - gate has been reset numerous times and will not close on its own. The motor for the gate on the left (closest to the firehouse) is running longer than the other gate. The gate on the left is taking longer to open or close than the other gate. Gate stays open and the parking lot cannot be secured
Engine 22	11/24/2025	843552	Leak Issue: ? Pipe / Line / Drain Assignment Description: pipe
Engine 22	11/24/2025	843631	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: Door handles are defective in the company office. both the door into the office and closet door need new handles
Engine 22	11/24/2025	843692	Heating Issue: ? Heating Unit ? No Heat Assignment Description: HTRW(4) and HTRW(5) not turning on in Apparatus Bay.
Engine 22	11/24/2025	843693	Lock and Door Issue: ? Door ? Metal Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: Door closer not working properly. Nico was made aware during PM, tried to fix/adjust and instructed to submit ticket.

Engine 23	11/24/2025	843593	Heating Issue: ? Heating Unit ? No Heat Assignment Description: 2 heaters not operational; Scissor lift needed.
Engine 23	11/25/2025	843809	Indoor Vehicle Bay Exhaust System Issue: ? Leaks Assignment Description: The exhaust system is leaking onto a table out on the bay floor. (Closest to the back door)
Engine 24	11/25/2025	843712	Electronic Security Issue: ? Not Working Assignment Description: Electronic key pad not releasing door latch when key fob is scanned
Engine 24	11/25/2025	843707	Lock and Door Issue: ? Lock/Latch ? Metal Door ? Locksmith ? null Assignment Description: Door lock
Engine 24	11/27/2025	843898	Hot Water Issue: ? Temperature Assignment Description: No hot water
Engine 24	11/27/2025	843904	Toilet Issue: ? Urinal ? Clog / Unclog Assignment Description: Urinal will not drain. Plunger didn't work to clear it. Water is shut off.
Engine 24	11/29/2025	843940	Structural Issue: ? Door Assignment Description: Broken pole hole trap door hinge that opens when a member slides the pole.
Engine 24	11/30/2025	843966	Hot Water Issue: ? Temperature Assignment Description: the hot water is not heating up, the water heater says there is a ignition failure
Engine 24	12/1/2025	844036	Structural Issue: ? Wall Assignment Description: Tile is needed on the wall 1 FULL DAY NEEDED

Engine 24	12/2/2025	844249	Lock and Door Issue: ? Lock/Latch & Door ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: Key Fob is not unlocking the door.
Engine 24	12/3/2025	844583	Drain Issue: ? Grease Traps ? Overflow Assignment Description: Grease traps near overflowing. This issue seems to be more frequent reoccurrence. Additionally, the small handwashing sink in the kitchen will not drain. An additional drain in a supply closet near the mop fill is also slower then normal.
Engine 25	12/3/2025	844379	Lock and Door Issue: ? Lock/Latch & Door ? Metal Door ? Repair/Replace/Install Door Lock ? null Assignment Description: lock for both interior and exterior door have to be manipulated in order to open. handle and lock do work but have to jiggle the key.
Engine 25	12/3/2025	844479	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: Need bulb replacement in closet
Engine 25	12/3/2025	844400	Appliance Issue: ? Repair Assignment Description: Exhaust Fan not functioning properly

Engine 25	12/3/2025	844554	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Indoor/Outdoor ERV Unit replacement. AAON condenser is located on C-D corner of the building this unit short cycles and has had king valve replacement a couple times. Indoor unit is up in the attic of the gym. Model: CC-C-008-8-D-2 Serial: 201309-CHCA06067
Engine 25	12/3/2025	844457	Toilet Issue: ? Urinal ? Flush / Flushing Assignment Description: Toilet handle is broken
Engine 25	12/4/2025	844726	Heating Issue: ? Thermostat ? Too Cold Assignment Description: Issues with AHU-2 and AHU-3 actuators
Engine 25	12/4/2025	844740	Drain Issue: ? Floor ? Overflow Assignment Description: The floor drain in the air compressor room has backed up and is now not draining at all. Resulted in the floor drain in the sitting room also backing up into the room.
Engine 25	12/4/2025	844660	Heating Issue: ? Heating Unit ? No Heat Assignment Description: (Boiler Room) Repair/replace main hot water circulating pump mechanical seal leaking excessively.
Engine 25	12/4/2025	844735	Pipe Issue: ? Water ? Leak Assignment Description: Kitchen sink drain piping leak.
Engine 26	12/4/2025	844650	Drain Issue: ? Floor ? Clogged Assignment Description: clogged

Engine 26	12/5/2025	844840	Heating Issue: ? Temperature ? Too Cold Assignment Description: 2nd floor hallway has cold air coming in via the air intake vent. It appears we have a residential thermostat, and we need a commercial thermostat. The commercial thermostat will allow the fan in the inside unit to run as it should even when the unit isn't actively heating. This will prevent the outside air from leaking back into the second-floor hallway.
Engine 26	12/5/2025	844770	Hot Water Issue: ? Temperature Assignment Description: No hot water, and water is leaking from the water heater
Engine 26	12/6/2025	844890	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Thermostat powered off. No HEAT in bunkroom.
Engine 26	12/6/2025	844910	Toilet Issue: ? Toilet ? Leak Assignment Description: Toilet to the left is leaking when sat on and flushing, not sure if it's a mounting issue or a pipe issue
Engine 26	12/8/2025	845041	Hot Water Issue: ? Temperature Assignment Description: The chiefs shower goes from hot to warm, after being on for 6 minutes, he likes hot showers.
Engine 26	12/8/2025	845083	Pipe Issue: ? Water ? Clogged Assignment Description: Clogged drain under kitchen sink

Engine 26	12/9/2025	845182	Window Issue: ? Below 8 feet /1 story ? Window Glass ? Broken ? null Assignment Description: Need to remove all exterior storm windows
Engine 26	12/9/2025	845244	Faucet Issue: ? Sink ? Broken Assignment Description: Sink Faucet won't shut off. Water has been shut off to the sink
Engine 26	12/9/2025	845246	Faucet Issue: ? Sink ? Repair / Replace Assignment Description: Out dated faucet needs to be replaced
Engine 27	12/10/2025	845477	Sidewalk Issue: ? Brick ? Loose Crumbling Assignment Description: The metal grates are loose again and are falling into the french drain, creating large spaces for people to fall in.
Engine 27	12/10/2025	845373	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Replace 2 heater motors
Engine 27	12/12/2025	845752	Indoor Vehicle Bay Exhaust System Issue: ? Leaks Assignment Description: Hazmat 1 - Bay A-2 - Vehicle Exhaust system is missing the end cap on the exhaust collection tube rail. The front exhaust system for HMU (Bay A-2) has a separation at the exhaust tube and the piece that makes contact with the exhaust pipe on the apparatus.

Engine 27	12/12/2025	845748	Lock and Door Issue: ? Lock/Latch ? Automatic Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: The front glass door at Engine Co. 12 has a defective door latch (push handle). WD40 has been used on the door latch and seems to be working for now. A new locking latch/push handle is requested. Previous Work Order No - 840852 was closed out without any repairs taking place on the door. Previously a citizen was able to enter the firehouse without notice since the door latch isn't working properly
Engine 27	12/12/2025	845689	Leak Issue: ? Pipe / Line / Drain Assignment Description: Appears the drain from the technician bedroom shower drain is leaking into the ceiling
Engine 27	12/12/2025	845690	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Heat has not worked. Boiler tech James stated today he believes its just clogged with water and needs to be drained.
Engine 27	12/12/2025	845681	Drinking Water Filter Issue: ? Water Fountain ? Need Cleaning Assignment Description: Discolored water tube looks like it is growing fungus between filter and icemaker/water fountain
Engine 27	12/12/2025	845652	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Boiler is off and has been tagged as unsafe for use.

Engine 28	12/13/2025	845795	Heating Issue: ? Heating Unit ? No Heat Assignment Description: The heater is defective and filling the 2nd floor with carbon monoxide. 22-30 ppm when on.
Engine 28	12/14/2025	845809	Heating Issue: ? Heating Unit ? No Heat Assignment Description: Bay floor heater appears to have burned a hole through it's shielding/heat tube. Not heating properly assuming due to the hole/leak.
Engine 28	12/14/2025	845804	Fire Alarm Issue: ? Fire Code (IFC) Assignment Description: We still don't have any CO detectors in the firehouse. We only have smoke alarms. Need CO detectors.
Engine 28	12/15/2025	845894	Generator Issue: ? Service Maintenance Assignment Description: There was a coolant alarm going off earlier this morning.
Engine 28	12/16/2025	846027	Shoreline/Pigtail Issue: ? Repair/Replace Assignment Description: Defective pigtails
Engine 28	12/16/2025	846084	Heating Issue: ? Heating Unit ? No Heat Assignment Description: ceiling mounting heater fan is making noise and shutting off like fan blade or motor is bad
Engine 28	12/17/2025	846161	Hot Water Issue: ? On / Off Assignment Description: Bad hot water booster pump needs rebuild or replacement
Engine 28	12/18/2025	846321	Appliance Issue: ? Repair Assignment Description: Dishwasher / sanitizer not operating properly

Engine 28	12/18/2025	846320	Faucet Issue: ? Sink ? Broken Assignment Description: Broken valve stem for hot water side of faucet in the 2nd floor slop sink. Water was able to be shut off at valve behind hot water handle. Closet for sink is located in special ops bedroom
Engine 28	12/18/2025	846379	Leak Issue: ? Pipe / Line / Drain Assignment Description: Water line leading to dish sanitizer is leaking at coupling. Water has been controlled at the shut off
Engine 28	12/19/2025	846491	Leak Issue: ? Pipe / Line / Drain Assignment Description: water dripping from drain pipe
Engine 28	12/20/2025	846555	Indoor Vehicle Bay Exhaust System Issue: ? Pipes Assignment Description: Magnet has detached from the hose and is stuck on the wagon
Engine 29	12/20/2025	846523	Indoor Vehicle Bay Exhaust System Issue: ? Pipes Assignment Description: hose wont stay attached, possible bad magnet
Engine 29	12/20/2025	846556	Toilet Issue: ? Toilet ? Clog / Unclog Assignment Description: Toilet is clogged and keeps overflowing.
Engine 29	12/21/2025	846557	Appliance Issue: ? Repair Assignment Description: Ice Machine has a lot of water mixed in with the ice. This has not been like this before.
Engine 29	12/21/2025	846565	Fire Alarm Issue: ? Repair Assignment Description: The smoke and CO detector is indicating an end of service life alarm and needs to be replaced

Engine 29	12/22/2025	846594	Lighting Issue: ? Exterior Lights ? Above one (1) story ? Outside/Building/Street/Parking Lot ? null Assignment Description: Light is flashing; not lighting up all the way. May be a bulb issue or fixture.
Engine 29	12/22/2025	846598	Outlet Issue: ? Repair Outlet ? The conduit is exposed Assignment Description: There is an outlet that is removed from its housing; has no screws or cover plates. I am not sure if it is live or not but it needs to be repaired and put back in working order.
Engine 29	12/22/2025	846648	Heating Issue: ? Heating Unit ? No Heat Assignment Description: The Belt Covers were left off of the Heat Blowers. Heat works; belt covers need to be re-secured to make that area safe.
Engine 29	12/22/2025	846602	Parking Lot Issue: ? Signage: handicap/designated parking Assignment Description:
Engine 30	12/22/2025	846599	Lighting Issue: ? Interior Lights ? Above 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The Parking Garage was filled with smoke and an electrical burning odor. Circuit #3 had flipped and shows some charring. It is the circuit for half of the light ballasts. When turned back on, two of the light ballasts are not working, and I believe NICO recently changed the bulbs. May need to swap out both light fixtures. For safety, power has been shut off to Circuit #3.

Engine 30	12/22/2025	846649	Interior Painting & Wall Issue: ? Patching & Painting ? Repaint Assignment Description: The paint in the front stairwell is peeling and worn away on the railings. There is holes in the wall from a previous railing which needs a concrete patch. The walls need to be painted. The stairs themselves need to be painted as well.
Engine 30	12/22/2025	846647	Interior Painting & Wall Issue: ? Patching & Painting ? Repaint Assignment Description: A leak was fixed and first layer of drywall went up. Needs to be sanded, re-spackled, and painted. Repair is not complete.
Engine 30	12/22/2025	846644	Switch Issue: ? Toggle (On/Off Problem) ? The conduit is not exposed Assignment Description: The Light Switch in the medic bay has a toggle switch broken off
Engine 30	12/22/2025	846604	Appliance Issue: ? Repair Assignment Description: The moisture separator for the air compressor is leaking at the sight glass. The break is forcing the compressor to cycle on/off constantly. The 1/4 valve is off as well as power.
Engine 30	12/22/2025	846665	Drain Issue: ? Shower ? Clogged Assignment Description: Both shower drains clogged and backed up with possible sewage. This is also affecting both toilets
Engine 30	12/22/2025	846652	Indoor Vehicle Bay Exhaust System Issue: ? Pipes Assignment Description: Broken Nederman, bay a1

Engine 30	12/23/2025	846732	Heating Issue: ? Heating Unit ? Too Cold Assignment Description: Area is not heating. Currently 61 degrees
Engine 30	12/24/2025	846791	Window Issue: ? Below 8 feet /1 story ? Window Frame ? Repair/Replace/Install ? null Assignment Description: Broken Blinds
Engine 30	12/24/2025	846790	Toilet Issue: ? Toilet ? Flush / Flushing Assignment Description: Issue flushing and running water
Engine 30	12/25/2025	846803	Shoreline/Pigtail Issue: ? Repair/Replace Assignment Description: M3 failed to start multiple times. Shop says its not the apparatus, the problem is on the house end with the shore line. Line was tested, appears to have power. Need to have the shore line check out for any issues. Extension cord and shoreline adaptor requested from logistics until the line can be inspected.
Engine 30	12/25/2025	846800	Leak Issue: ? Pipe / Line / Drain Assignment Description: A fitting from a water supply pipe is leaking above the boiler. The leak appears to be coming from a fitting. A bucket has been placed to try and catch the drips.
Engine 30	12/25/2025	846805	Drain Issue: ? Floor ? Sewage Assignment Description: Strong odor coming from area of floor drains under the sink

Engine 31	12/25/2025	846799	Appliance Issue: ? Repair Assignment Description: The lid for the ice machine has broken. The entire track on the right side has fallen off and the lid no longer closes. The ice machine is also in need of cleaning and service as the interior bin has what appears to be calcium build up/
Engine 31	12/26/2025	846848	Leak Issue: ? Toilet Assignment Description: Water is leaking from bottom of the toilet
Engine 31	12/26/2025	846809	Switch Issue: ? Toggle (On/Off Problem) ? The conduit is not exposed Assignment Description: Pump #1 doesn't have any power
Engine 31	12/28/2025	846915	Indoor Vehicle Bay Exhaust System Issue: ? Pipes Assignment Description: Hose is torn off and is hanging together by one piece.
Engine 31	12/28/2025	846920	Lock and Door Issue: ? Lock/Latch & Door ? Metal Door ? Repair/Replace/Install Door Knob/Door Handle ? null Assignment Description: Rear firehouse entry door - seems to be 2 issues - it takes several swipes of the key fob for the access control to work and 2nd issue is the door seems to be sticking closed. You must pull hard to enter or push hard to exit. This should be a priority as this is the only door with access control to enter the firehouse

Engine 31	12/28/2025	846924	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: No lighting, light bulb needs to be replaced
Engine 31	12/28/2025	846922	kitchen faucet wont shut off.
Engine 31	12/29/2025	846934	Drinking Water Filter Issue: ? Water Fountain ? No Water Assignment Description: Ice Machine not making ice no water flow
Engine 31	12/29/2025	846940	Heating Issue: ? Heating Unit ? Too Hot Assignment Description: Condensate is coming from the overflow PVC line located at the bottom of the boiler which is connected to the Condensate Neutralizer Tube Line. Which is flooding the boiler room floor. This tube may need be to replace or the PVC line may be stopped up some where between the boiler to the floor drain. A survey is needed to determine what is causing this problem.
Engine 31	12/29/2025	846988	Drain Issue: ? Sink ? Clogged Assignment Description: The right sink located in the kitchen is not draining
Engine 31	12/29/2025	846942	Indoor Vehicle Bay Exhaust System Issue: ? Vents Assignment Description: Exhaust will not stay on 2 of 3 vehicles
Engine 31	12/29/2025	846975	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The ceiling light fixture is partially out.
Engine 31	12/29/2025	846979	Appliance Issue: ? Installation Assignment Description: The dishwasher isn't secured.

Engine 32	12/29/2025	846962	Window Issue: ? Below 8 feet /1 story ? Window Glass ? Broken ? null Assignment Description: The front right side lower glass window pane is broken and needs to be replaced.
Engine 32	12/29/2025	846960	Interior Painting & Wall Issue: ? Patching & Painting ? Painting Maintenance Assignment Description: There is a hole in the wall, please patch and paint.
Engine 32	12/30/2025	847065	Window Issue: ? Below 8 feet /1 story ? Window Glass ? Broken ? null Assignment Description: inside glass window fell out of the jam Tech Assessment / Craftsmen Notes: Contractor needed to replace storm window glass. Plexiglass we use is too thick to install into window track. There?s no hazard
Engine 32	12/30/2025	847082	Power Issue: ? Partial Outage ? The emergency lights are working Assignment Description: Replacement of heat tape for piping
Engine 32	12/30/2025	847011	Leak Issue: ? Pipe / Line / Drain Assignment Description: The faulty sink repair is leaking again. Poor decisions and repair have caused this.

Engine 32	12/30/2025	847012	Pest Control Issue: ? Police/Fire Station ? Rats/Mice Assignment Description: Multiple mice have been creating havoc in the dry food storage area. despite traps, mice are still visibly present. would like to request glue traps and sealing of potential entry locations.
Engine 32	12/30/2025	847032	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The ceiling light fixture is partially out.
Engine 32	12/30/2025	847035	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: There are 3 ceiling light fixtures out.
Engine 32	12/30/2025	847039	Lighting Issue: ? Interior Lights ? Below 8 feet ? Room(s)/Auditorium/Gymnasium ? null Assignment Description: The middle ceiling light fixture is out.
Engine 32	12/30/2025	847066	Heating Issue: ? Heating Unit ? No Heat Assignment Description: As seen in the pictures, one of the pumps for the HVAC chiller system is leaking from the pump all over on the floor.
Engine 32	12/30/2025	847003	Heating Issue: ? Heating Unit ? No Heat Assignment Description: These areas are Cool and there asking for Modine ceiling heaters. To be installed to help them when they come of the water.

Engine 32	12/31/2025	847155	Firepole Issue: ? Repair/Replace Assignment Description: Bottom of pole detached from the floor
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