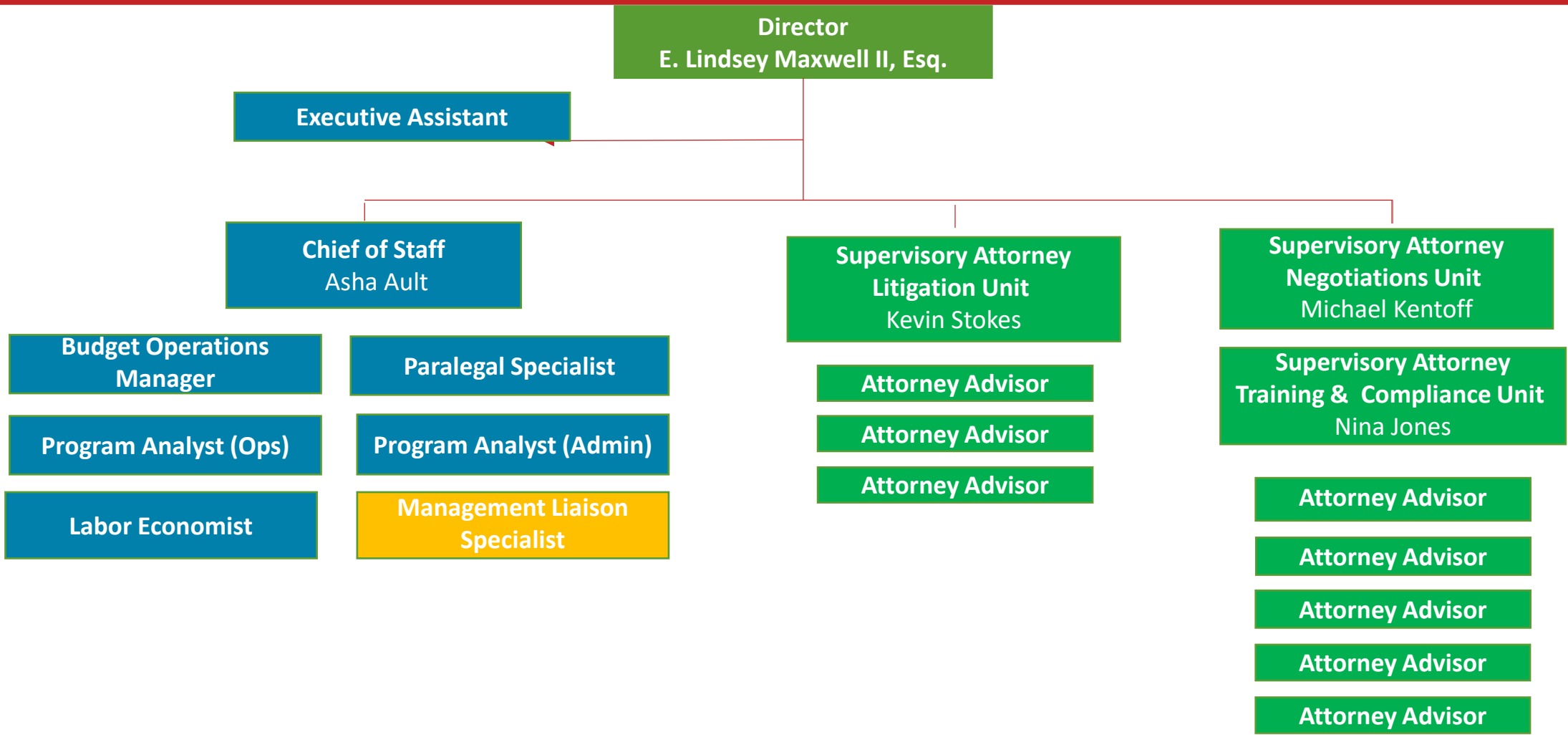


OLRCB Organizational Chart



VACANT

Office of Labor Relation and Collective Bargaining (AK0)
FY2026 Schedule A- As of February 17, 2026

Funding Agency	Fund	Program	CostCenter	Title	Position Number	Hire Date	Reg/Temp/Term	Sum of Salary	Fringe Benefit 18.9%	Residency Status	Length of Time
AK0	1010001	500031	50084	Attorney Advisor	00033096	12/16/2013	Reg	\$ 137,382.00	\$25,965.20	Y	12 years
	1010001	500031	50084	Attorney Advisor	00040852	8/12/2024	Reg	\$ 103,875.00	\$32,130.00	Y	2 years
	1010001	500031	50084	Attorney Advisor	00042264	2/9/2026	Reg	\$ 91,650.00	\$32,130.00	Y	2 weeks
	1010001	500031	50084	Attorney Advisor	00043316	6/5/2023	Reg	\$ 106,931.00	\$19,632.38	N	2 years
	1010001	500031	50084	Attorney Advisor	00047445	3/25/2024	Reg	\$ 103,875.00	\$17,321.85	Y	2 years
	1010001	500031	50084	Attorney Advisor	00082698	1/13/2025	Reg	\$ 103,875.00	\$39,085.50	Y	1 year
	1010001	500031	50084	Attorney Advisor	00095308	1/4/2021	Reg	\$ 116,259.00	\$20,209.96	N	3 years
	1010001	500031	50084	Attorney Advisor	00112712	3/25/2024	Reg	\$ 103,875.00	\$32,130.00	Y	2 years
	1010001	500031	50084	SUPERVISORY ATTORNEY ADVISOR	00039038	4/17/2018	Reg	\$ 170,000.00	\$21,536.55	Y	8 years
	1010001	500031	50084	SUPERVISORY ATTORNEY ADVISOR	00040110	12/11/2017	Reg	\$ 170,000.00	\$19,632.38	N	1 year
	1010001	500031	50084	SUPERVISORY ATTORNEY ADVISOR	00046201	3/27/2023	Reg	\$ 170,000.00	\$19,632.38	N	3 years
	1010001	500031	50084	Director LRCB	00043049	1/11/2015	Reg	\$ 206,801.58	\$15,268.18	y	7 years
	1010001	500031	50084	Executive Assistant	00046296	7/15/2013	Reg	\$ 113,950.00	\$21,972.95	y	13 years
	1010001	500031	50084	Chief of Staff	00117734	9/6/2016	Reg	\$ 185,000.00	\$19,632.38	N	4 years
	1010001	500031	50084	Program Analyst	00115539	3/13/2023	Reg	\$ 85,794.00	\$16,215.07	N	2 years
	1010001	500031	50084	Program Analyst	00117622	12/29/2025	Term	\$ 73,677.00	\$17,590.04	N	1 year
	1010001	500031	50084	Labor Economist	00115596	1/12/2026	Reg	\$ 93,069.00	\$13,924.95	N	1.5 months
	1010001	500031	50084	Paralegal Specialist	00115688	12/27/2016	Reg	\$ 73,677.00	\$13,924.95	N	2 years
	1010001	500031	50084	Management Liaison Specialist	00087161	(blank)	(blank)	\$ 80,784.00	\$27,783.00	N/A	Vacant
	1010001	500031	50084	Business Operations Manager	00115703	5/4/2015	Reg	\$ 147,000.00	\$34,965.00	N	2 years
AK0 Total								\$ 2,437,474.58	\$460,682.70		

Totals \$ 15,569.80 \$ 3.96 ##### \$1,388.30 \$1,357.41 ##### \$1,095.95 ##### \$1,095.78 \$ 1,095.82

Agency Code	Fiscal Year	First Name	Last Name	Email	Vendor	Phone#	Service Type	Device Type	Office	FY Total	FY One Time Charge	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	Note	
AK	2025	LINDSEY	MAXWELL	lindsey.maxwell@dc.gov	AT&T	2022135503	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	NINA	JONES	nina.jones@dc.gov	AT&T	2022136719	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	NEAH	EVERING	neah.evering@dc.gov	AT&T	2022137643	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	MICHELLE	DUNN	michelle.dunn@dc.gov	AT&T	2022138224	Tablet with wir	iPad Pro		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	MICHAEL	KENTOFF	michael.kentoff@dc.gov	AT&T	2022150079	Tablet with wir	iPAD PRO 11 INCH 64Gt		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	DE'YAN	HARRIS	deyan.harris1@dc.gov	AT&T	2022153631	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	SPARE	SPARE	eom.atc@dc.gov	AT&T	2022153735	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	SPARE	SPARE	eom.atc@dc.gov	AT&T	2022154097	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	DALAL	HILLOU	dalal.hillou@dc.gov	AT&T	2022155895	Tablet with wir	iPad 9th Gen A260.		\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	SPARE	SPARE	eom.atc@dc.gov	AT&T	2022270229	Tablet with wireless servic			\$ 387.65	\$ -	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 39.14	\$ 38.54	\$ 21.31	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	LINDSEY	MAXWELL	Lindsey.Maxwell@dc.gov	AT&T	2022582355	Tablet with wir	iPad Pro		\$ 369.38	\$ -	\$ 36.23	\$ 36.23	\$ 36.23	\$ 36.23	\$ 36.23	\$ 36.23	\$ 35.80	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	MICHELLE	DUNN	michelle.dunn@dc.gov	AT&T	2022808898	Cellular	iPhone 12 64GB, ,		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	KIESHORNE	DENNIE	kieshorne.dennie@dc.gov	AT&T	2022976117	Cellular	iPhone 11		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	ASHA	AULT	asha.ault@dc.gov	AT&T	\$ 2,022,978,161.00	Cellular	iPad Pro		\$ 369.38	\$ -	\$ 36.23	\$ 36.23	\$ 36.23	\$ 36.23	\$ 36.23	\$ 36.23	\$ 35.80	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24	\$ 23.24		
AK	2025	ALEXIS	MARTINEZ	alexis.martinez1@dc.gov	AT&T	2023164484	Cellular	iPhone 12 (128 GB White		\$ 515.98	\$ -	\$ 47.35	\$ 44.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	DE'YAN	HARRIS	deyan.harris1@dc.gov	AT&T	2023201390	Cellular	iPad Air 2 LTE (16 GB Space Gray		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	LINDSEY	MAXWELL	Lindsey.Maxwell@dc.gov	AT&T	2023416578	Cellular	iPhone XR (64 GB Black		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	ASHA	AULT	asha.ault@dc.gov	AT&T	2023519861	Cellular	iPhone 6s (32 GB Space Gray		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	NINA	LATIF	nina.latif1@dc.gov	AT&T	2023948155	Cellular	iPhone 7 (32 GB Black		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	NEAH	EVERING	neah.evering@dc.gov	AT&T	2023948455	Cellular	iPhone 11		\$ 511.62	\$ 0.99	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 44.01	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	VINCENT	HARRIS	Vincent.Harris@dc.gov	AT&T	2023948647	Cellular	iPhone Xf		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	MICHAEL	KENTOFF	Michael.Kentoff@dc.gov	AT&T	2023948984	Cellular	iPhone 11		\$ 511.62	\$ 0.99	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 44.01	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	SPARE	SPARE	eom.atc@dc.gov	AT&T	2023949261	Cellular	iPhone 16 128Gt		\$ 511.62	\$ 0.99	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 44.01	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	MARY	REDFEARN	mary.redfearn@dc.gov	AT&T	2023949933	Cellular			\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	ASHLEY	RAY	Betsy.Cavendish@dc.gov	AT&T	2024060371	Cellular	iPhone 11		\$ 511.62	\$ 0.99	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 44.01	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	DALAL	HILLOU	dalal.hillou@dc.gov	AT&T	2024120497	Cellular	iPhone 8 (64 GB Space Gray,		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	KEITH	BUTLER	keith.butler1@dc.gov	VerizonWl	2025038262	Cellular	iPhone 7 (32 GB Black		\$ 438.38	\$ -	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.55	
AK	2025	NINA	JONES	nina.jones1@dc.gov	VerizonWl	2026034341	Cellular	iPhone 7 (32 GB Black		\$ 438.38	\$ -	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.53	\$ 36.55	
AK	2025	KIESHORNE	DENNIE	kieshorne.dennie@dc.gov	VerizonWl	2026035436	Tablet with wir	iPad Pro 12.9"		\$ 360.12	\$ -	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	
AK	2025	OLCRB	MIFI	eom.atc@dc.gov	VerizonWl	2026037431	Air-Card/ Mif	Inseego MIFI X Pro 5G UW		\$ 145.68	\$ -	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 24.65	\$ (29.02)	\$ -	\$ -	\$ -	\$ -	\$ -	Disconnected
AK	2025	DISCONNECT	DISCONNECT	eom.atc@dc.gov	VerizonWl	2026312874	Tablet with wir	iPad Pro 12.9"		\$ 115.20	\$ -	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ (4.84)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Disconnected
AK	2025	DISCONNECT	DISCONNECT	eom.atc@dc.gov	VerizonWl	2026313589	Tablet with wir	iPad Pro 12.9"		\$ 141.48	\$ -	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ (8.57)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Disconnected
AK	2025	KEVIN	STOKES	kevin.stokes@dc.gov	AT&T	2027161547	Cellular	iPhone 15 128GB, ,		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	SPARE	SPARE	eom.atc@dc.gov	AT&T	2027463074	Cellular	iPhone 7		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	CALEB	CONDOR	caleb.condor@dc.gov	AT&T	2027463087	Cellular	iPhone 14		\$ 510.63	\$ -	\$ 43.00	\$ 43.00	\$ 43.00	\$ 43.02	\$ 43.02	\$ 43.02	\$ 42.60	\$ 42.00	\$ 42.00	\$ 41.99	\$ 41.99	\$ 41.99		
AK	2025	Payments	Account Level	Payments/Adjustments Not Included in		Agency Level	Account Level			\$ 625.28	\$ -	\$ 625.28	\$ (0.00)	\$ (0.00)	\$ -	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ -	\$ (0.00)	\$ (0.00)	\$ (0.00)		

Totals **\$3,307.35** \$ - \$ **1,096.88** \$ **1,096.88** \$ **1,113.59**

Agency Code	Fiscal Year	First Name	Last Name	Email	Vendor	Phone#	Service Type	Device Type	Office	FY Total	FY One Time Charge	OCT	NOV	DEC	Note
AK	2026	LINDSEY	MAXWELL	lindsey.maxwell@dc.gov	AT&T	2022135503	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	NINA	JONES	nina.jones@dc.gov	AT&T	2022136719	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	NEAH	EVERING	neah.evering@dc.gov	AT&T	2022137643	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	MICHELLE	DUNN	michelle.dunn@dc.gov	AT&T	2022138224	Tablet with wireless serv	iPad Pro		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	MICHAEL	KENTOFF	michael.kentoff@dc.gov	AT&T	2022150079	Tablet with wireless serv	iPAD PRO 11 INCH 64GB		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	DE'YAN	HARRIS	deyan.harris1@dc.gov	AT&T	2022153631	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T	2022153735	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T	2022154097	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	DALAL	HILLOU	dalal.hillou@dc.gov	AT&T	2022155895	Tablet with wireless serv	iPad 9th Gen A2603		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	LINDSEY	MAXWELL	Lindsey.Maxwell@dc.gov	AT&T	2022582355	Tablet with wireless serv	iPad Pro		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	MICHELLE	DUNN	michelle.dunn@dc.gov	AT&T	2022808898	Cellular	iPhone 12 64GB, ,		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	KIESHORNE	DENNIE	kieshorne.dennie@dc.gov	AT&T	2022976117	Cellular	iPhone 11		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	ASHA	AULT	asha.ault@dc.gov	AT&T	2022978161	Cellular	iPad Pro		\$ 70.22	\$ -	\$ 23.24	\$ 23.24	\$ 23.74	
AK	2026	ALEXIS	MARTINEZ	alexis.martinez1@dc.gov	AT&T	2023164484	Cellular	iPhone 12 (128 GB White)		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	DE'YAN	HARRIS	deyan.harris1@dc.gov	AT&T	2023201390	Cellular	iPad Air 2 LTE (16 GB Space C		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	LINDSEY	MAXWELL	Lindsey.Maxwell@dc.gov	AT&T	2023416578	Cellular	iPhone XR (64 GB Black)		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	ASHA	AULT	asha.ault@dc.gov	AT&T	2023519861	Cellular	iPhone 6s (32 GB Space Gray)		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	NINA	LATIF	nina.latif1@dc.gov	AT&T	2023948155	Cellular	iPhone 7 (32 GB Black)		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	NEAH	EVERING	neah.evering@dc.gov	AT&T	2023948455	Cellular	iPhone 15		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	VINCENT	HARRIS	Vincent.Harris@dc.gov	AT&T	2023948647	Cellular	iPhone XR		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	MICHAEL	KENTOFF	Michael.Kentoff@dc.gov	AT&T	2023948984	Cellular	iPhone 15		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	SPARE	Spare	eom.atc@dc.gov	AT&T	2023949261	Cellular	iPhone 16 128GB		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	MARY	REDFEARN	mary.redfearn@dc.gov	AT&T	2023949933	Cellular			\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T	2024060371	Cellular	iPhone 15		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	DALAL	HILLOU	dalal.hillou@dc.gov	AT&T	2024120497	Cellular	iPhone 8 (64 GB Space Gray)		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	KEITH	BUTLER	keith.butler1@dc.gov	VerizonWL	2025038262	Cellular	iPhone 7 (32 GB Black)		\$ 109.71	\$ -	\$ 36.57	\$ 36.57	\$ 36.57	
AK	2026	NINA	JONES	nina.jones1@dc.gov	VerizonWL	2026034341	Cellular	iPhone 7 (32 GB Black)		\$ 109.71	\$ -	\$ 36.57	\$ 36.57	\$ 36.57	
AK	2026	KIESHORNE	DENNIE	kieshorne.dennie@dc.gov	VerizonWL	2026035436	Tablet with wireless serv	iPad Pro 12.9"		\$ 90.03	\$ -	\$ 30.01	\$ 30.01	\$ 30.01	
AK	2026	KEVIN	STOKES	kevin.stokes@dc.gov	AT&T	2027161547	Cellular	iPhone 15 128GB, ,		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	SPARE	SPARE	eom.atc@dc.gov	AT&T	2027463074	Cellular	iPhone 7		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	
AK	2026	CALEB	CONDOR	caleb.condor@dc.gov	AT&T	2027463087	Cellular	iPhone 14		\$ 126.78	\$ -	\$ 42.05	\$ 42.05	\$ 42.68	

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Service Type	Totals by Type	Service Type	FY Total	FY One Time Charge	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Voice & Data	\$ 9,936.16	Cellular	\$ 9,936.16	\$ 3.96	\$ 844.64	\$ 841.29	\$ 840.29	\$ 840.63	\$ 844.59	\$ 840.63	\$ 833.06	\$ 810.30	\$ 810.30	\$ 810.13	\$ 810.13	\$ 810.17
Data Only	\$ 5,008.36	Air-Card/MiFi/Hotspot	\$ 145.68	\$ -	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 30.01	\$ 24.65	\$ (29.02)	\$ -	\$ -	\$ -	\$ -	\$ -
		Tablet with wireless service	\$ 4,862.68	\$ -	\$ 517.66	\$ 517.66	\$ 517.66	\$ 517.66	\$ 482.81	\$ 449.07	\$ 451.21	\$ 266.35	\$ 285.65	\$ 285.65	\$ 285.65	\$ 285.65
Other	\$ 625.28	era/Account Level Other Charge	\$ 625.28	\$ -	\$ 625.28	\$ (0.00)	\$ (0.00)	\$ -	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ -	\$ (0.00)	\$ (0.00)	\$ (0.00)
Totals			\$ 15,569.80	\$ 3.96	\$ 2,017.59	\$ 1,388.96	\$ 1,387.96	\$ 1,388.30	\$ 1,357.41	\$ 1,314.35	\$ 1,255.25	\$ 1,076.65	\$ 1,095.95	\$ 1,095.78	\$ 1,095.78	\$ 1,095.82

Current FY Cost by Service Type

Service Type	Service Type	FY Total	FY One Time Charge	OCT	NOV	DEC
Voice & Data	Cellular	\$ 2,444.90	\$ -	\$ 811.23	\$ 811.23	\$ 822.44
Data Only	Air-Card/MiFi/Hotspot					
	Tablet with wireless service	\$ 862.45	\$ -	\$ 285.65	\$ 285.65	\$ 291.15
Other	era/Account Level Other Charge & Credit Adjustment	\$ -				
Totals		\$ 3,307.35	\$ -	\$ 1,096.88	\$ 1,096.88	\$ 1,113.59

Q.4d – Travel List for FY25 and Q1 of FY26					
Employee Name	Agency	Expense Item Date	Travel Justification	Amount	Description
Alexis Martinez	AK0	10/25/2024	Training for Collective Bargaining for Public Safety Employees	\$301.00	Per diem first and last day
Connor Lemcke	AK0	10/22/2024	Training for Collective Bargaining for Public Safety Employees	\$333.00	Reconciling Cash Advance
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$4.54	Lunch 3/16
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$16.00	Transportation from airport to hotel
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$24.51	Dinner 3/16
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$20.10	Lunch 3/17
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$31.00	Breakfast 3/18
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$393.88	Dinner Meeting
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$11.87	Uber from hotel to meeting
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$35.00	Dinner 3/19
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$13.02	Uber to hotel
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$4.64	Breakfast 3/19
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$21.68	Lunch 3/19
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$21.41	Lunch on 3/20 at airport in Dallas
Elbert Maxwell	AK0	03/20/2025	ABA Labor and Employment Law Conference - Mid-Winter Meeting	\$26.91	3/20 Uber to airport
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$19.02	Uber from Airport to Hotel, Charlotte, NC

Employee Name	Agency	Expense Item Date	Travel Justification	Amount	Description
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$360.00	Per Diem for Charlotte, NC
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$93.00	American Airlines Baggage Charge Receipt
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$12.16	Uber from hotel to training
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$8.52	Uber from hotel to training
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$8.24	Uber from hotel to training
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$90.00	Textbooks for Training
Michelle Dunn	AK0	01/17/2025	The Coaching Seat Certification Program	\$8.05	Uber from hotel to training
Neah Evering	AK0	09/22/2025	Training for Collective Bargaining for Public Safety Employees	\$301.00	Travel Advance Reconciliation.
Vincent Harris	AK0	02/04/2025	Training for Collective Bargaining for Public Safety Employees	\$818.27	Lodging one night charged to p-card, remaining paid by traveler
Vincent Harris	AK0	02/04/2025	Training for Collective Bargaining for Public Safety Employees	\$473.00	Per Diem - Las Vegas, Nevada

FY26 POH-Q5-MOU List

FY25 & FY26 Office of Labor Relations and Collective Bargaining MOU List			
Description	Buyer/Seller	FY	Period of Performance
The Executive Office of the Mayor's (EOM) Support Services to provide transportation, courier, and associated, general administrative services.	OLRCB/EOM-Support Services	25	10/01/24-09/30/25
Office of the Chief Technology Officer (OCTO) to redesign, develop, and launch new OLRCB website.	OLRCB/OCTO	25	10/01/24-09/30/25
Office of Risk Management (ORM) to provide continued ERisk access, functionality, user licenses and support to manage legal matters in ERisk.	OLRCB/ORM	25	02/15/25-02/14/26
The Department of Human Resources (DCHR) administers the Capital City Fellows Program, which provides participants with unique opportunities to work on a wide range of practical and developmental projects alongside leading professionals and practitioners.	OLRCB/DCHR	25	10/01/24-05/16/25
The Executive Office of the Mayor's Support Services provides transportation, courier, and associated, general administrative services.	OLRCB/EOM-Support Services	26	10/01/25-09/30/26
Office of Risk Management (ORM) to provide continued ERisk access, functionality, user licenses and support to manage legal matters in ERisk.	OLRCB/ORM	26	02/15/26 – 02/14/27



OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING

FY 2026 PERFORMANCE PLAN

NOVEMBER 26, 2025

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1 INTRODUCTION

This document is the Fiscal Year 2026 Performance Plan for the Office of Labor Relations and Collective Bargaining.

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

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

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

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

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

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

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

Measures are printed in the Performance Plan along with the Objective, Administrative Structure, Activity, or Project that they measure.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	“Percent of claims processed within 10 business days”

(continued)

Measure Type	Measure Description	Example
Outcome	Outcome measures assess the results or impact of an agency's work. These measures describe the intended ultimate benefits associated with a program or service.	"Percent of families returning to homelessness within 6-12 months"
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Targets: Agencies set targets for most performance measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in the subsequent Performance Accountability Report.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING OVERVIEW

Mission: The mission of the Office of Labor Relations and Collective Bargaining (OLRCB) is to effectively represent the District as the principal management advocate in the administration of a comprehensive labor management program.

Summary of Services: Representing management before the Public Employee Relations Board (PERB) in negotiation matters, unit determinations, unfair labor practices, negotiability appeals, arbitration appeals and impasse proceedings; Advising and representing the Mayor and District departments, offices and agencies in matters involving collective bargaining, working conditions and compensation agreements and the impact and effects of changes in conditions of employment; advising the Mayor and District departments, offices and agencies concerning all aspects of labor relations; Developing and presenting cases before third party in mediation and arbitration proceedings; Representing the Mayor on joint labor management committees and work groups; Training labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the Comprehensive Merit Personnel Act (CMPA), applicable collective bargaining agreements (CBAs) and applicable labor law, policies and procedures; and Developing, implementing and administering citywide labor initiatives.

Objectives:

1. Enhancing Efficiency and Transparency in Labor Relations Program
2. Comprehensive Training for Labor Liaisons and Management Officials
3. Proactive Agency Case Mediation and Resolution

Administrative Structures:

1. Litigation
2. Negotiation
3. Advisements
4. Training

3 OBJECTIVES

3.1 ENHANCING EFFICIENCY AND TRANSPARENCY IN LABOR RELATIONS PROGRAM

Continue to build a highly efficient, transparent, and responsive District government labor relations program.

Measure Type	Measure	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Outcome	Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years	Up is Better	100%	100%	100%	Target not required
Outcome	Percent of employees that are District residents	Up is Better	31.25%	Target not required	50%	Target not required
Outcome	Percent of new hires that are District residents (Peoplesoft)	Up is Better	66.67%	Target not required	100%	Target not required
Outcome	Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia (eRecruit)	Up is Better	0%	Target not required	No data available	Target not required
Outcome	Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time	Up is Better	No incidents	Target not required	No incidents	Target not required

3.2 COMPREHENSIVE TRAINING FOR LABOR LIAISONS AND MANAGEMENT OFFICIALS

Provide comprehensive training to labor liaisons and management officials on the CMPA, CBA's and applicable labor law, policies, and procedures.

No Related Measures

3.3 PROACTIVE AGENCY CASE MEDIATION AND RESOLUTION

Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.

No Related Measures

4 ADMINISTRATIVE STRUCTURES

4.1 LITIGATION

Activities under Litigation:

1. Litigation: Initiates, prosecutes, defends and monitors a wide range of litigation activity.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of Litigation matters closed by decision and order	Neutral	4	12	12	Target not required
Outcome	Number of Litigation matters closed by dismissal	Neutral	5	Target not required	5	Target not required
Quality	Number of Litigation matters closed by settlement	Neutral	17	Target not required	5	Target not required
Outcome	Number of Litigation matters closed by withdrawal	Neutral	15	Target not required	3	Target not required
Quantity	Number of Public Employee Relations Board matters closed	Neutral	18	Target not required	23	Target not required
Outcome	Number of Public Employee Relations Board matters closed by decision and order	Neutral	3	Target not required	12	Target not required
Efficiency	Number of Public Employee Relations Board matters opened	Neutral	49	Target not required	32	Target not required
Quantity	Number of grievance arbitration matters opened	Neutral	New in 2025	New in 2025	18	Target not required
Quantity	Number of grievance arbitration matters closed	Neutral	New in 2025	New in 2025	10	Target not required
Quantity	Number of grievance arbitration matters closed by decision and order	Neutral	New in 2025	New in 2025	5	Target not required
Quality	Number of litigation matters in which the District has been found to violate the law	Down is Better	New in 2026	New in 2026	New in 2026	New in 2026
Quality	Number of litigation matters in which the District has been found to violate a collective bargaining agreement	Down is Better	New in 2026	New in 2026	New in 2026	New in 2026
Quality	Number of litigation matters that result in a favorable outcome for the government, including settlements in the government's favor, dismissals, or court victories	Up is Better	New in 2026	New in 2026	New in 2026	New in 2026

(continued)

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Efficiency	Number of litigation matters in which a non-arbitrability declaration is invoked within 60 days of an arbitration demand	Neutral	New in 2026	New in 2026	New in 2026	New in 2026

4.2 NEGOTIATION

Activities under Negotiation:

1. Negotiation: Negotiates CBAs and the Impact and Effect of policy changes in the best interest of the public.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Efficiency	Average time taken to schedule initial impact and effect bargaining session after receiving union's demand to bargain	Down is Better	New in 2025	25 days	14 days	Target not required
Efficiency	Number of Negotiated Employee Assistance Home Purchase Program requests received and processed	Neutral	132	Target not required	38	Target not required
Efficiency	Number of Negotiations matters closed	Neutral	11	Target not required	5	Target not required
Efficiency	Number of Negotiations matters opened	Neutral	20	Target not required	10	Target not required
Efficiency	Average time taken to exchange ground rules after receiving union's demand to negotiate compensation collective bargaining agreements	Neutral	New in 2025	New in 2025	9 months	Target not required
Efficiency	Average time taken to exchange ground rules after receiving union's demand to negotiate working conditions collective bargaining agreements	Down is Better	New in 2025	New in 2025	6 months	Target not required
Quantity	Number of Negotiation matters resolved without interest arbitration	Up is Better	New in 2025	New in 2025	0	Target not required
Quantity	Number of Negotiation matters going to Impasse/Interest Arbitration	Neutral	New in 2025	New in 2025	1	Target not required

(continued)

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of Negotiation matters involving Negotiability Appeals	Neutral	New in 2025	New in 2025	2	Target not required
Efficiency	Number of CBA negotiations that are successfully resolved either solely by the parties or through mediation without escalating to interest arbitration	Up is Better	New in 2026	New in 2026	New in 2026	New in 2026

4.3 ADVISEMENTS

Activities under Adviselements:

1. Adviselements: Handling daily union-related requests and providing legal adviselement.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of Adviselements opened	Neutral	15	Target not required	44	Target not required
Quantity	Number of Adviselements closed	Neutral	New in 2025	New in 2025	28	Target not required

4.4 TRAINING

Activities under Training:

1. Training: Facilitates citywide Labor training.

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of Labor Liaison Forum sessions held	Up is Better	4	4	4	4
Quantity	Number of Management Supervisory Service Labor Relations orientation trainings held	Neutral	6	Target not required	0	Target not required
Quantity	Number of MSS District government employees, General Counsel and Executive Service staff trained in labor relations, law, and policy	Up is Better	New in 2025	New in 2025	23	Target not required

(continued)

Measure Type	Related Measures	Directionality	FY2024	FY2025 Target	FY2025	FY2026 Target
Quantity	Number of Agency Labor Liaisons Trained	Up is Better	New in 2026	New in 2026	New in 2026	New in 2026
Quantity	Number of District Employee Labor Training Attendees	Up is Better	New in 2026	New in 2026	New in 2026	New in 2026

5 PROJECTS

5.1 REDESIGN & UPDATE AGENCY WEBSITE

Proposed Completion Date: September 30, 2025

Working with OCTO to redesign and update content for agency website

5.2 BEGIN PROCESS TO PROMULGATE DISTRICT GOVERNMENT LABOR REGULATIONS AND RULES AND FORMALIZE POLICIES AND PROCEDURES.

Proposed Completion Date: September 30, 2026

Begin process to promulgate District government labor regulations and rules and formalize policies and procedures.



OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING FY 2025 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 15, 2026

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1 INTRODUCTION

This document is the Fiscal Year 2025 Performance Accountability Report (PAR) for the Office of Labor Relations and Collective Bargaining.

The PAR is the second of two agency performance documents published each year. A Performance Plan is published at the start of the fiscal year when budget decisions have been finalized. A PAR is published in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

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

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

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

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

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

Measures: Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can address questions about an agency’s overall performance, the performance of an organizational unit, program, or service, or the implementation of a major project. Performance Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below.

Measures are printed in the Performance Plan along with the Objective, Administrative Structure, Activity, or Project that they measure.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	“Percent of claims processed within 10 business days”
Outcome	Outcome measures assess the results or impact of an agency’s work. These measures describe the intended ultimate benefits associated with a program or service.	“Percent of families returning to homelessness within 6- 12 months”

(continued)

Measure Type	Measure Description	Example
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Targets: Agencies set targets for most Performance Measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in their PAR.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 OFFICE OF LABOR RELATIONS AND COLLECTIVE BARGAINING OVERVIEW

Mission: The mission of the Office of Labor Relations and Collective Bargaining (OLRCB) is to effectively represent the District as the principal management advocate in the administration of a comprehensive labor management program.

Summary of Services: Representing management before the Public Employee Relations Board (PERB) in negotiation matters, unit determinations, unfair labor practices, negotiability appeals, arbitration appeals and impasse proceedings; Advising and representing the Mayor and District departments, offices and agencies in matters involving collective bargaining, working conditions and compensation agreements and the impact and effects of changes in conditions of employment; advising the Mayor and District departments, offices and agencies concerning all aspects of labor relations; Developing and presenting cases before third party in mediation and arbitration proceedings; Representing the Mayor on joint labor management committees and work groups; Training labor liaisons, managers, supervisors and management officials concerning their rights and obligations under the Comprehensive Merit Personnel Act (CMPA), applicable collective bargaining agreements (CBAs) and applicable labor law, policies and procedures; and Developing, implementing and administering citywide labor initiatives.

Objectives:

1. Enhancing Efficiency and Transparency in Labor Relations Program
2. Comprehensive Training for Labor Liaisons and Management Officials
3. Proactive Agency Case Mediation and Resolution

Administrative Structures:

1. Litigation
2. Negotiation
3. Advisements
4. Training

3 OBJECTIVES

3.1 ENHANCING EFFICIENCY AND TRANSPARENCY IN LABOR RELATIONS PROGRAM

Continue to build a highly efficient, transparent, and responsive District government labor relations program.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years							
Outcome	Up is Better	Annual	Annual	Annual	Annual	100%	100%
Percent of employees that are District residents							
Outcome	Up is Better	Annual	Annual	Annual	Annual	50%	Target not required
Percent of new hires that are District residents (Peoplesoft)							
Outcome	Up is Better	Annual	Annual	Annual	Annual	100%	Target not required
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia (eRecruit)							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No data available	Target not required
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No incidents	Target not required

3.2 COMPREHENSIVE TRAINING FOR LABOR LIAISONS AND MANAGEMENT OFFICIALS

Provide comprehensive training to labor liaisons and management officials on the CMPA, CBA's and applicable labor law, policies, and procedures.

No Related Measures

3.3 PROACTIVE AGENCY CASE MEDIATION AND RESOLUTION

Work proactively with agencies to mediate, settle, or litigate cases to serve the public interest.

No Related Measures

4 ADMINISTRATIVE STRUCTURES

4.1 LITIGATION

Activities under Litigation:

Litigation

Initiates, prosecutes, defends and monitors a wide range of litigation activity.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of Litigation matters closed by decision and order							
Quantity	Neutral	2	5	1	0	12	12
Number of Litigation matters opened							
Quantity	Neutral	4	9	7	50	33	Target not required
Number of Public Employee Relations Board matters closed							
Quantity	Neutral	6	9	8	1	23	Target not required
Number of grievance arbitration matters closed							
Quantity	Neutral	5	4	4	2	10	New in 2025
Number of grievance arbitration matters closed by decision and order							
Quantity	Neutral	No incidents	0	1	1	5	New in 2025
Number of grievance arbitration matters opened							
Quantity	Neutral	4	3	2	4	18	New in 2025
Number of Litigation matters closed by settlement							
Quality	Neutral	4	2	0	0	5	Target not required
Percentage of litigation matters in which the District has been found to violate the law or a collective bargaining agreement							
Quality	Down is Better	45.45%	90%	22%	0%	3%	New in 2025
Percentage of litigation matters that result in a favorable outcome for the government, including settlements in the government's favor, dismissals, or court victories							
Quality	Up is Better	18.18%	10%	78%	1%	4%	New in 2025
Number of Litigation matters closed by dismissal							
Outcome	Neutral	1	4	1	1	5	Target not required
Number of Litigation matters closed by withdrawal							
Outcome	Neutral	No incidents	1	0	0	3	Target not required
Number of Public Employee Relations Board matters closed by decision and order							
Outcome	Neutral	2	5	5	0	12	Target not required
Number of Litigation matters closed without litigation							
Efficiency	Neutral	5	8	2	1	12	Target not required
Number of Public Employee Relations Board matters opened							
Efficiency	Neutral	No incidents	8	10	9	32	Target not required
Percentage of litigation matters in which a non-arbitrability declaration is invoked within 60 days of an arbitration demand							
Efficiency	Neutral	100%	100%	100%	0%	1%	New in 2025
Percentage of litigation matters in which compliance is achieved within 120 days of unfavorable decision							

(continued)

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Efficiency	Up is Better	No data available	0%	0%	0%	3%	New in 2025

4.2 NEGOTIATION

Activities under Negotiation:

Negotiation

Negotiates CBAs and the Impact and Effect of policy changes in the best interest of the public.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of Negotiation matters going to Impasse/Interest Arbitration							
Quantity	Neutral	No incidents	0	1	0	1	New in 2025
Number of Negotiation matters involving Negotiability Appeals							
Quantity	Neutral	No incidents	0	3	1	2	New in 2025
Number of Negotiation matters resolved without interest arbitration							
Quantity	Up is Better	No incidents	0	2	0	0	New in 2025
Average time taken to exchange ground rules after receiving union's demand to negotiate compensation collective bargaining agreements							
Efficiency	Neutral	No data available	9 months	9 months	9 months	9 months	New in 2025
Average time taken to exchange ground rules after receiving union's demand to negotiate working conditions collective bargaining agreements							
Efficiency	Down is Better	No data available	6 months	6 months	6 months	6 months	New in 2025
Average time taken to schedule initial impact and effect bargaining session after receiving union's demand to bargain							
Efficiency	Down is Better	No data available	10 days	10 days	14 days	14 days	25 days
Number of Negotiated Employee Assistance Home Purchase Program requests received and processed							
Efficiency	Neutral	2	12	20	4	38	Target not required
Number of Negotiations matters closed							
Efficiency	Neutral	No incidents	4	6	1	5	Target not required
Number of Negotiations matters opened							
Efficiency	Neutral	No incidents	3	7	2	10	Target not required
Percentage of CBA negotiations that are successfully resolved either solely by the parties or through mediation without escalating to interest arbitration							
Efficiency	Up is Better	No data available	100%	50%	0%	0%	10%

4.3 ADVISEMENTS

Activities under Adviselements:

Adviselements

Handling daily union-related requests and providing legal advisement.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of Advisements closed							
Quantity	Neutral	0	5	1	17	28	New in 2025
Number of Advisements opened							
Quantity	Neutral	0	3	3	31	44	Target not required
Percent of advisement requests resolved within 30 days of the request							
Efficiency	Up is Better	No incidents	50%	0%	45%	34%	50%

4.4 TRAINING

Activities under Training:

Training

Facilitates citywide Labor training.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of Labor Liaison Forum sessions held							
Quantity	Up is Better	1	1	1	1	4	4
Number of MSS District government employees, General Counsel and Executive Service staff trained in labor relations, law, and policy							
Quantity	Up is Better	223	0	5	18	23	New in 2025
Number of Management Supervisory Service Labor Relations orientation trainings held							
Quantity	Neutral	1	0	0	0	0	Target not required
Percentage of MSS District government employees, General Counsel and Executive Service staff trained in labor relations, law and policy							
Quantity	Up is Better	5.86%	0%	0%	18%	23%	4%

5 PROJECTS

5.1 REDESIGN & UPDATE AGENCY WEBSITE

Project Description: Working with OCTO to redesign and update content for agency website

Start Date: January 13, 2025

Planned Completion Date: September 30, 2025

Current Project Phase: 1/1 Milestones Complete

5.2 CONTINUE REDESIGN AND ENHANCE OLRCB'S TRAINING CURRICULUM.

Related Administrative Structure: Training

Related Activity Name: Training

Project Description: Continue redesign and enhance OLRCB's training curriculum. Working with DCHR to upload trainings to Peoplesoft platform

Start Date: October 1, 2024

Planned Completion Date: September 30, 2025

Current Project Phase: 0/2 Milestones Complete

5.3 BEGIN PROCESS TO PROMULGATE DISTRICT GOVERNMENT LABOR REGULATIONS AND RULES AND FORMALIZE POLICIES AND PROCEDURES.

Project Description: Begin process to promulgate District government labor regulations and rules and formalize policies and procedures.

Start Date: October 1, 2024

Planned Completion Date: September 30, 2026

Current Project Phase: 0/2 Milestones Complete

5.4 AGENCY WORKSPACE TRANSFORMATION PROJECT

Project Description: Agency Workspace Transformation Project - in-house office renovations. In lieu of requesting capital funds to renovate Suite 820N; OLRCB was approved to expand into Suite 870N. This expansion doesn't require any capital funding and all furnishings were selected from OCP Oak Hill Surplus Warehouse and delivery is scheduled for 07/15/25.

Start Date: October 1, 2024

Date Cancelled: September 30, 2025

Current Project Phase: Cancelled

Attachment Q. 20 – Trainings and Continuing Education Opportunities for OLRCB Employees.

Training	Subject Matter	Trainers	# of Trainees
Collective Bargaining for Public Safety Employees	Negotiations between the government and unions with public safety members	Labor Relations Information System	2
ABA Section of Labor and Employment Law Midwinter Meeting and National Symposium on Technology in Labor & Employment Law	Collaboration between the ABA Employment Rights and Responsibility Committee and the Technology in the Practice and Workplace Committee to present innovative programs about developing technologies that impact the legal profession and the ethical and privacy implications and concerns raised by the usage.	American Bar Association	1
Society of Human Resource Management	Human resources training and certification	Various	1
Negotiation Skills	Improving Negotiation Skills	FMCS and The Saltman Center for Conflict Resolution & William S. Boyd School of Law at UNLV	1
The Champion Influence® Coach and Facilitator Certification Program	Equip participants with the skills and strategies necessary to excel in coaching and facilitation, fostering impactful leadership and personal growth.	The Coaching Seat	1
Settling Employment Discrimination Claims From Start to Finish	Help participants navigate the process, from start to finish, of settling an employment discrimination claim.	Practising Law Institute (PLI)	1
Developments in Discrimination and Harassment in 2025	Explore the fundamentals of discrimination, harassment, and retaliation law in the context of the modern workplace, and will discuss hot topics in discrimination and harassment.	Practising Law Institute (PLI)	1
Managing Legal Assignments - Delegation and Oversight	This Studio Briefing addresses key issues attorneys face when managing their legal assignments, particularly when assessing task delegation and general oversight.	Practising Law Institute (PLI)	1
Cutting-Edge Employment Discrimination 2025 Case Law Update and Look Ahead	Discuss significant cases and developments impacting the employment discrimination arena.	Practising Law Institute (PLI)	1
Navigating the Legal Limits and Protections for Employee Speech	Explore the protections for different types of employee speech in the private and public sector workplaces and discuss the nuances surrounding when employers may regulate employee speech and protest.	Practising Law Institute (PLI)	1

Training	Subject Matter	Trainers	# of Trainees
Best Practices For Working With Government Agencies	This panel will provide practical guidance for working on employment law matters with the U.S. Department of Labor, Equal Employment Opportunity Commission and National Labor Relations Board, as well as changes that may result from a new federal administration.	Practising Law Institute (PLI)	1
Ethics for Government Lawyers 2025	The application of professional conduct rules to government lawyers to help understand ethics best practices	Practising Law Institute (PLI)	2
Ethics Game Show 2025	A Review of Ethical Issues - interactive program, reviewing a set of hypotheticals to test knowledge of the pertinent ethical rules.	Practising Law Institute (PLI)	1
Diversity & Inclusion in Law Practice 2025	The current state of the law regarding diversity and inclusion, the impact of recent developments, including Executive Orders and recent decisions on law office policies, and how to create and enhance inclusive communities.	Practising Law Institute (PLI)	1
Class Action Litigation 2025	Pragmatic tips on litigation strategies designed to improve skills in this complex and important area.	Practising Law Institute (PLI)	1
Public Interest Career Development: Making Legal Aid a Sustainable Option	Actionable strategies, like leveraging training, mentorship, organizational support, and supervision, for lawyers to overcome barriers such as limited resources, high caseloads, and unclear advancement paths.	Practising Law Institute (PLI)	1
Attorney-Client Privilege and Work Product: What Can and Cannot Be Protected from Disclosure During Government Investigations and Litigation	Discussion of scope of privilege and work product, protection of internal investigations, and asserting and challenging assertions of privilege and work product.	Practising Law Institute (PLI)	2
The Attorney-Client Privilege and Internal Investigations 2025	Discussing real-world circumstances and cases and fostering a sharper understanding of how to balance an attorneys' obligation to prevent disclosure of otherwise protected information with providing responsive non-protected information.	Practising Law Institute (PLI)	1
Rulemaking Training	Training on the Rulemaking Process	OAG	3
NAAG Deposition Training	Trial advocacy education	OAG	1
Presentation Skills for Attorneys 2025	This two-hour in-person program is designed for all attorneys who are interested in improving their presentation skills.	Practising Law Institute (PLI)	2

Training	Subject Matter	Trainers	# of Trainees
Legal Ethics in Bankruptcy Practice: Hot Disclosure Topics, Connections, Conflicts, Independent Directors, and the Ethical Uses of Social Media & AI	Bankruptcy practice necessitates knowledge of and adherence to unique ethics principles that supplement the ethical requirements to which all lawyers must adhere under the ABA’s Model Code of Professional Responsibility and its various state analogs.	Practising Law Institute (PLI)	1
How In-House Lawyers and Compliance Professionals Can Gain Trust in AI Tools	This session aims to provide practical strategies and expert insights into building confidence in AI’s capabilities and leveraging these tools effectively.	Practising Law Institute (PLI)	2
Influence Without Authority: A Lawyer’s Survival Guide to Challenging Stakeholders	Playbook for lawyers to assist with navigating the challenges of dealing with stakeholders they don’t manage, including bosses, cross-functional teams, nonlegal departments, vendors, and external partners.	Practising Law Institute (PLI)	2
What You Must Know in 2025 for Sino-U.S. Government Enforcement and Investigations – A Discussion with Top Experts in China	Bring top-ranked Chinese lawyers to an intensive discussion and sharing on timely topics puzzling and concerning U.S. practitioners in the field.	Practising Law Institute (PLI)	2
American Employment Law From the International Perspective: A Crash Course for Overseas Multinationals Employing Staff Stateside	American law regulating the workplace, for employers based overseas—and for the domestic U.S. teams of companies headquartered abroad.	Practising Law Institute (PLI)	2
The Legal Ethics of Crisis Lawyering	Analyze the special ethics issues lawyers confront when dealing with crises in their practice and emergency situations. Focus on experiences recounted in Crisis Lawyering: Effective Legal Advocacy in Crisis Situations (Ray Brescia & Eric K. Stern, eds., NYU Press 2021), including those of lawyers dealing with the early efforts to address the travel ban in the first Trump Administration.	Practising Law Institute (PLI)	2
Ethics for Government Lawyers 2025	Interactive program to learn about the application of professional conduct rules to government lawyers.	Practising Law Institute (PLI)	5
Ethics and Conflicts of Interest in Law Practice 2025	The program engages audience members with real-world conflicts scenarios, prompting them to navigate the potential conflicts and ethics issues before them.	Practising Law Institute (PLI)	3
ABA Ethics Opinion on Generative AI: What Lawyers Need to Know	Lawyers have an ethical obligation to provide competent representation to clients, which includes understanding the risks and benefits associated with the technologies they use to provide legal services to clients.	Practising Law Institute (PLI)	3

Training	Subject Matter	Trainers	# of Trainees
Employment Law Update: Navigating Layoffs in California and Nationally	This session will provide an overview of recent layoff trends and offer practical guidance for both employees and attorneys dealing with the complexities of post-layoff situations.	Practising Law Institute (PLI)	2
Bank Secrecy Act, Anti-Money Laundering and Countering Financial Terrorism Basics	The BSA/AML/CFT regulatory framework presents unique challenges for financial institutions so it is important for financial institutions to understand the regulatory framework to develop an effective compliance program.	Practising Law Institute (PLI)	2
<u>From Motions to Op-Eds: How to Make Your Writing a Movement</u>	Provides practical advice to help lawyers strengthen their writing skills by “thinking like a writer” as effectively as they already think like a lawyer.	Practising Law Institute (PLI)	1
Travel Ban 2025- Overview, Impacts, and Legal Challenges	This briefing will provide an overview of the countries fully and partially banned, exceptions to the ban, implementation, potential expansion, and legal strategies for challenging it post-Trump v. Hawaii.	Practising Law Institute (PLI)	1
Attorney-Client Privilege and Work Product: What Can and Cannot Be Protected From Disclosure During Government Investigations and Litigation	Discusses disputes about the scope and applicability of attorney-client privilege and work product protection	Practising Law Institute (PLI)	1
U.S. Department of Labor Wage and Hour Update – What to Expect from the New Administration	Discuss the Trump Administration’s policies and priorities for the DOL’s Wage and Hour Division.	Practising Law Institute (PLI)	1
27th Annual Supreme Court Review: October 2024 Term	PLI’s 27th Annual Supreme Court Review program will provide an in-depth analysis of the October 2024 Term.	Practising Law Institute (PLI)	1
What Judges Like and Dislike in Legal Writing	After completing this session, participants will be able to: Write with an understanding of the readers’ perspective, implement best practices for writing concisely and succinctly.	Practising Law Institute (PLI)	1
Ethics for the Negotiating Lawyer 2025	Examine everyday issues of ethics and professional responsibility.	Practising Law Institute (PLI)	2
Trial Evidence 2025	Apply best practices and analyze strategic considerations for handling evidence at trial, including developing evidentiary issues around artificial intelligence. This program will focus on the Federal Rules of Evidence.	Practising Law Institute (PLI)	1

Training	Subject Matter	Trainers	# of Trainees
Bridge-the-Gap I: Ethics and Skills for Newly Admitted New York Attorneys 2025	Attorneys admitted in New York within the last two years can satisfy their annual MCLE ethics, cybersecurity ethics, and skills requirements by attending this one-day program.	Practising Law Institute (PLI)	1
AI in Legal Services: Strategies for Responsible Adoption and Effective Implementation	Cover promising use cases for generative AI in legal advocacy, operations, provision of legal self-help, and more – highlighting opportunities to improve workflow efficiency while maintaining confidentiality and ethical standards.	Practising Law Institute (PLI)	1
Diversity & Inclusion in Law Practice 2025	Gain a better understanding of the current state of the law regarding diversity and inclusion, the impact of recent developments, including Executive Orders and recent decisions on law office policies, and how to create and enhance inclusive communities.	Practising Law Institute (PLI)	1
Negotiating Real Estate Deals 2025	Delivering time-tested strategies to support legal practitioners striving to excel in the highly competitive field of commercial real estate transactions.	Practising Law Institute (PLI)	1
Expert Witness 2025	Practical tools to handle the myriad of issues involved with expert witness preparation and testimony.	Practising Law Institute (PLI)	1
Specialized Deposition Techniques 2025	Identify and exploit the opportunities they present and be prepared to handle the special situations that can arise during depositions.	Practising Law Institute (PLI)	1
Fundamentals of Noncompete 2025	Provide a broad-based, foundational introduction to the core concepts of restrictive covenant law.	Practising Law Institute (PLI)	1
PeopleSoft's Enterprise Learning Management (ELM) System Training	To organize the course catalog by category (career paths and core competencies), facilitate registration for training, track employee learning and manage the overall learning and development process for district agencies.	DCHR	2
Writing for Litigators	Tips and Lessons to improve writing in litigation matters.	Practising Law Institute (PLI)	1
Supreme Court Update for Municipal Lawyers	Advisory training to educate municipal attorneys on recent Supreme Court case law.	Practising Law Institute (PLI)	1
Ethics II Training	District-focused ethics training for government staff.	OAG	1



District of Columbia

**Fraternal Order Of Police / Metropolitan Police Department
Labor Committee (Compensation Unit 3)**

Compensation Analysis

PFM Group Consulting, LLC

December 2024



Contents

- I. Bargaining Unit Overview
- II. Comparison Police Employers
- III. Economic Factors and Trends
- IV. Findings



Overview

- As of contract expiration on September 30, 2023, the pay progression for a District of Columbia Metropolitan Police Department (MPD) Police Officer averaged more than \$100,000 over the course of a 25-year career, even before overtime or promotion
- Benefits for bargaining unit members include full family medical coverage, a traditional defined benefit pension, and employer-subsidized retiree healthcare
- In comparison to other law enforcement officers in seven (7) surveyed jurisdictions with working conditions and costs of living comparable to the District, MPD officers have the highest maximum base + longevity as of the expiration of their most recent collective bargaining agreement (9/30/2023), are paid above the median over the course of a full career, and fall “*reasonably within the range of compensation*” by any measure – and often at the higher end of that range
- Looking forward, the District’s offer of 4.0%, 4.0%, and 4.0% (12.5% compounded) through 9/30/2026:
 - Maintains the MPD well within the mainstream for comparable employers
 - Exceeds actual growth in regional consumer prices of 2.3% over the first year of the new contract term (10/1/2023 – 9/30/2024)
 - Projects to further exceeds forecast inflation for the following two years
 - Provides stability over a three-year term marked by economic and political uncertainty



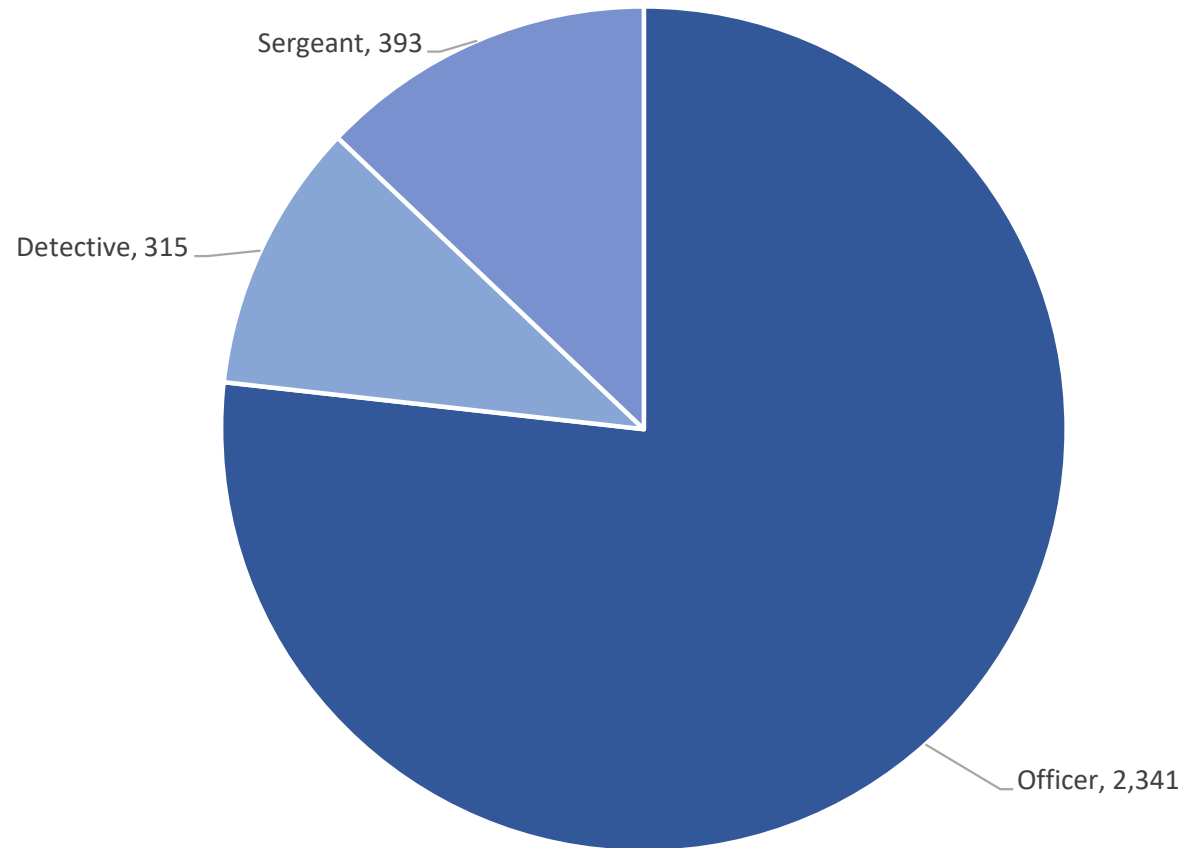
Bargaining Unit Overview



MPD Bargaining Unit Overview

- The District of Columbia Police Union (Fraternal Order Of Police / Metropolitan Police Department Labor Committee) represents all sworn personnel in the Metropolitan Police Department through the rank of Sergeant unless assigned to the Internal Affairs Division
- As of November 2024, the bargaining unit included 3,049 members out of a total of 3,276 sworn across all Metropolitan Police Department (MPD) ranks – more than 9 out of 10 sworn personnel

Bargaining Unit Headcount by Rank
As of 11/4/2024



Source: District of Columbia MPD



MPD Police Officer Base + Longevity

As of 9/30/2023

- The most recent MPD collective bargaining agreement expired 9/30/2023
- Based on the terms effective as of that date, MPD Police Officer base pay begins at \$66,419
- Officers progress through 9 steps: steps 1-3 annually; steps 4-5 every two years; and steps 6-9 every three years
- Additional retention allowances are provided equal to 4.2% after 18 months, a further 5% after five (5) years of service, and another 5% after 20 years (reflected in the base pay column of the chart to the right)
- Officers also receive service longevity premiums based on their years of service, starting at a 5% premium of Step 1 pay after 15 years of service and increasing to 10%, 15%, and 20% at 20, 25, and 30 years of service, respectively
- In combination, without additional premiums or promotion, Police Officers earn:
 - \$97,380 after 10 years
 - \$105,882 after 15 years
 - \$120,357 after 20 years
 - \$124,172 after 25 years
 - \$127,987 after 30 years

Year of Service	Base Pay (w/retention allowance)	Service Longevity	Base + Longevity
Year 1	\$66,419	\$0	\$66,419
Year 2	\$71,204	\$0	\$71,204
Year 3	\$76,299	\$0	\$76,299
Year 4	\$80,113	\$0	\$80,113
Year 5	\$80,113	\$0	\$80,113
Year 6	\$88,327	\$0	\$88,327
Year 7	\$88,327	\$0	\$88,327
Year 8	\$92,725	\$0	\$92,725
Year 9	\$92,725	\$0	\$92,725
Year 10	\$92,725	\$0	\$92,725
Year 11	\$97,380	\$0	\$97,380
Year 12	\$97,380	\$0	\$97,380
Year 13	\$97,380	\$0	\$97,380
Year 14	\$102,248	\$0	\$102,248
Year 15	\$102,248	\$0	\$102,248
Year 16	\$102,248	\$3,634	\$105,882
Year 17	\$107,358	\$3,634	\$110,992
Year 18	\$107,358	\$3,634	\$110,992
Year 19	\$107,358	\$3,634	\$110,992
Year 20	\$107,358	\$3,634	\$110,992
Year 21	\$112,727	\$7,630	\$120,357
Year 22	\$112,727	\$7,630	\$120,357
Year 23	\$112,727	\$7,630	\$120,357
Year 24	\$112,727	\$7,630	\$120,357
Year 25	\$112,727	\$7,630	\$120,357
Year 26	\$112,727	\$11,445	\$124,172
Year 27	\$112,727	\$11,445	\$124,172
Year 28	\$112,727	\$11,445	\$124,172
Year 29	\$112,727	\$11,445	\$124,172
Year 30	\$112,727	\$11,445	\$124,172
Year 31	\$112,727	\$15,260	\$127,987



MPD Career Opportunities

- The MPD also offers career opportunities for advancement, including Detective and Sergeant positions within the bargaining unit, and additional non-represented ranks
- As of November 2024, more than 1-in-4 (28.0%) sworn personnel were in ranks above Police Officer

	# of Incumbents (11/4/2024)	Max Base + Longevity (9/30/2023)
Police Officer	2,341	\$127,987
Detective	315	\$146,896
Police Sergeant	393	\$152,983
Police Lieutenant	146	\$157,416
Police Captain	45	\$177,345
Inspector	6	\$196,762
Commander	10	\$239,461
Assistant Chief	10	\$266,613



MPD Other Cash Compensation

- **Shift Differential:** 3% premium when the majority of work occurs between 3pm and midnight; 4% premium when the majority of work occurs between 11pm and 8am
- **Holiday Pay:** 1X premium (effectively 2x pay) for hours worked on a holiday; “in lieu” day of leave if a holiday falls on a regularly scheduled day off
- **Tech Pay:** \$1,500 for Detective 2 and 3 assignments (Detective 1 has a separate pay scale) as well as for assignments such as to the emergency response team and school resource officers
- **Overtime:** Work ordered or authorized in excess of an employees’ fixed tour of duty in a day or forty (40) hours in a pay status in a work week is payable at a 1.5X rate
- **Hiring Bonus and New Recruit Housing Assistance:** \$25,000 (\$15,000 on entering the Academy; additional \$10,000 at graduation)
 - District also provides \$1,000 per month housing assistance for up to 6 months for new recruits (\$6,000); can also cover two weeks of hotel costs at GSA rates for relocation support, deducted from \$6,000 total
- **Other Cash Compensation:** Special Duty / Skill Premium Pay (\$3,000) for roles such as bomb technician, scuba diver, and helicopter pilot; Acting Pay when serving in a higher graded position, Language Stipend (\$1,300), and Clothing Allowance (\$900 plain clothes; \$450 casual clothes)



Police Officer Total Direct Compensation (Standard Patrol Assignment)

As of 9/30/2023

Years Served	Year of Service	Base Pay	Longevity	Shift Differential	Uniform Allowance	Holiday Pay	Other Allowances	Total Direct
0	Year 1	\$66,419	\$0	\$1,550	\$0	\$2,235	\$0	\$70,204
1	Year 2	\$71,204	\$0	\$1,661	\$0	\$2,396	\$0	\$75,261
2	Year 3	\$76,299	\$0	\$1,780	\$0	\$2,568	\$0	\$80,647
3	Year 4	\$80,113	\$0	\$1,869	\$0	\$2,696	\$0	\$84,678
4	Year 5	\$80,113	\$0	\$1,869	\$0	\$2,696	\$0	\$84,678
5	Year 6	\$88,327	\$0	\$2,061	\$0	\$2,973	\$0	\$93,360
6	Year 7	\$88,327	\$0	\$2,061	\$0	\$2,973	\$0	\$93,360
7	Year 8	\$92,725	\$0	\$2,164	\$0	\$3,121	\$0	\$98,009
8	Year 9	\$92,725	\$0	\$2,164	\$0	\$3,121	\$0	\$98,009
9	Year 10	\$92,725	\$0	\$2,164	\$0	\$3,121	\$0	\$98,009
10	Year 11	\$97,380	\$0	\$2,272	\$0	\$3,277	\$0	\$102,929
11	Year 12	\$97,380	\$0	\$2,272	\$0	\$3,277	\$0	\$102,929
12	Year 13	\$97,380	\$0	\$2,272	\$0	\$3,277	\$0	\$102,929
13	Year 14	\$102,248	\$0	\$2,386	\$0	\$3,441	\$0	\$108,075
14	Year 15	\$102,248	\$0	\$2,386	\$0	\$3,441	\$0	\$108,075
15	Year 16	\$102,248	\$3,634	\$2,386	\$0	\$3,563	\$0	\$111,831
16	Year 17	\$107,358	\$3,634	\$2,505	\$0	\$3,735	\$0	\$117,232
17	Year 18	\$107,358	\$3,634	\$2,505	\$0	\$3,735	\$0	\$117,232
18	Year 19	\$107,358	\$3,634	\$2,505	\$0	\$3,735	\$0	\$117,232
19	Year 20	\$107,358	\$3,634	\$2,505	\$0	\$3,735	\$0	\$117,232
20	Year 21	\$112,727	\$7,630	\$2,630	\$0	\$4,050	\$0	\$127,038
21	Year 22	\$112,727	\$7,630	\$2,630	\$0	\$4,050	\$0	\$127,038
22	Year 23	\$112,727	\$7,630	\$2,630	\$0	\$4,050	\$0	\$127,038
23	Year 24	\$112,727	\$7,630	\$2,630	\$0	\$4,050	\$0	\$127,038
24	Year 25	\$112,727	\$7,630	\$2,630	\$0	\$4,050	\$0	\$127,038
25	Year 26	\$112,727	\$11,445	\$2,630	\$0	\$4,179	\$0	\$130,981
26	Year 27	\$112,727	\$11,445	\$2,630	\$0	\$4,179	\$0	\$130,981
27	Year 28	\$112,727	\$11,445	\$2,630	\$0	\$4,179	\$0	\$130,981
28	Year 29	\$112,727	\$11,445	\$2,630	\$0	\$4,179	\$0	\$130,981
29	Year 30	\$112,727	\$11,445	\$2,630	\$0	\$4,179	\$0	\$130,981
30	Year 31	\$112,727	\$15,260	\$2,630	\$0	\$4,307	\$0	\$134,925
25-Year Average		\$96,837	\$2,253	\$2,260	\$0	\$3,335	\$0	\$104,684
31-Year Average		\$99,486	\$3,785	\$2,321	\$0	\$3,475	\$0	\$109,067



Community Wage Perspective

- Given the hazards and responsibilities of law enforcement, it is appropriate that MPD police earn more than an average worker in the community with equivalent educational attainment – and these officers do
- The District requires Police Officers to have successfully completed 60 college credits or equivalent. Median earnings for residents of the Washington-Arlington-Alexandria DC-VA-MD-WV MSA age 25 and older were \$74,003 in 2023, segmented as follows by educational attainment:

Washington-Arlington-Alexandria MSA

– Less than a High School degree:	\$36,513
– High School graduate or equivalency:	\$43,394
– Some College / Associate’s Degree:	\$53,998
– Bachelor’s Degree:	\$88,891
– Graduate or professional degree:	\$115,021

- As a further reference point, median earnings for full-time, year-round workers were \$82,548 and median household income for Washington-Arlington-Alexandria, DC-VA-MD-WV MSA residents (inclusive of multiple earners as applicable) was \$121,469

MPD Police	Washington-Arlington-Alexandria Metro Area (2023)
25-Year Career Average Direct Compensation Patrol Officer Rank: \$104,644 <u>Before</u> Overtime, Specialty Premiums, Promotion	Median Earnings (All Residents, 25+): \$74,003 Median Earnings (Full-Time, Year-Round): \$82,548 Median Household Income: \$121,469

- While neither the median earnings nor median household income metrics for Washington MSA residents align perfectly on an apples-to-apples basis with the available data for MPD bargaining unit police employees, these measures nonetheless indicate that MPD police positions provide good wages within the context of the local community

Sources: U.S. Census Bureau, American Community Survey 2023 – (1-year estimates), Median Earnings in the Past 12 Months for the Population 25 Years and Older with Earnings. Census median earnings based on all residents with earnings, which would include both part-time employment and the combined earnings of workers with two or more jobs. Median household income includes all members of a household, which may represent two or more workers, as well as some non-wage income (e.g., interest earnings, rental income)



Strong Benefits

- ◆ **Family medical coverage** for active employees with a choice of HMO, PPO, and CDHP plans and an employee contribution of 25% of premium costs; supplemental dental and vision plans (no employee premium contribution for vision or dental HMO, employer-subsidized dental PPO option)
- ◆ **Traditional defined benefit pension** at 25 years of service, with payment set at 2.5% of final compensation for each year of service up to a maximum of 80%
- ◆ **Retiree medical coverage** with a retiree contribution of 25% of premium costs after 25 years (Tier 3 survivor coverage at 40% of premium contributions)
- ◆ **Legal coverage** jointly funded by the District and FOP covering private matters such as estates, divorce, and real estate closings as well as on-duty representation
- ◆ **Life insurance** on a group basis with 1/3 of the premium paid by the District
- ◆ **Housing Assistance:** In addition to programs for new recruits, the employer-assisted housing program offers downpayment and closing cost assistance for first-time homebuyers; the metropolitan police housing assistance program offers a five-year program of property tax credits (80%, 60%, 40%, 20%, 20%) and income tax credits (\$2,000 per year for five years)



Comparison Police Employers



Comparators

The District Code defines competitive compensation as that which falls “reasonably within the range of compensation of public sector employees in jurisdictions with costs of living and working conditions comparable to the District”

To address this statutory guidance, we applied the following criteria:

- Working Conditions
 - Sworn police force > 1,000
 - Population > 500,000
- Cost-of-Living
 - Located in a Northeast corridor metropolitan area with a Bureau of Economic Analysis Regional Price Parity (RPP) within a 10% variance from the District
 - As checks on this factor, the accompanying table also presents the metropolitan statistical area (MSA) median home value (2023) and the 2024 federal locality pay adjustment provided in each of these areas, indexed to the DC region as 100

	Population 2023	Sworn Police (2023)	RPP (2022)	MSA - Median Home Value (2023)	MSA – Median Monthly Owner Cost (w/Mortgage) [2023]	Federal Locality Pay (2024)
District of Columbia	678,972	3,342	111.3	\$574,000	\$2,679	100.0
Baltimore City, MD	565,239	2,047	102.4	\$385,900	\$2,128	100.0
Boston, MA	652,442	2,091	112.0	\$646,600	\$2,863	102.5
Fairfax County, VA	1,141,878	1,305	111.3	\$574,000	\$2,679	100.0
Montgomery County, MD	1,058,474	1,130	111.3	\$574,000	\$2,679	100.0
New York City, NY	8,258,035	33,316	113.0	\$610,200	\$3,104	109.2
Philadelphia, PA	1,550,542	5,444	100.7	\$356,700	\$2,091	95.6
Prince George's County, MD	947,430	1,423	111.3	\$574,000	\$2,679	100.0
DC Rank	6 of 8	3 of 8	3-6 of 8	3-6 of 8	3-6 of 8	3-7 of 8

Sources: U.S Census, American Community Survey, 2023 1-Year Estimates. Federal Bureau of Investigation, Uniform Crime Reporting, Law Enforcement Employees Data as of 2023. Bureau of Labor Statistics, Level of Comparability Payments for January 2024 and Other Matters Pertaining to the Locality Pay Program, 2.4.2023. US Department of Commerce, Bureau of Economic Analysis, Real Personal Consumption Expenditures by State and Real Personal Income by State and Metropolitan Area, 2022.



Comparability Context

- Even after a relevant grouping of comparable employers has been identified, some employers will almost always be found to pay more and some to pay less than others
- Multiple factors may help to explain why a particular employer's cash compensation does not fall at the precise mathematical midpoint within a particular universe, for example:
 - Economic base and relative ability to pay
 - Differences in duties, responsibilities, and organizational structure
 - Regional labor market considerations
 - Differences in non-cash compensation



Operational and Fiscal Context

All other factors held equal, the District's comparatively high number of police officers per resident requires greater local spending on law enforcement, separate and apart from the compensation costs per officer

	Population (2023)	Sworn Police (2023)	Sworn Police Per 1,000 Residents	Poverty Rate	Credit Rating	
					Moody's	S&P
District of Columbia	678,972	3,342	4.9	14.0%	Aaa	AA+
Baltimore City, MD	565,239	2,047	3.6	20.2%	Aa2	A+
Boston, MA	652,442	2,091	3.2	15.6%	Aaa	AAA
Fairfax County, VA	1,141,878	1,305	1.1	6.0%	Aaa	AA+
Montgomery County, MD	1,058,474	1,130	1.1	7.0%	Aaa	AAA
New York City, NY	8,258,035	33,316	4.0	18.2%	Aa2	AA+
Philadelphia, PA	1,550,542	5,444	3.5	20.3%	A1	A
Prince George's County, MD	947,430	1,423	1.5	11.0%	Aa3	AAA
DC Rank	5 of 8	3 of 8	1 of 8	5 of 8	1-4 of 8	4-6 of 8

Sources: U.S Census, American Community Survey, 2023 1-Year Estimates. Federal Bureau of Investigations, Uniform Crime Reporting, Law Enforcement Employees Data as of 2023. Moody's Investor Services and Standard and Poor's Credit Ratings, as of 11/2024.



Methodology

- Comparative analyses are made as of the expiration date of the current MPD agreement expiring September 30, 2023, covering:
 - Base pay + longevity**
 - Total direct cash compensation:** includes the sum of all major forms of cash compensation available to uniformed police personnel, including base pay, longevity, holiday pay where available in cash, uniform allowances, and other standard allowances, while excluding variable compensation based on extra hours worked (i.e., non-scheduled overtime) and special qualifications and assignments (e.g., language, education, special duties). Consistent with the year-by-year detail for this type of analysis shown on Slide 9, the table below details MPD police officer compensation at 25 years of completed service (i.e., Year 26)

Years Served	Year of Service	Base Pay	Longevity	Shift Differential	Holiday Pay	Uniform Allowance	Other Allowances	Total Direct
25	Year 26	\$112,727	\$11,445	\$2,630	\$4,179	\$0	\$0	\$130,981

- Major benefit categories (healthcare and retirement)**



Base and Longevity (as of 9/30/2023)



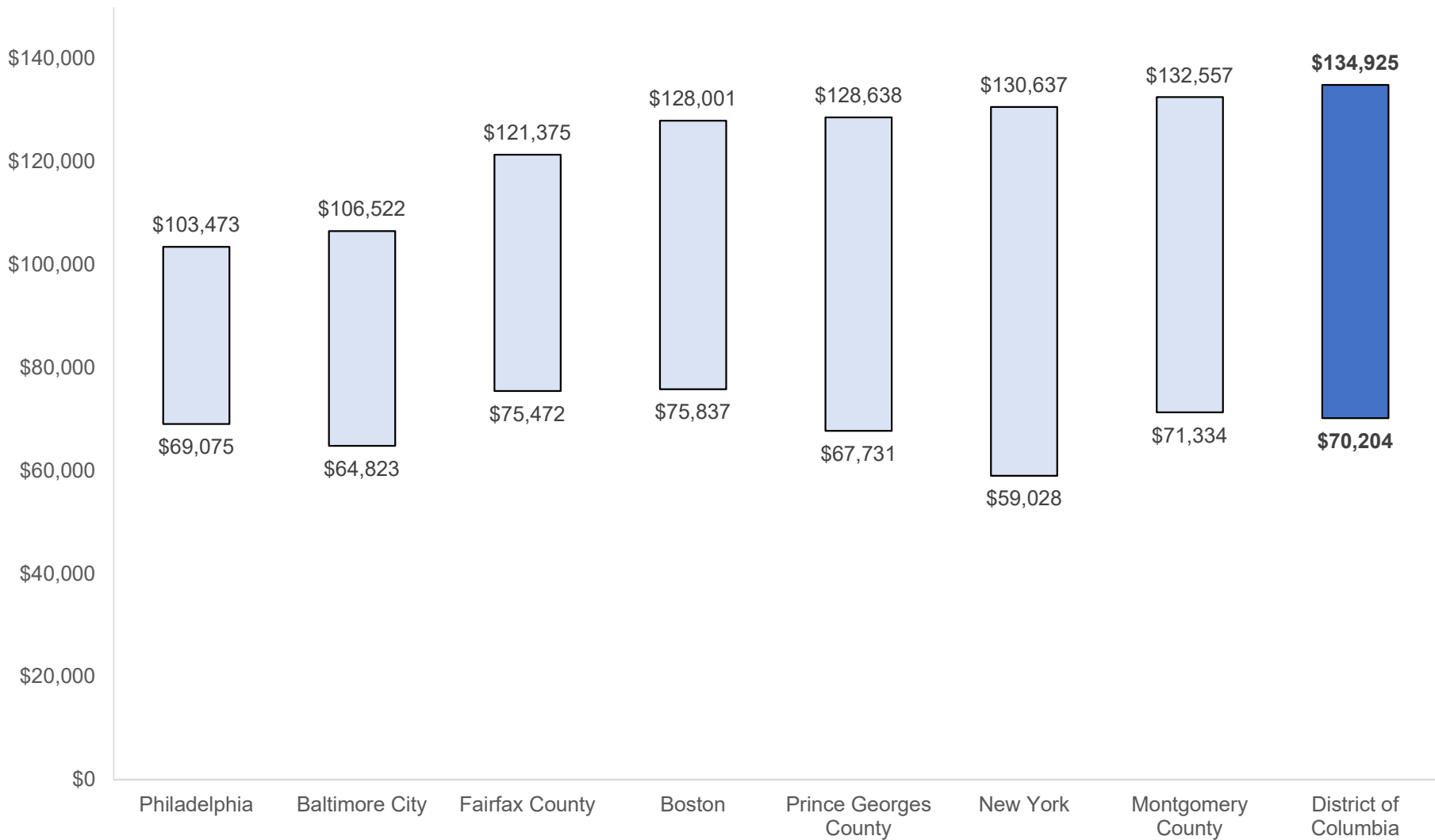


Base and Longevity (as of 9/30/2023)

Year of Service	District of Columbia	Median (excl. DC)	Variance	Baltimore City	Boston	Fairfax County	Montgomery County	New York	Philadelphia	Prince George's County	Rank
Year 1	\$66,419	\$62,676	6.0%	\$61,349	\$68,998	\$69,034	\$62,676	\$53,790	\$66,021	\$59,915	3 of 8
Year 2	\$71,204	\$63,774	11.6%	\$62,407	\$76,966	\$72,486	\$63,774	\$54,768	\$76,536	\$60,964	4 of 8
Year 3	\$76,299	\$67,685	12.7%	\$63,464	\$84,944	\$76,111	\$67,685	\$56,270	\$82,001	\$62,012	3 of 8
Year 4	\$80,113	\$71,733	11.7%	\$68,224	\$84,944	\$79,916	\$71,733	\$57,417	\$90,354	\$68,753	3 of 8
Year 5	\$80,113	\$76,133	5.2%	\$72,984	\$84,944	\$83,912	\$76,133	\$60,457	\$94,119	\$71,160	4 of 8
Year 6	\$88,327	\$88,107	0.2%	\$76,686	\$106,699	\$88,107	\$80,689	\$91,732	\$94,575	\$78,806	4 of 8
Year 7	\$88,327	\$92,513	-4.5%	\$78,273	\$106,699	\$92,513	\$83,514	\$112,869	\$94,575	\$81,658	5 of 8
Year 8	\$92,725	\$94,575	-2.0%	\$79,859	\$106,699	\$97,138	\$86,435	\$112,869	\$94,575	\$84,516	5 of 8
Year 9	\$92,725	\$94,575	-2.0%	\$81,446	\$106,699	\$97,138	\$89,462	\$112,869	\$94,575	\$87,474	5 of 8
Year 10	\$92,725	\$94,575	-2.0%	\$83,033	\$106,699	\$97,138	\$92,594	\$112,869	\$94,575	\$90,536	5 of 8
Year 11	\$97,380	\$95,835	1.6%	\$84,090	\$108,499	\$97,138	\$95,835	\$114,358	\$95,212	\$93,704	3 of 8
Year 12	\$97,380	\$97,138	0.2%	\$86,851	\$108,499	\$97,138	\$99,191	\$114,358	\$95,212	\$96,984	4 of 8
Year 13	\$97,380	\$98,681	-1.3%	\$87,930	\$108,499	\$97,138	\$102,663	\$114,358	\$95,212	\$98,681	5 of 8
Year 14	\$102,248	\$100,408	1.8%	\$89,009	\$108,499	\$97,138	\$106,256	\$114,358	\$95,212	\$100,408	4 of 8
Year 15	\$102,248	\$102,165	0.1%	\$90,088	\$108,499	\$97,138	\$108,084	\$114,358	\$95,212	\$102,165	4 of 8
Year 16	\$105,882	\$103,953	1.9%	\$91,167	\$111,699	\$101,995	\$111,867	\$115,842	\$95,850	\$103,953	4 of 8
Year 17	\$110,992	\$105,772	4.9%	\$92,246	\$111,699	\$101,995	\$111,867	\$115,842	\$95,850	\$105,772	4 of 8
Year 18	\$110,992	\$107,623	3.1%	\$93,324	\$111,699	\$101,995	\$115,782	\$115,842	\$95,850	\$107,623	4 of 8
Year 19	\$110,992	\$109,507	1.4%	\$94,403	\$111,699	\$101,995	\$115,782	\$115,842	\$95,850	\$109,507	4 of 8
Year 20	\$110,992	\$111,423	-0.4%	\$96,418	\$111,699	\$101,995	\$115,782	\$115,842	\$95,850	\$111,423	5 of 8
Year 21	\$120,357	\$111,899	7.6%	\$97,508	\$111,899	\$107,095	\$119,835	\$117,369	\$96,306	\$115,323	1 of 8
Year 22	\$120,357	\$111,899	7.6%	\$98,597	\$111,899	\$107,095	\$119,835	\$117,369	\$96,306	\$119,359	1 of 8
Year 23	\$120,357	\$111,899	7.6%	\$99,687	\$111,899	\$107,095	\$119,835	\$117,369	\$96,306	\$119,359	1 of 8
Year 24	\$120,357	\$111,899	7.6%	\$100,776	\$111,899	\$107,095	\$119,835	\$117,369	\$96,306	\$119,359	1 of 8
Year 25	\$120,357	\$111,899	7.6%	\$101,866	\$111,899	\$107,095	\$119,835	\$117,369	\$96,306	\$119,359	1 of 8
Year 26	\$124,172	\$112,450	10.4%	\$102,955	\$112,099	\$112,450	\$119,835	\$117,369	\$96,852	\$119,359	1 of 8
Year 27	\$124,172	\$112,450	10.4%	\$102,955	\$112,099	\$112,450	\$119,835	\$117,369	\$96,852	\$119,359	1 of 8
Year 28	\$124,172	\$112,450	10.4%	\$102,955	\$112,099	\$112,450	\$119,835	\$117,369	\$96,852	\$119,359	1 of 8
Year 29	\$124,172	\$112,450	10.4%	\$102,955	\$112,099	\$112,450	\$119,835	\$117,369	\$96,852	\$119,359	1 of 8
Year 30	\$124,172	\$112,450	10.4%	\$102,955	\$112,099	\$112,450	\$119,835	\$117,369	\$96,852	\$119,359	1 of 8
Year 31	\$127,987	\$112,450	13.8%	\$102,955	\$112,099	\$112,450	\$119,835	\$117,369	\$97,308	\$119,359	1 of 8
25-Year Avg:	\$99,090	\$95,386	3.9%	\$85,267	\$103,791	\$95,386	\$98,279	\$102,550	\$92,750	\$94,751	3 of 8
31-Year Avg:	\$104,068	\$99,514	4.6%	\$88,691	\$105,399	\$98,688	\$102,451	\$105,418	\$93,559	\$99,514	3 of 8



Total Direct Compensation (as of 9/30/2023)





Total Direct Compensation accounts for standard patrol officer premiums and differentials (e.g. shift, holiday pay, clothing allowances) in addition to base + longevity

Total Direct Compensation (as of 9/30/2023)

Year of Service	District of Columbia	Median (excl. DC)	Variance	Baltimore City	Boston	Fairfax County	Montgomery County	New York	Philadelphia	Prince Georges County	Rank
Year 1	\$70,204	\$69,075	1.6%	\$64,823	\$75,837	\$75,472	\$71,334	\$59,028	\$69,075	\$67,731	4 of 8
Year 2	\$75,261	\$72,513	3.8%	\$65,886	\$88,940	\$79,129	\$72,513	\$60,781	\$81,663	\$68,810	4 of 8
Year 3	\$80,647	\$76,715	5.1%	\$66,947	\$98,076	\$82,968	\$76,715	\$62,461	\$87,401	\$69,889	4 of 8
Year 4	\$84,678	\$80,980	4.6%	\$71,725	\$98,076	\$86,955	\$80,980	\$63,741	\$96,172	\$76,708	4 of 8
Year 5	\$84,678	\$85,707	-1.2%	\$76,503	\$98,076	\$91,187	\$85,707	\$67,140	\$100,125	\$79,185	5 of 8
Year 6	\$93,360	\$95,632	-2.4%	\$80,203	\$121,515	\$95,632	\$90,601	\$101,757	\$100,603	\$87,054	5 of 8
Year 7	\$93,360	\$100,299	-6.9%	\$81,796	\$121,515	\$100,299	\$93,636	\$125,934	\$100,603	\$89,989	6 of 8
Year 8	\$98,009	\$100,603	-2.6%	\$83,388	\$121,515	\$105,199	\$96,775	\$125,934	\$100,603	\$92,930	5 of 8
Year 9	\$98,009	\$100,603	-2.6%	\$84,981	\$121,515	\$105,199	\$100,026	\$125,934	\$100,603	\$95,974	6 of 8
Year 10	\$98,009	\$103,392	-5.2%	\$86,574	\$121,515	\$105,199	\$103,392	\$125,934	\$100,603	\$99,125	7 of 8
Year 11	\$102,929	\$105,199	-2.2%	\$87,618	\$123,660	\$105,199	\$106,873	\$127,490	\$101,273	\$102,354	5 of 8
Year 12	\$102,929	\$105,729	-2.6%	\$90,390	\$123,660	\$105,199	\$110,478	\$127,490	\$101,273	\$105,729	6 of 8
Year 13	\$102,929	\$107,476	-4.2%	\$91,473	\$123,660	\$105,199	\$114,208	\$127,490	\$101,273	\$107,476	6 of 8
Year 14	\$108,075	\$109,253	-1.1%	\$92,539	\$123,660	\$105,199	\$118,069	\$127,490	\$101,273	\$109,253	5 of 8
Year 15	\$108,075	\$111,061	-2.7%	\$93,622	\$123,660	\$105,199	\$120,033	\$127,490	\$101,273	\$111,061	5 of 8
Year 16	\$111,831	\$112,901	-0.9%	\$94,705	\$127,453	\$110,345	\$124,097	\$129,041	\$101,943	\$112,901	5 of 8
Year 17	\$117,232	\$114,654	2.2%	\$95,789	\$127,453	\$110,299	\$123,997	\$129,041	\$101,943	\$114,654	4 of 8
Year 18	\$117,232	\$116,559	0.6%	\$96,871	\$127,453	\$110,299	\$128,203	\$129,041	\$101,943	\$116,559	4 of 8
Year 19	\$117,232	\$118,498	-1.1%	\$97,937	\$127,453	\$110,299	\$128,203	\$129,041	\$101,943	\$118,498	5 of 8
Year 20	\$117,232	\$120,470	-2.7%	\$99,960	\$127,453	\$110,299	\$128,203	\$129,041	\$101,943	\$120,470	5 of 8
Year 21	\$127,038	\$124,483	2.1%	\$101,054	\$127,738	\$115,702	\$132,557	\$130,637	\$102,421	\$124,483	4 of 8
Year 22	\$127,038	\$127,738	-0.5%	\$102,147	\$127,738	\$115,702	\$132,557	\$130,637	\$102,421	\$128,637	5 of 8
Year 23	\$127,038	\$127,738	-0.5%	\$103,241	\$127,738	\$115,702	\$132,557	\$130,637	\$102,421	\$128,637	5 of 8
Year 24	\$127,038	\$127,738	-0.5%	\$104,335	\$127,738	\$115,702	\$132,557	\$130,637	\$102,421	\$128,637	5 of 8
Year 25	\$127,038	\$127,738	-0.5%	\$105,429	\$127,738	\$115,702	\$132,557	\$130,637	\$102,421	\$128,637	5 of 8
Year 26	\$130,981	\$128,001	2.3%	\$106,522	\$128,001	\$121,375	\$132,557	\$130,637	\$102,995	\$128,637	2 of 8
Year 27	\$130,981	\$128,001	2.3%	\$106,522	\$128,001	\$121,375	\$132,557	\$130,637	\$102,995	\$128,637	2 of 8
Year 28	\$130,981	\$128,001	2.3%	\$106,522	\$128,001	\$121,375	\$132,557	\$130,637	\$102,995	\$128,637	2 of 8
Year 29	\$130,981	\$128,001	2.3%	\$106,522	\$128,001	\$121,375	\$132,557	\$130,637	\$102,995	\$128,637	2 of 8
Year 30	\$130,981	\$128,001	2.3%	\$106,522	\$128,001	\$121,375	\$132,557	\$130,637	\$102,995	\$128,637	2 of 8
Year 31	\$134,925	\$128,001	5.4%	\$106,522	\$128,001	\$121,375	\$132,557	\$130,637	\$103,473	\$128,638	1 of 8
25-Year Avg:	\$104,684	\$103,415	1.2%	\$88,797	\$118,433	\$103,332	\$109,473	\$114,179	\$98,625	\$103,415	4 of 8
31-Year Avg:	\$109,901	\$108,297	1.5%	\$92,228	\$120,285	\$106,824	\$113,941	\$117,365	\$99,487	\$108,297	4 of 8



Signing Bonuses

As of September 2024

Jurisdiction	Signing Bonus
District of Columbia	\$25,000 hiring bonus (\$15,000 start, \$10,000 with Academy graduation) + \$6,000 rental assistance
Baltimore	\$10,000 signing bonus upon successful Academy graduation + \$5,000 student loan assistance
Boston	-
Fairfax County (VA)	\$15,000 Hiring Incentive
Montgomery County (MD)	\$20,000 Hiring Bonus (10% on first day, 30% after completion of field training, 30% after completing probationary period, 30% after 3 years from hiring date)
New York City	-
Philadelphia	20% of starting salary (\$13,898 as of 7/1/2024)
Prince George's County (MD)	\$10,000 for new officers \$15,000 for experienced officers



Health Benefits

As of 9/30/2023

5 of 7 benchmark departments have similar employee cost sharing structures for PPO coverage

Plan Options	Single			Family			
	EE \$	ER \$	Premium Split % (EE/ER)	EE \$	ER \$	Premium Split % (EE/ER)	
District of Columbia	Aetna PPO	\$228	\$684	25% / 75%	\$659	\$1,976	25% / 75%
	Aetna CDHP w/ HSA	\$93	\$278		\$268	\$803	
	Aetna HMO	\$243	\$730		\$703	\$2,110	
	Carefirst HMO	\$204	\$612		\$590	\$1,769	
	Carefirst PPO	\$227	\$680		\$664	\$1,993	
	UnitedHealthcare Open Access	\$224	\$671		\$655	\$1,966	
	Kaiser Permanente - HMO	\$181	\$543		\$530	\$1,591	
Baltimore	Blue Choice - PPO High Option	\$198	\$629	25% / 75%	\$594	\$1,888	25% / 75%
	Blue Choice - PPO Standard Option	\$140	\$624	19% / 81%	\$419	\$1,871	19% / 81%
	Aetna Open Access - HMO	\$58	\$558	11% / 89%	\$174	\$1,733	11% / 89%
	Kaiser Permanente - HMO	\$69	\$617		\$205	\$1,850	
Boston	BCBC PPO	\$376	\$898	31.5% / 68.5%	\$998	\$2,385	31.5% / 68.5%
	Allways Value HMO	\$171	\$704	21.5% / 78.5%	\$452	\$1,867	21.5% / 78.5%
	BCBS Standard HMO	\$206	\$848		\$545	\$2,249	
Fairfax County (VA)	Cigna CDHP w/ HSA	\$88	\$500	15% / 85%	\$441	\$1,323	25% / 75%
	Cigna OAP 90%	\$150	\$849		\$749	\$2,246	
	Cigna OAP 80%	\$108	\$610		\$539	\$1,616	
	Kaiser Permanente HMO	\$109	\$618		\$545	\$1,636	
Montgomery County (MD)	Carefirst High Option POS	\$140	\$559	20% / 80%	\$407	\$1,627	20% / 80%
	Carefirst Standard Option POS	\$130	\$520		\$378	\$1,513	
	UnitedHealthcare Select HMO	\$114	\$457		\$349	\$1,398	
	Kaiser HMO	\$140	\$559		\$413	\$1,653	
New York City	GHI-CBP/EBCBS	\$0	\$1,093	0% / 100%	\$0	\$2,428	0% / 100%
	HIP HMO Gold	\$0			\$0		
	Aetna EPO		New York City pays the HIP rate for the basic health benefits of all City employees. There is no employee contribution for the basic HIP-HMO plan or the GHI-CBP plan. If an employee opts to be in a different plan, they pay the difference between the HIP rate and that plan's rate.				
	DC37 Med Team						
	CIGNA						
	Empire Blue Access EPO						
	HIP POS						
	GHI HMO						
	MetroPlus Health Gold						
Vytra							
Philadelphia	Personal Choice PPO	Employees do not contribute toward the cost of health insurance. The health plan is managed and administered by the Union with City funding.					
Prince George's County (MD)	Cigna PPO	\$235	\$547	30% / 70%	\$664	\$1,550	30% / 70%
	Kaiser Permanente - HMO	\$139	\$418	25% / 75%	\$403	\$1,209	25% / 75%
	Cigna HMO	\$150	\$449		\$419	\$1,256	



Retirement Benefits

As of 9/30/2023

The District's pension benefit structure falls competitively within the mainstream for the benchmark departments

	Normal Retirement Eligibility	Pension Formula	Average Final Compensation (AFC) Period	COLA
District of Columbia	25 YOS or Age 60	2.5% x AFC x YOS Maximum: 80%	36 months	100% of CPI up to 3.0%
Baltimore*	25 YOS or Age 55 with 15 YOS	2.5% x AFC x (1-20 YOS) + 2.0% x AFC x (21+ YOS) No maximum	36 months	Age 55 to 65: 1.0% Age 65+: 2.0% Must first receive benefits for at least 2 years before receiving COLA
Boston	Age 55 with 10 YOS	2.5% x AFC x YOS if age 57 or older at retirement (reduced multiplier if <57) Maximum: 80%	60 months	3.0% on the first \$15,000
Fairfax County (VA)	25 YOS or Age 55	2.8% x AFC x YOS Maximum set by IRS regulations**	36 months	Based on CPI-U, not to exceed 4.0%
Montgomery County (MD)	25 YOS or Age 55 with 15 YOS	2.6% x AFC (1-25 YOS) 2.4% x AFC (26-34 YOS) subject to mandatory Social security integration*** Maximum 86.6%	36 months	100% of CPI-U for the Washington-Baltimore area up to 2.5% for years of service after 6/30/2011. COLA on prior years of service capped at 3.0%; 60.0% of the change greater than 3.0% (maximum 7.5%)
New York City****	22 YOS	50% x AFC + VSF (\$12,000) No maximum, Social Security offset	36 months	Up to 3.0% applied to first \$18,000 of the benefit after 5 years retired
Philadelphia	50 and 10 YOS	2.2% X AFC X YOS (1-20) + 2% x AFC x YOS (20+) Maximum 100%	24 months	Ad Hoc
Prince George's County (MD)	25 YOS or Age 55 with 10 YOS	3.0% x AFC (1-20 YOS) + 2.5% x AFC (21-30 YOS) Maximum 85%	24 months	Members' monthly benefit increase between \$35 and \$135 based on "excess" returns

Current tiers shown for all plans as applicable.

AFC = Average Final Compensation, SSWB = Social Security Wage Base, COLA = Cost-of-living adjustments

VSF = Variable Supplement Fund, Statutory payments made by the city in addition to regular pension payments

* On 7/1/2025, Baltimore is set to modify pension benefits, including shortening the AFC from highest 36 to 24 months and eliminating the two-year wait period for COLA adjustments

** Cannot exceed \$160,000 or 100% of participant's AFC for their highest three years. <https://www.law.cornell.edu/uscode/text/26/415>

*** Montgomery County: After Age 70: 1.80% (Year 1-25) + 1.65% (Year 26 - 34) up to SS Covered Compensation x YOS

****Tier 3 Enhanced members (members who were appointed on or after 4/1/2017) contribute 3% of pensionable earnings PLUS an additional contribution rate to help fund the enhanced disability benefit. Currently, the additional contribution rate is 1%. This additional 1% can be raised to up to 3% based on a financial analysis by the Office of the Actuary, which is conducted every three years. At no time can the total contribution rate exceed 6%.



Retirement Benefits

As of 9/30/2023

- MPD members contribute less toward pension benefits than officers with 5 of the 7 comparators, while the District's employer contribution is toward the higher end of the range

	Employee Contribution	Employer Normal Contribution	Investment Return Assumption
District of Columbia	8.00%	30.08%	6.25%
Baltimore	10.00%	14.18%	6.90%
Boston	9% + 2% of salary over \$30k	7.52%	6.90%
Fairfax County (VA)	8.65%	20.90%	6.75%
Montgomery County (MD)	6.75% on earnings up to SSWB; 10.50% on earnings over SSWB	18.25%	7.50%
New York City	4.00%	28.72%	7.00%
Philadelphia	8.50%	6.78%	7.35%
Prince George's County (MD)	10.00%	22.70%	6.75%

Source: actuarial valuations: DC as of 10/1/2023; contribution requirements vary based on benefit design, actuarial assumptions, and employees covered. Current tier rates shown for employee contributions.



Retiree Healthcare

As of 9/30/2023

- Of the 5 comparators that also provide lifetime medical coverage in retirement, 4 require the same or greater employee contributions toward PPO premiums

	Duration	Retiree Contribution
District of Columbia	Lifetime	25% of premium
Baltimore	Lifetime	50% of premium
Boston	Until Medicare Eligibility	--
Fairfax County (VA)	Lifetime	50% of age-banded premiums
Montgomery County (MD)	Lifetime	30% of premium
New York City	Lifetime	--
Philadelphia	Limited to 5 years, with possible extensions through conversion of unused sick leave accruals	--
Prince George's County (MD)	Lifetime	25% of premium for PPOs 20% of premium for HMOs

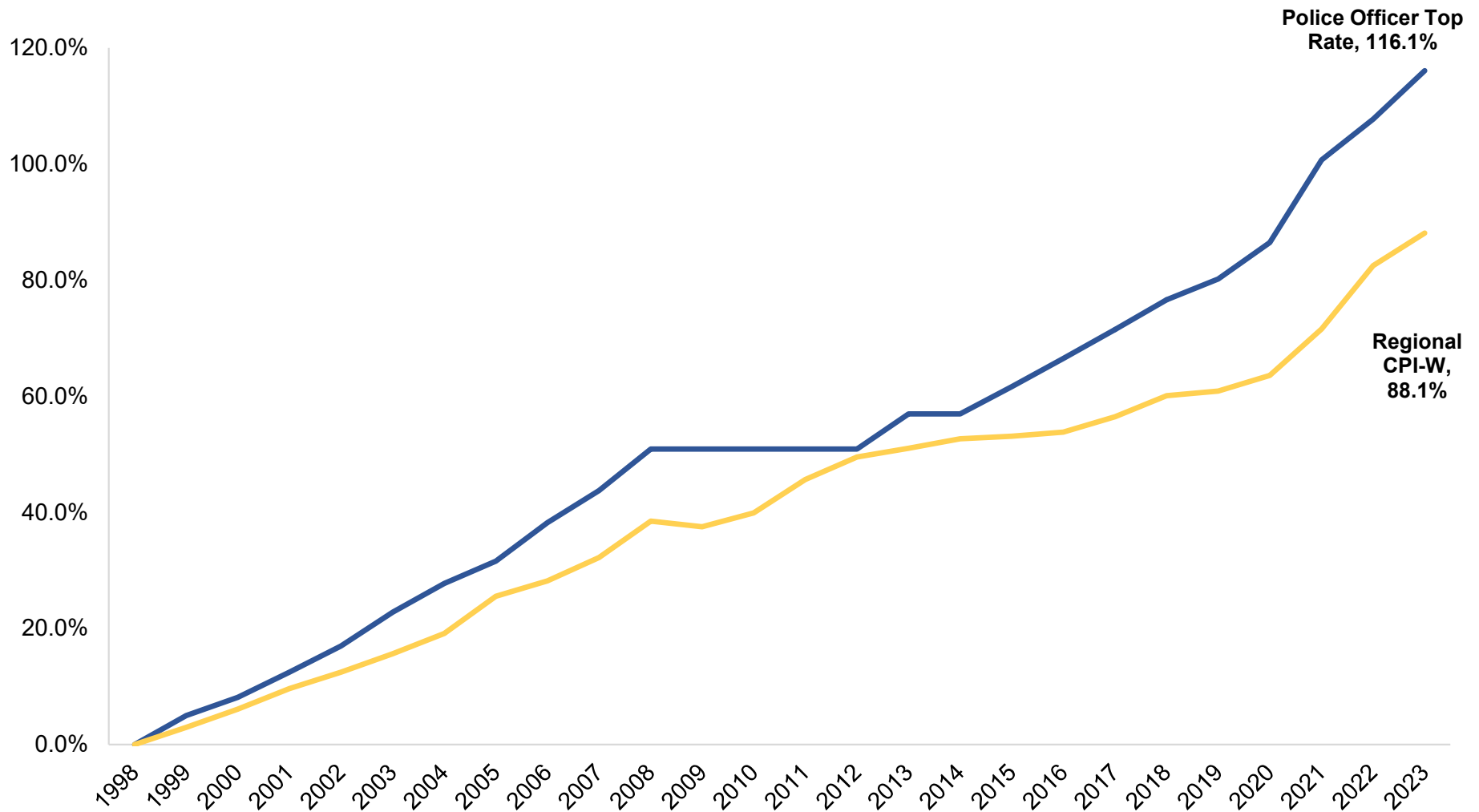


Economic Factors and Trends



Officer Top Rate vs. Consumer Prices: 25-Year Perspective

9/1998 – 9/2023



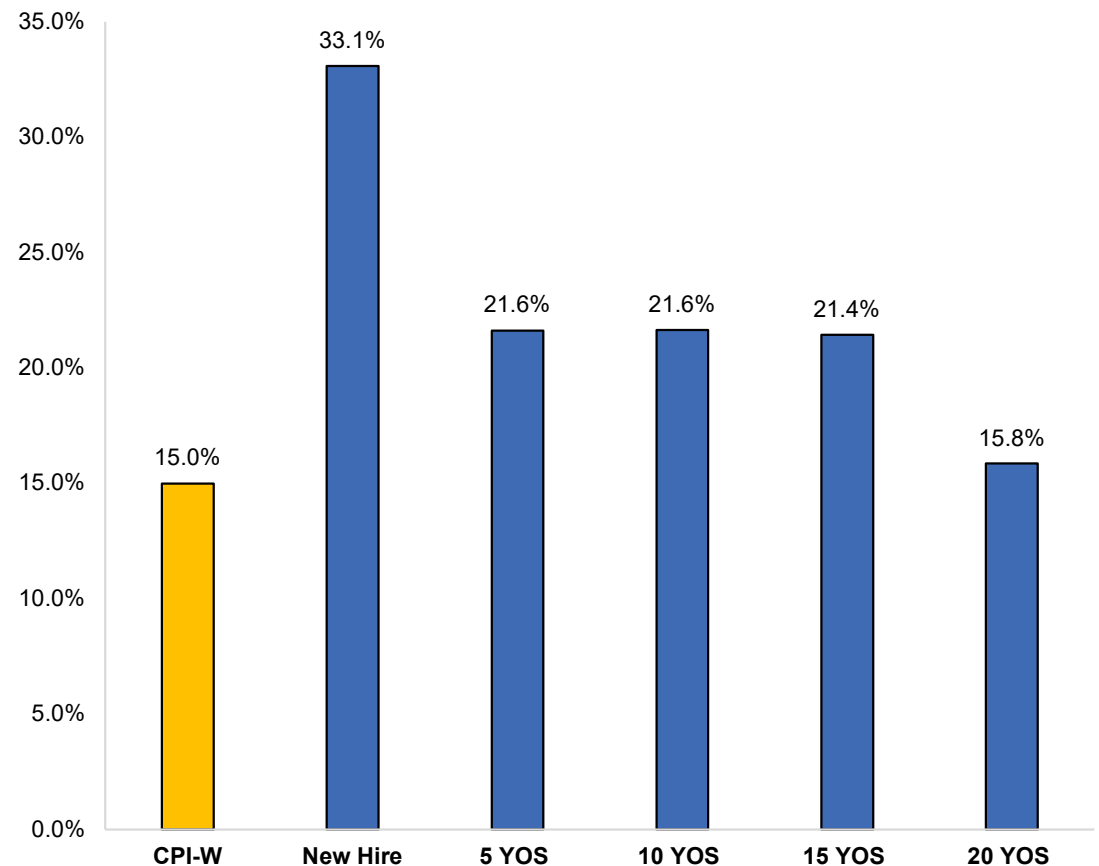


MPD Wages vs. Consumer Prices

Current Contract Period (with Increments & Longevity)

- Over the most recent 3-year contract period, general wage increases were: 2.5% in FY2021, 3.5% in FY2022, and 4.0% in FY2023, for a compounded 10.3%
- In addition, the agreement added a new 5.0% base retention differential after five (5) years of service (applied to the first step of base pay + first retention allowance) that further increased pay for most officers
- Most individuals also experienced pay increases due to movement through the existing step and longevity schedule
- These multiple forms of wage adjustment mitigated the impact of the extraordinary post-pandemic inflation spike, even as longer-term general wage growth remained well ahead of CPI

MPD Individual Wage Growth v. Consumer Prices
Sept 2020 - Sept 2023



Source: Bureau of Labor Statistics, Regional Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W); MPD collective bargaining agreements and pay plans.



Recent and Projected Change

- Since the contract expired, CPI growth has moderated. Year over year, September 2024 CPI-W rose 2.3% regionally and 2.2% nationally
- Looking forward, the most recent Q4 CPI projection of the Survey of Professional Forecasters produced by the Federal Reserve of Philadelphia anticipates that CPI will remain moderate, with levels of 2.5% for the full CY 2024 declining to 2.3% by 2026
- Beyond the CPI, the Federal Reserve looks to the price index for personal consumption expenditures (PCE), based on a somewhat different methodology. Paralleling mainstream CPI forecasts, PCE inflation is also projected to continue to moderate over the next several years

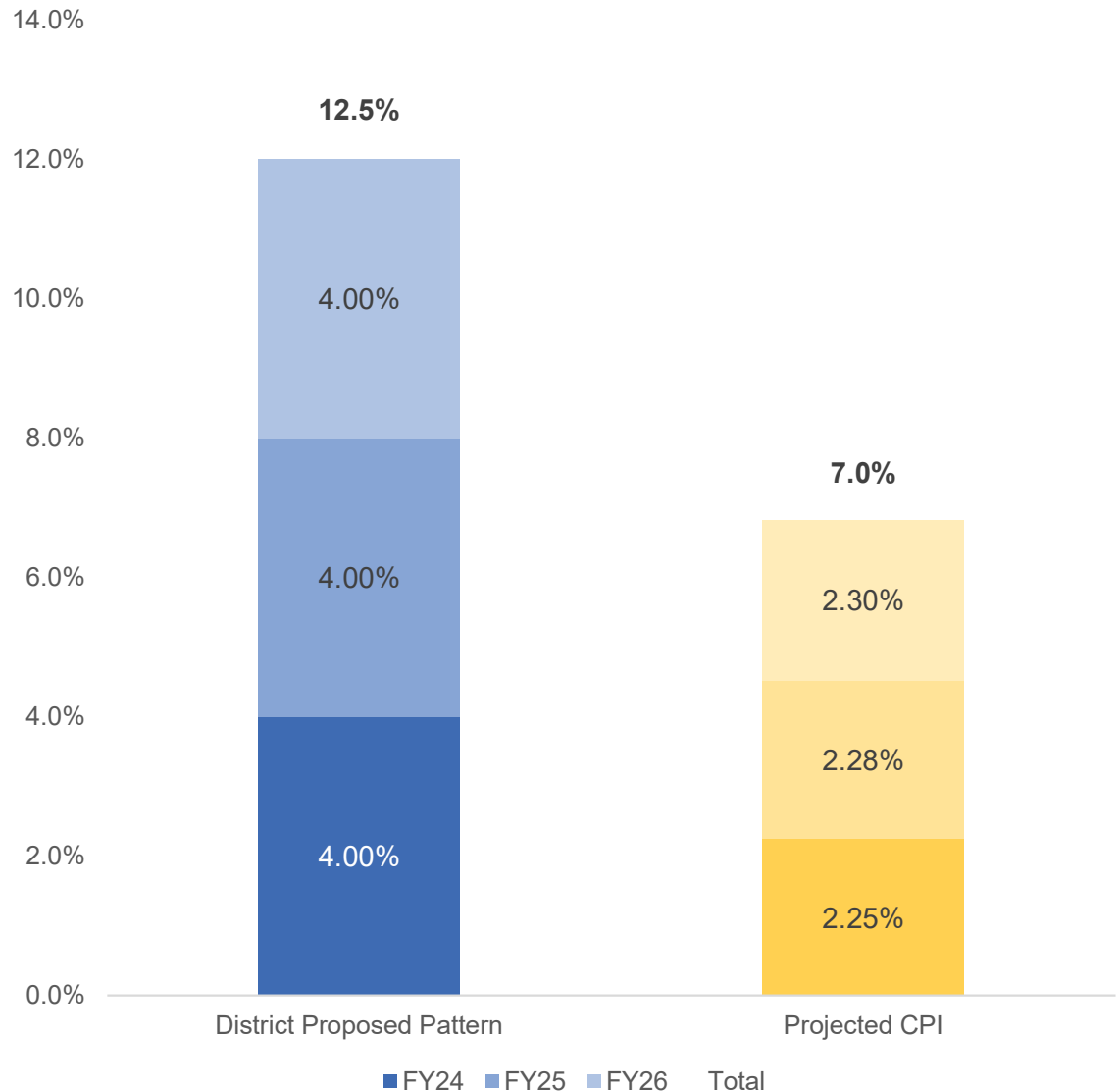
Federal Reserve – Survey of Professional Forecasters CPI and PCE Inflation - Median Projections (Q4 2024)			
	2024	2025	2026
CPI	2.5%	2.4%	2.3%
PCE	2.4%	2.2%	2.1%

Source: Bureau of Labor Statistics, CPI-W (seasonally adjusted); Federal Reserve Bank of Philadelphia, Forth Quarter 2024 Survey of Professional Forecasters (November 15, 2024)



District Proposal v. Projected CPI

- The District's final offer would increase wages by 12.5% (compounded) over the three years covered, outpacing actual CPI growth to date + projected future growth across the same period
- This total does not include any additional gains experienced by individuals due to steps, the retention allowance and differentials, and longevity pay



Source: Bureau of Labor Statistics; Federal Reserve Bank of Philadelphia, Fourth Quarter 2024 Survey of Professional Forecasters (November 15, 2024)



Overall Economic Context

Ongoing economic uncertainty:

- Inflation has declined significantly from pandemic-driven peaks
- Job production remains positive, but has slowed markedly
- The Federal Reserve remains committed to managing interest rates to moderate inflation while also seeking to maintain strong employment
- In a best case, the economy continues to experience a “soft landing” with inflation continuing to decline without a recession but with a softening jobs market. This is the current mainstream expectation
- In a worst case, increased borrowing costs or other developments could lead to a recession
- The economy faces multiple risks/uncertainties, including... post-election policy change, ongoing war in Ukraine and the Middle East, U.S.-China tensions, “unknown unknowns”
- Changes in federal leadership may also drive change in intergovernmental funding

For public sector bargaining, this creates a cloudier longer-term picture than in more stable periods

- CPI pressures have declined significantly, but the pace of full return to 2.0% targets continues to be monitored closely by the Federal Reserve
- Revenues available and taxpayer impacts in the outyears are also uncertain under a slowed economy and with heightened potential for policy change
- These factors will impact both the broader labor market and comparable public employers

Federal Reserve Statement:

“The Committee seeks to achieve maximum employment and inflation at the rate of 2 percent over the longer run. The Committee has gained greater confidence that inflation is moving sustainably toward 2 percent, and judges that the risks to achieving its employment and inflation goals are roughly in balance. The economic outlook is uncertain, and the Committee is attentive to the risks to both sides of its dual mandate.”

Federal Reserve Board,
Federal Open Market
Committee Statement,
9/18/2024



Findings



Findings

- ◆ The District's police compensation falls reasonably within the range across jurisdictions with costs of living and working conditions comparable to the District
 - Within 10.0% of the median (or higher) in every year of service and on average across the pay scales, both for base + longevity and on a total direct basis inclusive of major cash premiums
 - Above the median on a 25-year average basis
 - Health and retirement benefits are competitive
 - Variances across the group generally align with regional labor market differences
- ◆ Economic factors indicate declining inflationary pressures and an easing of the labor market
- ◆ With economic and federal policy uncertainty also heightened by political change at the federal level, the District's proposed three-year term provides a meaningful measure of stability and wage increases of 4.0% annually are projected to exceed forecast growth in consumer prices



Appendix



Resume

Michael Nadol, Managing Director, PFM Group Consulting LLC

Michael Nadol is President and Managing Director of PFM Group Consulting LLC (PFM), leading the firm's management and budget consulting practice nationally. PFM is a national leader in the development of multi-year financial plans in the public sector – helping distressed governments to achieve fiscal recovery, stable governments to ensure sustainable health, and strong governments to optimize performance.

Mr. Nadol has advised public employers nationally on workforce issues – including states, cities, counties, townships, transportation agencies, school districts, and university systems. Mr. Nadol has more than 30 years of experience analyzing public employee wages and benefits for interest arbitration and related forums and has testified as an expert on compensation and/or financial issues in California, Delaware, the District of Columbia, Florida, Maine, Maryland, Massachusetts, New Jersey, New York, Pennsylvania, Oregon, and Texas, as well as in United States District Court and before two Presidential Emergency Boards convened under the Railway Labor Act.

Prior to joining PFM, Mr. Nadol served the City of Philadelphia (PA) in positions including Director of Labor Negotiations and Director of Finance, where he worked on management and budget initiatives key to the city's turnaround from the brink of bankruptcy in the early 1990s and led contract negotiations covering over 22,000 municipal employees, including City police and firefighters. In addition, he served as Deputy Commissioner for the Philadelphia Water Department, overseeing both financial and human resources management for one of the nation's largest environmental utilities.

Mr. Nadol has served as the Governor's appointee and Chair of the Commonwealth of Pennsylvania Task Force on School Cost Reduction. He has been an invited speaker on finance and workforce issues at the national conference of the Government Finance Officers Association (GFOA), the National Association of Securities Professionals, and the *Bond Buyer* Conference on Distressed Municipalities, as well as numerous state and regional industry groups.

Mr. Nadol holds a Master of Governmental Administration degree from the University of Pennsylvania, and a Bachelor of Arts degree, Summa Cum Laude, from Yale University. He has served on the adjunct faculty of the University of Pennsylvania, Fels Institute of Government, teaching a masters-level course on advanced budgeting, and for six years as an appointed adviser to the GFOA Committee on Governmental Budgeting and Fiscal Policy.

GOVERNMENT OF THE DISTRICT OF COLUMBIA
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY



Office of Government Ethics

In Re: [REDACTED]
Case No. 25-0001-F

NEGOTIATED DISPOSITION:

Pursuant to section 221 (a)(4)(E)¹ of the Board of Ethics and Government Accountability Establishment and Comprehensive Ethics Reform Amendment Act of 2011, effective April 27, 2012, D.C. Law 19-124, D.C. Code § 1-1161.01 *et seq.*, (“Ethics Act”), the Office of Government Ethics (the “Office” or “OGE”) hereby enters this public negotiated settlement agreement with the Respondent. Respondent agrees that the resulting disposition is a settlement of the above-titled action, detailed as follows:

FINDINGS OF FACT:

Respondent has been a District government employee since 2016 and has served as a Management Analyst with the Office of Labor Relations and Collective Bargaining (“OLRCB”) since 2018. Respondent stated that her official District government tour of duty has varied but records indicate that it was at first 8:00am to 4:30pm in 2021, and was later changed to 9:30am to 6:00pm, eastern standard time. In addition to her District government employment, Respondent has worked as a fitness trainer independently and through a local gym.

Between April 2022 and October 2024, Respondent taught numerous early mornings, lunchtime, and evening fitness classes. Some of these overlapped with her District government tour of duty, often during her designated lunch break. Specifically, Respondent taught 12:00pm to 1:00pm while reporting full 8-hour telework days. Respondent also taught classes that began at 5:00pm and 6:00pm, the time before her current District government tour of duty ended. Overall, between May 2022 and October 2023, Respondent taught 14 12:00pm classes overlapping with her lunch schedule. Between October 2023 and August 2024, Respondent taught 20 5:00pm classes, which conflicted with her 9:30am – 6:00pm District tour of duty. During those instances, Respondent submitted time codes for Routine Telework, Regular Pay, and Situational Telework on her time and attendance.

In interviews with OGE, Respondent stated that while some classes occurred during scheduled work hours, she used personal lunch periods or taught outside the agency building. At the time,

¹ Section 221(a)(4)(E) of the Ethics Act provides, “[i]n addition to any civil penalty imposed under this title, a violation of the Code of Conduct may result in the following: . . . [a] negotiated disposition of a matter offered by the Director of Government Ethics, and accepted by the respondent, subject to approval by the Ethics Board.”

she believed her actions were permissible. The Respondent now understands the District's ethical standards as outlined in the DPM prohibit outside work during official duty hours.

NATURE OF MISCONDUCT

Respondent violated the following provision of the District Personnel Manual (“DPM”):

Count One: Engaging in any outside employment, private business activity, or other interest that is reasonably likely to interfere with the employee's ability to perform his or her job, or which may impair the efficient operation of the District government in violation of DPM § 1807.1(a).

- Respondent violated this rule by conducting physical training and fitness classes during her official District tour of duty, which interfered with her ability to perform her official duties.

Count Two: Using government time or resources for other than official business, or government approved or sponsored activities in violation of DPM § 1807.1(b).

- Respondent violated this rule by conducting fitness trainings or teaching classes during her government duty, at 12:00 pm and 5:00 pm, without the use of appropriate leave, while claiming routine telework or regular pay on her timesheet.

While Respondent acknowledges teaching or conducting fitness classes during periods that overlapped with her tour of duty, she believed this was consistent with agency norms. Additionally, Respondent claims that she was not provided with clear guidance or written direction that this conduct violated District’s ethic rules. Nonetheless, Respondent fully cooperated with OGE and accepted full responsibility for her actions. None of the above-referenced conduct was authorized by the District of Columbia. By agreeing to settle this matter via a negotiated disposition, Respondent will allow OGE to avoid expending significant time and resources to litigate this matter through a contested hearing, and to focus its finite resources on other investigations.

TERMS OF THE NEGOTIATED SETTLEMENT

Respondent acknowledges that her conduct violated the District’s Code of Conduct. Respondent agrees to pay a fine in the amount of **TWO THOUSAND FIVE HUNDRED DOLLARS** (\$2,500.00), as outlined below.

1. Respondent agrees to pay a fine in the amount of \$2,500.00;
2. Respondent agrees to make the first payment of \$250.00 on July 3, 2025, and payments of \$250 thereafter on the first day of each month, via certified check or money order, made out to the D.C. Treasurer, delivered to and received by OGE at 1030 15th Street NW, Suite 700, Washington, DC 20005 or by electronic payment at <https://dcwebforms.dc.gov/pay/bega1/> using transaction ID 25-0001-F;
3. Respondent agrees to satisfy the entire fine amount on or before June 1, 2026 (the "Maturity Date");

4. In the event that Respondent's employment with the District government ceases prior to complete satisfaction of the fine amount, Respondent agrees that any outstanding fine amount will be satisfied by deduction in full from Respondent's final District government paycheck and/or any payment to the Respondent from the District government for unused annual leave;
5. Respondent acknowledges that, whether the Office of Pay and Retirement Services completes these deductions as described herein, Respondent is nonetheless solely responsible for satisfying the fine;
6. Respondent agrees to attend ethics training no later than August 1, 2025.

In consideration of Respondent's acknowledgement and agreement, OGE will seek no further remedy and will take no further action related to the above misconduct. Respondent knowingly and willingly waives her right to appeal the accompanying Board Order imposing a fine in this matter in exchange for the concessions made by this Office in this Negotiated Disposition.

Respondent understands that if she fails to pay the full **\$2,500 fine** in accordance with the terms set forth here, pursuant to section 221(a)(5)(A) of the Ethics Act (D.C. Official Code § 1-1162.21(a)(5)(A)), the Ethics Board may file a petition in the Superior Court of the District of Columbia for enforcement of this Negotiated Disposition and the accompanying Board Order assessing the fine. Respondent agrees that failure to pay the fine amount will result in collection action. Respondent further understands that if she fails to adhere to this agreement, OGE may instead, at its sole option, recommend that the Ethics Board nullify this settlement and hold an open and adversarial hearing on this matter, after which the Ethics Board may impose sanctions up to the full statutory amount (\$5,000.00 per violation) as provided in the Ethics Act for each violation.² Because the Office is, at this time, foregoing requesting that the Ethics Board hold an open and adversarial hearing on this matter, Respondent waives any statute of limitation defenses should the Ethics Board decide to proceed in that matter as a result of Respondent's breach of this agreement.


The mutual promises outlined herein constitute the entire agreement in this case. Failure to adhere to any provision of this agreement is a breach rendering the entire agreement voidable at the discretion of the Board. By our signatures, we agree to the terms outlined therein.



Respondent

06 / 03 / 2025

Date



Ashley D. Cooks
Director of Government Ethics

6/5/2025

Date

This agreement shall not be deemed effective unless and until it is approved by the Board of Ethics and Government Accountability, as demonstrated by the signature of the Chairperson below.

² Section 221(a)(1) (D.C. Official Code § 1-1162.21(a)(1)).

GOVERNMENT OF THE DISTRICT OF COLUMBIA
BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY



Office of Government Ethics

IN RE: [REDACTED]

Respondent

CASE No.: 25-0001-F

ORDER

Based upon the mutual representations and promises contained in the Negotiated Disposition approved by the Board herein on June 5, 2025, and upon the entire record in this case; it is, therefore

ORDERED that Respondent pay a civil penalty in the amount of **TWO THOUSAND FIVE HUNDRED DOLLARS (\$2,500.00)**.

This Order is effective upon approval by the Board of Ethics and Government Accountability, as demonstrated by the signature of the Chairperson below.

NORMA HUTCHESON
Chair, Board of Ethics and Government Accountability

6/5/2025

Date

Office of Labor Relation and Collectively Bargaining
 FY 2025 and FY 2026 First Quarter Available Balance Report as of January 20, 2026
R025A YTD Budgetary Control Analysis Report - DC Authority Reporting

Agency AKO

Fund	Fund Description	Program	Program Description	Account	Cost Center	Account Group (Parent Level 1) Description	Project	Project Description	2025			2026								
									Initial Budget	Adjustment Budget	Revised Budget	Expenditure	Available Budget	Initial Budget	Adjustment Budget	Revised Budget	Expenditure	Available Budget		
1010001	LOCAL FUNDS	150012	P-CARD CLEARING	7152001	10086	P-CARD CLEARING ACCOUNT BUDGET TRACKING	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$545.67	\$545.67
		500031	LABOR RELATIONS AND COLLEC	7011001	50084	CONTINUING FULL TIME	000000	NO PROJECT	\$2,448,838.04	-\$201,746.54	\$2,247,091.50	\$1,979,690.11	\$267,401.39	\$2,343,673.58	\$0.00	\$2,343,673.58	\$0.00	\$2,343,673.58	\$529,110.28	\$1,814,563.30
							401951	IA_BE0 & AK0 FOR CCF PR	\$0.00	\$53,547.54	\$53,547.54	\$0.00	\$53,547.54							
				7012002	50084	CONTINUING FULL TIME - OTHERS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$9,705.31	-\$9,705.31	\$57,647.00	\$0.00	\$57,647.00	\$0.00	\$57,647.00	\$0.00	\$57,647.00
				7012006	50084	CONTINUING FULL TIME - OTHERS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$41,887.07	-\$41,887.07	\$90,805.00	\$0.00	\$90,805.00	\$0.00	\$90,805.00	\$0.00	\$90,805.00
				7013004	50084	ADDITIONAL GROSS PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$67.86	-\$67.86							
				7013007	50084	ADDITIONAL GROSS PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$794.95	-\$794.95							
				7013012	50084	ADDITIONAL GROSS PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$117,557.00	-\$117,557.00							
				7014002	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$1,133.60	-\$1,133.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$287.94	-\$287.94
				7014003	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$222,670.11	-\$222,670.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54,920.95	-\$54,920.95
				7014008	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$440,790.89	-\$29,320.00	\$411,470.89	\$0.00	\$411,470.89	\$466,259.24	\$0.00	\$466,259.24	\$0.00	\$466,259.24	\$0.00	\$466,259.24
				7014009	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$123,489.77	-\$123,489.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$28,916.85	-\$28,916.85
				7014015	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$2,699.53	-\$2,699.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$644.52	-\$644.52
				7014016	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$3,799.41	-\$3,799.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$918.25	-\$918.25
				7014019	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$30,232.79	-\$30,232.79	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,254.07	-\$7,254.07
				7014020	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$90,026.81	-\$90,026.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,142.97	-\$25,142.97
				7014021	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$1,200.00	-\$1,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	-\$200.00
				7014022	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$11,479.03	-\$11,479.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,874.90	-\$2,874.90
				7015001	50084	OVERTIME PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$197.28	-\$197.28							
				7111002	50084	SUPPLIES & MATERIALS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00							
							200016	AK0.PCRDAK.PCARD AK	\$4,625.34	-\$4,625.34	\$0.00	\$0.00	\$0.00	\$4,625.34	\$0.00	\$4,625.34	\$0.00	\$4,625.34	\$0.00	\$4,625.34
				7111010	50084	SUPPLIES & MATERIALS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00							
				7111011	50084	SUPPLIES & MATERIALS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00							
				7131003	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$5,999.43	-\$5,999.43							
				7131004	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$93.00	-\$93.00							
				7131009	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$465,060.71	-\$314,452.00	\$150,608.71	\$58,563.94	\$92,044.77	\$149,318.16	\$0.00	\$149,318.16	\$5,762.32	\$105,663.24	\$0.00	\$105,663.24
							200016	AK0.PCRDAK.PCARD AK	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00
							402187	FY24_AKO_MOU_AAO	\$0.00	\$6,000.00	\$6,000.00	\$5,981.27	\$18.73							
							402413	FY24_AKO_DC_NET	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00							
							402678	AKO_NON-DC_NET_RTS	\$0.00	\$5,000.00	\$5,000.00	\$3.96	\$4,996.04							
							402880	500231 - HUMAN CAPITAL APPLICATION SUPPORT (HCM)						\$4,267.26	\$0.00	\$4,267.26	\$0.00	\$4,267.26	\$0.00	\$4,267.26
							403031	FY25-DEVELOP WEBSITE -	\$0.00	\$15,000.00	\$15,000.00	\$14,999.99	\$0.01							
							403288	FY25_AKO_LICENSES_RK0	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$15,000.00							
				7131024	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$1,600.00	-\$1,600.00							
				7132001	50084	CONTRACTUAL SERVICES - OTHER	000000	NO PROJECT	\$292,439.00	-\$126,494.42	\$165,944.58	\$170,200.10	-\$4,255.52	\$292,439.00	\$0.00	\$292,439.00	\$29,741.25	\$128,384.09	\$0.00	\$128,384.09
				7152001	50084	P-CARD CLEARING ACCOUNT BUDGET TRACKING	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$545.67	-\$545.67	
				7171003	50084	PURCHASES EQUIPMENT & MACHINERY	000000	NO PROJECT	\$5,000.00	-\$3,503.42	\$1,496.58	\$1,406.58	\$90.00	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00
				7171007	50084	PURCHASES EQUIPMENT & MACHINERY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$90.00	-\$90.00							
									\$3,656,753.98	-\$582,594.18	\$3,074,159.80	\$2,895,568.90	\$178,590.90	\$3,464,034.58	\$0.00	\$3,464,034.58	\$685,774.30	\$2,606,054.02		

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Agency AKO

Fund	Fund Description	Program	Program Description	Account	Cost Center	Account Group (Parent Level 1) Description	Project	Project Description	2025			2026								
									Initial Budget	Adjustment Budget	Revised Budget	Expenditure	Available Budget	Initial Budget	Adjustment Budget	Revised Budget	Expenditure	Available Budget		
1010001	LOCAL FUNDS	150012	P-CARD CLEARING	7152001	10086	P-CARD CLEARING ACCOUNT BUDGET TRACKING	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$545.67	\$545.67
		500031	LABOR RELATIONS AND COLLEC	7011001	50084	CONTINUING FULL TIME	000000	NO PROJECT	\$2,448,838.04	-\$201,746.54	\$2,247,091.50	\$1,979,690.11	\$267,401.39	\$2,343,673.58	\$0.00	\$2,343,673.58	\$0.00	\$2,343,673.58	\$529,110.28	\$1,814,563.30
							401951	IA_BE0 & AK0 FOR CCF PR	\$0.00	\$53,547.54	\$53,547.54	\$0.00	\$53,547.54							
				7012002	50084	CONTINUING FULL TIME - OTHERS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$9,705.31	-\$9,705.31	\$57,647.00	\$0.00	\$57,647.00	\$0.00	\$57,647.00	\$0.00	\$57,647.00
				7012006	50084	CONTINUING FULL TIME - OTHERS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$41,887.07	-\$41,887.07	\$90,805.00	\$0.00	\$90,805.00	\$0.00	\$90,805.00	\$0.00	\$90,805.00
				7013004	50084	ADDITIONAL GROSS PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$67.86	-\$67.86							
				7013007	50084	ADDITIONAL GROSS PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$794.95	-\$794.95							
				7013012	50084	ADDITIONAL GROSS PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$117,557.00	-\$117,557.00							
				7014002	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$1,133.60	-\$1,133.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$287.94	-\$287.94
				7014003	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$222,670.11	-\$222,670.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54,920.95	-\$54,920.95
				7014008	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$440,790.89	-\$29,320.00	\$411,470.89	\$0.00	\$411,470.89	\$466,259.24	\$0.00	\$466,259.24	\$0.00	\$466,259.24	\$0.00	\$466,259.24
				7014009	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$123,489.77	-\$123,489.77	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$28,916.85	-\$28,916.85
				7014015	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$2,699.53	-\$2,699.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$644.52	-\$644.52
				7014016	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$3,799.41	-\$3,799.41	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$918.25	-\$918.25
				7014019	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$30,232.79	-\$30,232.79	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,254.07	-\$7,254.07
				7014020	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$90,026.81	-\$90,026.81	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,142.97	-\$25,142.97
				7014021	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$1,200.00	-\$1,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	-\$200.00
				7014022	50084	FRINGE BENEFITS - CURR PERSONNEL	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$11,479.03	-\$11,479.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,874.90	-\$2,874.90
				7015001	50084	OVERTIME PAY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$197.28	-\$197.28							
				7111002	50084	SUPPLIES & MATERIALS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00							
							200016	AK0.PCRDAK.PCARD AK	\$4,625.34	-\$4,625.34	\$0.00	\$0.00	\$0.00	\$4,625.34	\$0.00	\$4,625.34	\$0.00	\$4,625.34	\$0.00	\$4,625.34
				7111010	50084	SUPPLIES & MATERIALS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00							
				7111011	50084	SUPPLIES & MATERIALS	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00							
				7131003	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$5,999.43	-\$5,999.43							
				7131004	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$93.00	-\$93.00							
				7131009	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$465,060.71	-\$314,452.00	\$150,608.71	\$58,563.94	\$92,044.77	\$149,318.16	\$0.00	\$149,318.16	\$5,762.32	\$105,663.24	\$0.00	\$105,663.24
							200016	AK0.PCRDAK.PCARD AK	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00	\$0.00	\$50,000.00
							402187	FY24_AKO_MOU_AAO	\$0.00	\$6,000.00	\$6,000.00	\$5,981.27	\$18.73							
							402413	FY24_AKO_DC NET	\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00							
							402678	AKO NON-DC NET RTS	\$0.00	\$5,000.00	\$5,000.00	\$3.96	\$4,996.04							
							402880	500231 - HUMAN CAPITAL APPLICATION SUPPORT (HCM)						\$4,267.26	\$0.00	\$4,267.26	\$0.00	\$4,267.26	\$0.00	\$4,267.26
							403031	FY25-DEVELOP WEBSITE -	\$0.00	\$15,000.00	\$15,000.00	\$14,999.99	\$0.01							
							403288	FY25_AKO_LICENSES_RK0	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$15,000.00							
				7131024	50084	OTHER SERVICES & CHARGES	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$1,600.00	-\$1,600.00							
				7132001	50084	CONTRACTUAL SERVICES - OTHER	000000	NO PROJECT	\$292,439.00	-\$126,494.42	\$165,944.58	\$170,200.10	-\$4,255.52	\$292,439.00	\$0.00	\$292,439.00	\$29,741.25	\$128,384.09	\$0.00	\$128,384.09
				7152001	50084	P-CARD CLEARING ACCOUNT BUDGET TRACKING	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$545.67	-\$545.67
				7171003	50084	PURCHASES EQUIPMENT & MACHINERY	000000	NO PROJECT	\$5,000.00	-\$3,503.42	\$1,496.58	\$1,406.58	\$90.00	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00
				7171007	50084	PURCHASES EQUIPMENT & MACHINERY	000000	NO PROJECT	\$0.00	\$0.00	\$0.00	\$90.00	-\$90.00							
									\$3,656,753.98	-\$582,594.18	\$3,074,159.80	\$2,895,568.90	\$178,590.90	\$3,464,034.58	\$0.00	\$3,464,034.58	\$685,774.30	\$2,606,054.02		

Office of Labor Relation and Collective Bargaining (AK0)
FY 2025 Cost Analysis

Agency **AK0**

									Data				
Fund	Program	Program Description	Account Category Description (Parent Level 3)	Account	Cost Center	Project	Project Description	Account Group (Parent Level 1) Description	Initial Budget				
1010001	500031	LABOR RELATIO	PERSONNEL SERVIC	7011001	50084	0	NO PROJECT	CONTINUING FULL TIME	2,448,838.04				
						401951	IA_BE0 & AK0 FOR CCF	CONTINUING FULL TIME	0.00				
				7012006	50084	0	NO PROJECT	CONTINUING FULL TIME - OTHERS	0.00				
				7014008					440,790.89				
				7014002	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014015	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014016	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014009	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014019	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014022	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014020	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014003	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7013007	50084	0	NO PROJECT	ADDITIONAL GROSS PAY	0.00				
				7013012	50084	0	NO PROJECT	ADDITIONAL GROSS PAY	0.00				
				7013004	50084	0	NO PROJECT	ADDITIONAL GROSS PAY	0.00				
				7012002	50084	0	NO PROJECT	CONTINUING FULL TIME - OTHERS	0.00				
				7015001	50084	0	NO PROJECT	OVERTIME PAY	0.00				
				7014021	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				PERSONNEL SERVICES Total									2,889,628.93
							NON-PERSONNEL S	7111002	50084	200016	AK0.PCRDAK.PCARD AI	SUPPLIES & MATERIALS	4,625.34
							0	NO PROJECT	SUPPLIES & MATERIALS	0.00			
					7131009	50084	402413	FY24_AK0_DC NET	OTHER SERVICES & CHARGES	0.00			
							402678	AK0 NON-DC NET RTS	OTHER SERVICES & CHARGES	0.00			
							0	NO PROJECT	OTHER SERVICES & CHARGES	465,060.71			
							402187	FY24_AK0_MOU_AA0	OTHER SERVICES & CHARGES	0.00			
							403031	FY25-DEVELOP WEBSIT	OTHER SERVICES & CHARGES	0.00			
							403288	FY25_AK0_LICENSES_R	OTHER SERVICES & CHARGES	0.00			
					7132001	50084	0	NO PROJECT	CONTRACTUAL SERVICES - OTHER	292,439.00			
					7171003	50084	0	NO PROJECT	PURCHASES EQUIPMENT & MACHINERY	5,000.00			
					7131003	50084	0	NO PROJECT	OTHER SERVICES & CHARGES	0.00			
					7131024	50084	0	NO PROJECT	OTHER SERVICES & CHARGES	0.00			
					7171007	50084	0	NO PROJECT	PURCHASES EQUIPMENT & MACHINERY	0.00			
					7131004	50084	0	NO PROJECT	OTHER SERVICES & CHARGES	0.00			
				7111011	50084	0	NO PROJECT	SUPPLIES & MATERIALS	0.00				
				7111010	50084	0	NO PROJECT	SUPPLIES & MATERIALS	0.00				
NON-PERSONNEL SERVICES Total									767,125.05				
	150012	P-CARD CLEAR	NON-PERSONNEL S	7152001	10086	0	NO PROJECT	P-CARD CLEARING ACCOUNT BUDGET TRACKING	0.00				
NON-PERSONNEL SERVICES Total									0.00				
Grand Total									3,656,753.98				

Office of Labor Relation and Collective Bargaining (AK0)
FY 2025 Cost Analysis

Agency **AK0**

									Data				
Fund	Program	Program Description	Account Category Description (Parent Level 3)	Account	Cost Center	Project	Project Description	Account Group (Parent Level 1) Description	Initial Budget				
1010001	500031	LABOR RELATIO	PERSONNEL SERVIC	7011001	50084	0	NO PROJECT	CONTINUING FULL TIME	2,448,838.04				
						401951	IA_BE0 & AK0 FOR CCF	CONTINUING FULL TIME	0.00				
				7012006	50084	0	NO PROJECT	CONTINUING FULL TIME - OTHERS	0.00				
				7014008					440,790.89				
				7014002	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014015	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014016	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014009	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014019	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014022	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014020	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7014003	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				7013007	50084	0	NO PROJECT	ADDITIONAL GROSS PAY	0.00				
				7013012	50084	0	NO PROJECT	ADDITIONAL GROSS PAY	0.00				
				7013004	50084	0	NO PROJECT	ADDITIONAL GROSS PAY	0.00				
				7012002	50084	0	NO PROJECT	CONTINUING FULL TIME - OTHERS	0.00				
				7015001	50084	0	NO PROJECT	OVERTIME PAY	0.00				
				7014021	50084	0	NO PROJECT	FRINGE BENEFITS - CURR PERSONNEL	0.00				
				PERSONNEL SERVICES Total									2,889,628.93
							NON-PERSONNEL S	7111002	50084	200016	AK0.PCRDAK.PCARD AI	SUPPLIES & MATERIALS	4,625.34
							0	NO PROJECT	SUPPLIES & MATERIALS	0.00			
					7131009	50084	402413	FY24_AK0_DC NET	OTHER SERVICES & CHARGES	0.00			
							402678	AK0 NON-DC NET RTS	OTHER SERVICES & CHARGES	0.00			
							0	NO PROJECT	OTHER SERVICES & CHARGES	465,060.71			
							402187	FY24_AK0_MOU_AA0	OTHER SERVICES & CHARGES	0.00			
							403031	FY25-DEVELOP WEBSIT	OTHER SERVICES & CHARGES	0.00			
							403288	FY25_AK0_LICENSES_R	OTHER SERVICES & CHARGES	0.00			
					7132001	50084	0	NO PROJECT	CONTRACTUAL SERVICES - OTHER	292,439.00			
					7171003	50084	0	NO PROJECT	PURCHASES EQUIPMENT & MACHINERY	5,000.00			
					7131003	50084	0	NO PROJECT	OTHER SERVICES & CHARGES	0.00			
					7131024	50084	0	NO PROJECT	OTHER SERVICES & CHARGES	0.00			
					7171007	50084	0	NO PROJECT	PURCHASES EQUIPMENT & MACHINERY	0.00			
					7131004	50084	0	NO PROJECT	OTHER SERVICES & CHARGES	0.00			
				7111011	50084	0	NO PROJECT	SUPPLIES & MATERIALS	0.00				
				7111010	50084	0	NO PROJECT	SUPPLIES & MATERIALS	0.00				
NON-PERSONNEL SERVICES Total									767,125.05				
	150012	P-CARD CLEAR	NON-PERSONNEL S	7152001	10086	0	NO PROJECT	P-CARD CLEARING ACCOUNT BUDGET TRACKING	0.00				
NON-PERSONNEL SERVICES Total									0.00				
Grand Total									3,656,753.98				

Interagency Funding

Agency Name: Office of Labor Relations & Collective Bargaining						
FY25 Amount	Charging Agency	Charging Agency (Seller)	DIFS Program	DIFS Cost Center	DIFS Project #	Description of Service
\$15,000.00 AK0		RK0	500031	50084	403288	licenses services.
\$6,000.00 AK0		AA0	500031	50084	402187	Support Services
\$15,000.00 AK0		TO0	500031	50084	403031	Web Design

\$36,000

FY26 Amount	Charging Agency	Charging Agency (Seller)	DIFS Program	DIFS Cost Center	DIFS Project #	Description of Service
\$6,000.00 AK0		AA0	500031	50084	402187	Support Services

\$6,000.00

Employee #	FY	Time at Firm	Administrative Hours (ACP + ADL)	Paid Family Leave Hours (PFLTS)
1	FY25	5	8	64
2	FY25	2	16	0
3	FY25	2	0	14
4	FY25	3	8	0
1	FY26	5	16	84
2	FY26	2	11	0
3	FY26	2	12	5
4	FY26	3	12	0
5	FY26	2	8	0
6	FY26	1	16	0
7	FY26	1	8	0
8	FY26	12	12	0
9	FY26	3	12	0

10	FY26	5	8	0
11	FY26	1	8	0

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
Various - See Below	Various - AFSCME, AFGE, FOP, NAGE, 1199 SEIU, 1199 NUHHCE	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	Various - See Below	Various - See Below	Various - See Below	10,496	Budget shortfalls impacting negotiations .
DPR, DHS, DOES, DOH, MPD, DGS	AFGE 383, 1000, 2737, 2725, 2741, 2978, 3444	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	Various - See Below	Various - See Below	Various - See Below	1,433	Budget shortfalls impacting negotiations .
ABCA	AFSCME 2743	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	37	Budget shortfalls impacting negotiations .
CFSA, DDS, DHCF, DOH, DYRS, DHS, OCME, DOC, FEMS	DCNA	Compensation Unit 13	10/1/2020-09/30/2024	Ground rules finished - awaiting compensation authority from OCA.	9/30/2024	DCNA and the District	FY 2018 - FY 2020	Expired. Continues in effect.	79	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
CFSA	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	546	Budget shortfalls impacting negotiations .
DBH	Psychologists 1199, NUHHCE, AFSCME Chapter 3758	Compensation Unit 3758	10/01/2020-09/30/2025	Awaiting compensation authority from OCA.	9/30/2025		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	31	Budget shortfalls impacting negotiations .
DBH	1199 SEIU	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	72	Budget shortfalls impacting negotiations .
DBH	LIUNA, Public Service Employees Local 572	Compensation Unit LIUNA	10/01/2021-09/30/2025	Agreement approved by Council 10/18/2023.	9/30/2025		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	20	

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DBH	AFGE 383, NUHHCE 2095	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	571	Budget shortfalls impacting negotiations .
DBH	DCNA	Compensation Unit 13(B) - DBH Nurses only	10/01/2020-09/30/2024	Ground rules finished - awaiting compensation authority from OCA.	9/30/2025		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	211	Budget shortfalls impacting negotiations .
DBH	Committee of Interns & Residents	Compensation Unit 29	10/01/2023-09/30/2026	Agreement approved by Council 1/26/2024.	N/A		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	39	
DBH	Doctors' Council	Compensation Unit 19 (B)	10/01/2020-09/30/2024	Ground rules finished - awaiting compensation authority from OCA.	9/30/2024		DBH negotiates Working Conditions CBA independentl y of OLRCB	DBH negotiates Working Conditions CBA independently of OLRCB	50	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DCNG	NAGE R3-13	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	N/A	No current agreement in effect - new bargaining unit.	Parties starting work on NAGE Master Agreement.	120	Budget shortfalls impacting negotiations .
DCPL	AFGE 383	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DCPL & AFGE 383	Through 9/30/1990	Expired. Continues in effect.	20	Budget shortfalls impacting negotiations .
DCPL	AFSCME Locals 877, 1808	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DCPL & AFSCME DC 20, Locals 877 and 1808	Through 9/30/2000	In AFSCME Master - pending bargaining	383	Budget shortfalls impacting negotiations .
DCPS	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	10	Budget shortfalls impacting negotiations .
DCPS	Council of School Officers	Compensation Units 6 and 17	10/01/2020-09/30/2024	Negotiations currently taking place.	9/30/2024	Council of School Officers - Compensation and Working Conditions CBA	10/01/2020-09/30/2024	Negotiations currently taking place.	747	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DCPS	Teamsters 639	Compensation Unit 8	10/01/2021-09/30/2025	Negotiations currently taking place.	9/30/2025	DCPS-Teamsters 639	10/01/2021-09/30/2025	N/A	531	Budget shortfalls impacting negotiations .
DCPS	WTU 6	Compensation Units 5 & 16	10/01/2024-09/30/2028	Agreement approved by Council 1/7/2025.	9/30/2028	WTU 6 - Compensation and Working Conditions CBA	10/01/2024-09/30/2028	Agreement approved by Council 1/7/2025.	4,820	
DCPS, OSSE, DGS	AFSCME 2921	Compensation Unit 9	10/01/2021-09/30/2024	Ground rules finished - awaiting compensation authority from OCA.	9/30/2024	AFSCME 2921 - Compensation and Working Conditions CBA	10/01/2021-09/30/2024	Negotiations expected to begin Q2 2025.	1,441	Budget shortfalls impacting negotiations .
DLCP, DOB, DOEE, DOH	AFGE 2725	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DCRA & AFGE 2725	Through 9/30/1990	Expired. Continues in effect.	502	Budget shortfalls impacting negotiations .
DDOT	AFGE 1975	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	District & AFGE 1975	11/20/07 - 09/30/10	Expired. Continues in effect.	477	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DDOT	AFSCME 709	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025		01/01/02 - 12/31/05	Expired. Continues in effect.	211	Budget shortfalls impacting negotiations .
DDS	AFGE 383	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025			Expired. Continues in effect.	149	Budget shortfalls impacting negotiations .
DDS	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	127	Budget shortfalls impacting negotiations .
DFS	NAGE R3-05	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DFS & NAGE	10/01/2022 - 09/30/2026	Parties starting work on NAGE Master Agreement.	103	Budget shortfalls impacting negotiations .
DGS	Teamsters 639 & 730	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DGS & Teamsters 639 & 730 (Wage Grade employees)	10/01/2022-09/30/2025	Agreement approved by Council 5/14/2022.	171	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DGS	AFGE 631/3871	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE 631 with District Government	Through 9/30/13	Expired. Continues in effect.	67	Budget shortfalls impacting negotiations .
DGS	AFGE 2741	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE Master	Through 09/30/95	Expired. Continues in effect.	69	Budget shortfalls impacting negotiations .
DGS	FOP/PSDLC	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DGS & FOP/PSDLC	10/01/16 - 09/30/20	Expired. Continues in effect.	60	Budget shortfalls impacting negotiations .
DGS	AFSCME 2091	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	31	Budget shortfalls impacting negotiations .
DHCD	AFGE 2725	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE & DHCD	Through 09/30/90	Expired. Continues in effect.	86	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DHCF	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	117	Budget shortfalls impacting negotiations .
DHS	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	818	Budget shortfalls impacting negotiations .
DHS	AFSCME 2092	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	3	Budget shortfalls impacting negotiations .
DHS, DOH, DYRS, OCME	Doctors' Council	Compensation Unit 19 (B)	10/01/2020-09/30/2024	Ground rules finished - awaiting compensation authority from OCA.	9/30/2024	District & Doctors Council	Through 09/30/2009	Negotiations expected to begin Q2 FY25	6	Budget shortfalls impacting negotiations .
DISB	AFSCME 2743	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	72	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DOC	FOP/DOCLC	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DOC & FOP/DOCLC	FY16 - FY19 - MOU through FY 2020	Expired. Continues in effect. Pending bargaining. Changes in Union leadership.	941	Budget shortfalls impacting negotiations .
DOEE	AFGE 631/3871	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE 631 with District Government	Through 9/30/13	Expired. Continues in effect.	43	Budget shortfalls impacting negotiations .
DOEE	AFGE 2725	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DCRA & AFGE 2725	Through 9/30/1990	Expired. Continues in effect.	180	Budget shortfalls impacting negotiations .
DOEE	AFGE 2978	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DHS & AFGE 2978	FY88 - FY90	Expired. Continues in effect.	8	Budget shortfalls impacting negotiations .
DOES	AFGE Local 1000	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DOES & AFGE 1000	FY95 - FY98	Expired. Continues in effect.	356	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DOH	SEIU 1199	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DOH & 1199 SEIU	10/01/2022-09/30/2025	N/A	16	Budget shortfalls impacting negotiations .
DOH	AFGE 2978	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DHS & AFGE 2978	FY88 - FY90	Expired. Continues in effect.	179	Budget shortfalls impacting negotiations .
DOH	AFGE 2725	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DCRA & AFGE 2725	Through 9/30/1990	Expired. Continues in effect.	134	Budget shortfalls impacting negotiations .
DHS, DOH	AFGE 383/2737	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE Master	Through 09/30/95	Expired. Continues in effect.	11	Budget shortfalls impacting negotiations .
DPR, DOES, DHS, DOH, MPD, DGS	AFGE 383, 1000, 2737, 2725, 2741, 2978, 3406, 3444	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE Master	Through 09/30/95	Expired. Continues in effect.	1,433	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DYRS	FOP/DYRSLC	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	DYRS and FOP/DYRS LC	Through 9/30/2020	Expired. Agreement continues in effect.	252	Budget shortfalls impacting negotiations .
DYRS	AFGE 383	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE Master	Through 09/30/95	Expired. Continues in effect.	56	Budget shortfalls impacting negotiations .
DYRS	AFSCME 2092	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	30	Budget shortfalls impacting negotiations .
DPR	AFGE 2741	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE Master	Through 09/30/95	Expired. Continues in effect.	404	Budget shortfalls impacting negotiations .
DPW	AFGE 631	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	District &AFGE 631	Through 9/30/13	Expired. Continues in effect.	94	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
DPW, DDOT, DMV, DFHV	AFGE 1975	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	District & AFGE 1975	11/20/07 - 09/30/10	Expired. Continues in effect.	980	Budget shortfalls impacting negotiations .
DPW, DGS, OCP at DDOT, DOEE, Planning , Zoning	AFGE 631/3871	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	District & AFGE 631	05/13/10 - 09/30/13	Expired. Continues in effect.	277	Budget shortfalls impacting negotiations .
FEMSD	AFGE 3721	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	FEMS&AFGE 3721	Through 09/30/90	In Negotiations	132	Budget shortfalls impacting negotiations .
FEMSD	IAFF 36	Compensation Unit 4	10/01/2020-09/30/2024	Negotiations at impasse.	9/30/2024	FEMS&IAFF36 - Comp Unit 4	10/01/2020-09/30/2024	Negotiations currently taking place.	1,808	
HSEMA	NAGE R3-08	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	HSEMA & NAGE R3-08	10/01/14 - 09/30/17	Parties starting work on NAGE Master Agreement.	69	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
MPD	FOP/MPDLC	Compensation Units 3	10/01/2023-09/30/2026	Agreement approved by Council 9/17/2025.	9/30/2026	FOP/MPDLC	10/01/2020-09/30/2023	At impasse - hearings 12/2024	3,340	
MPD	AFGE 3444 - Merged with AFGE 1975	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE Master	Through 09/30/95	Expired. Continues in effect.	24	Budget shortfalls impacting negotiations .
OAH	AFSCME 2776	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025			Will be under AFSCME Master - pending bargaining	25	Budget shortfalls impacting negotiations .
OAH	FALJ-DC	Compensation Unit 35	10/01/2020-09/30/2023	Negotiations currently taking place.	9/30/2023	FALJ-DC & OAH	10/01/2020-09/30/2023	Negotiations currently taking place.	35	Budget shortfalls impacting negotiations .
OAG and Various Agencies	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	269	Budget shortfalls impacting negotiations .
OAG and Various Agencies	AFGE 1403	Compensation Unit 33	10/1/2024-09/30/2026	Agreement approved by Council 10/16/2025.	9/30/2026	AFGE 1403 CBA with OAG and District Agencies	Through 09/30/2023	New agreement with Council.	292	

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
OCFO	AFSCME 2776	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	377	Budget shortfalls impacting negotiations .
OCFO	AFSCME 1200	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	88	Budget shortfalls impacting negotiations .
OCME	1199 NUHHCE, AFSCME	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	1199 NUHHCE, AFSCME & OCME	4/28/04-5/30/07	Expired. Continues in effect.	11	Budget shortfalls impacting negotiations .
OCP	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect.	100	Budget shortfalls impacting negotiations .
OCP (at DDOT)	AFGE 631	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE 631 with District Government	Through 9/30/13	Expired. Continues in effect.	8	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
OCTFME	AFSCME 2091	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect. Pending bargaining after resolution of compensation agreements.	20	Budget shortfalls impacting negotiations .
OHR	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect. Pending bargaining after resolution of compensation agreements.	5	Budget shortfalls impacting negotiations .
Office of Planning	AFGE 631/3871	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	District &AFGE 631	Through 9/30/13	Expired. Continues in effect.	52	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
ORM	AFSCME 2401	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFSCME Master	FY 2007 - FY 2010	Expired. Continues in effect. Pending bargaining after resolution of compensation agreements.	13	Budget shortfalls impacting negotiations .
OSSE	AFSCME 1959	Compensation Unit 8	10/01/2020-09/30/2024	Ground rules finished - awaiting compensation authority from OCA.	9/30/2024	OSSE- AFSCME 1959	10/01/2020-09/30/2024	Negotiations expected to begin Q2 2025.	887	Budget shortfalls impacting negotiations .
OSSE	Teamsters 639	Compensation Unit 8	10/01/2020-09/30/2024	Negotiations currently taking place.	9/30/2024	OSSE DOT & Teamsters 639	10/01/2020-09/30/2024	Negotiations currently taking place.	301	Budget shortfalls impacting negotiations .
OUC	NAGE R3-07	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	OUC & NAGE R3-07	10/01/15 - 09/30/17	Parties starting work on NAGE Master Agreement.	300	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Comp Unit</u>	<u>Length of Compensation CBA</u>	<u>Negotiations Status of Compensation CBA</u>	<u>Stated Exp. Date of Compensation CBA</u>	<u>Working Conditions CBA</u>	<u>Length of Working Conditions CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u># of Employees</u>	<u>Comments</u>
PSC	AFSCME 2776	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	PSC bargains independently of OLRCB	PSC bargains independently of OLRCB	PSC bargains independently of OLRCB	PSC bargains independently of OLRCB	Budget shortfalls impacting negotiations .
PSC	AFGE 1403	Compensation Unit 34	PSC bargains independently of OLRCB	PSC bargains independent of OLRCB	PSC bargains independent of OLRCB		PSC bargains independently of OLRCB	PSC bargains independently of OLRCB	PSC bargains independently of OLRCB	
Office of Zoning	AFGE 631/3871	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	AFGE 631 with District Government	Through 9/30/13	Expires. Continues in effect. No reopener requested.	13	Budget shortfalls impacting negotiations .
UDC	AFSCME 2087	Compensation Units 1 and 2	10/01/2021-09/30/2025	Negotiations commenced FY26 Q2.	9/30/2025	UDC & AFSCME District Council 20, Local 2087	UDC bargains WC CBA independently of OLRCB	UDC bargains WC CBA independently of OLRCB	179	Budget shortfalls impacting negotiations .

<u>Agency</u>	<u>Union</u>	<u>Type of Agreement</u>	<u>Expiration Date</u>	<u>Negotiation Status of Compensation CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u>Comments</u>
Various Agencies	AFGE 383, 709, 2737, 2741, 2978, 3406, 3444, 3871 "AFGE Master"	Working Conditions	9/30/1995		Expired. Continues in effect.	
Various Agencies	AFSCME 1200, 2091, 2092, 2401, 2743 "AFSCME Master"	Working Conditions	9/30/2010		Expired. Continues in effect.	
Various Agencies	Compensation Units 1 and 2	Compensation	9/30/2025	Negotiations commenced FY26 Q2.		Budget shortfalls impacting negotiations.
CFSA, DDS, DHCF, DOH, DYRS, DHS, OCME, DOC, FEMS	DCNA	Working Conditions	9/30/2020		Expired. Continues in effect.	
CFSA, DDS, DHCF, DOH, DYRS, DHS, OCME, DOC, FEMS	DCNA	Compensation	9/30/2024	Ground rules finished - awaiting compensation authority from OCA.		Budget shortfalls impacting negotiations.

<u>Agency</u>	<u>Union</u>	<u>Type of Agreement</u>	<u>Expiration Date</u>	<u>Negotiation Status of Compensation CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u>Comments</u>
DBH	Doctors' Council	Compensation	9/30/2024	Ground rules finished - awaiting compensation authority from OCA.		Budget shortfalls impacting negotiations.
DBH	DCNA	Compensation	9/30/2024	Ground rules finished - awaiting compensation authority from OCA.		Budget shortfalls impacting negotiations.
DCNG	NAGE R3-13	Working Conditions	Currently negotiating NAGE Master CBA.		Currently negotiating NAGE Master CBA.	
DCPS	Council of School Officers	Compensation and Working Conditions	9/30/2024	Negotiations currently taking place.	Negotiations currently taking place.	Budget shortfalls impacting negotiations.
DCPS, OSSE, DGS	AFSCME 2921	Compensation and Working Conditions	9/30/2024	Ground rules finished - awaiting compensation authority from OCA.	Negotiations expected to begin FY26 Q2.	Budget shortfalls impacting negotiations.

<u>Agency</u>	<u>Union</u>	<u>Type of Agreement</u>	<u>Expiration Date</u>	<u>Negotiation Status of Compensation CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u>Comments</u>
DFS	NAGE R3-09	Working Conditions	9/30/2026		Currently negotiating NAGE Master CBA.	Not yet expired part of negotiation of NAGE Master.
DHCD, DLCP, DOB, DOEE, DOH	AFGE 2725	Working Conditions	9/30/2005		Expired. Continues in effect.	
DDOT	AFGE 1975	Working Conditions	9/30/2010		Expired. Continues in effect.	
DGS	AFGE 631/3871	Working Conditions	9/30/2013		Expired. Continues in effect.	
DGS	FOP/PSDLC	Working Conditions	9/30/2020		Expired. Continues in effect.	
DHS, DOH, DYRS, OCME	Doctors' Council	Compensation and Working Conditions	9/30/2024	Ground rules finished - awaiting compensation authority from OCA.	Negotiations expected to begin FY26 Q3.	Budget shortfalls impacting negotiations.

<u>Agency</u>	<u>Union</u>	<u>Type of Agreement</u>	<u>Expiration Date</u>	<u>Negotiation Status of Compensation CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u>Comments</u>
DOC	FOP/DOCLC	Working Conditions	9/30/2020		Expired. Continues in effect. Pending bargaining. Changes in Union leadership.	
DOEE	AFGE 631/3871	Working Conditions	9/30/2013		Expired. Continues in effect.	
DOEE	AFGE 1975	Working Conditions	9/30/2010		Expired. Continues in effect.	
DYRS	FOP/DYRSLC	Working Conditions	9/30/2020		Expired. Agreement continues in effect.	
DPW	AFGE 631	Working Conditions	9/30/2013		Expired. Continues in effect. No reopener requested	
DPW, DDOT, DMV, DFHV	AFGE 1975	Working Conditions	9/30/2010		2010 Agreement continues in effect.	

<u>Agency</u>	<u>Union</u>	<u>Type of Agreement</u>	<u>Expiration Date</u>	<u>Negotiation Status of Compensation CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u>Comments</u>
DPW, DGS, OCP at DDOT, DOEE, Planning, Zoning	AFGE 631/3871	Working Conditions	9/30/2013		Expired. Continues in effect.	
FEMS	IAFF 36	Compensation and Working Conditions	9/30/2024	Negotiations currently at impasse.	Negotiations currently at impasse.	Budget shortfalls impacting negotiations.
HSEMA	NAGE R3-08	Working Conditions	9/30/2017		Currently negotiating NAGE Master CBA.	
MPD	AFGE 3444 - Merged with AFGE 1975	Working Conditions	9/30/2025		Expired. Continues in effect.	
OAH	FALJ-DC	Compensation and Working Conditions	9/30/2023	Negotiations currently taking place.	Negotiations currently taking place.	Budget shortfalls impacting negotiations.
OAG and Various Agencies	AFSCME 2401	Working Conditions	9/30/2010		Expired. Continues in effect.	
OCME	NAGE R3-11	Working Conditions	Currently negotiating NAGE Master CBA.		Currently negotiating NAGE Master CBA.	

<u>Agency</u>	<u>Union</u>	<u>Type of Agreement</u>	<u>Expiration Date</u>	<u>Negotiation Status of Compensation CBA</u>	<u>Negotiation Status of Working Conditions CBA</u>	<u>Comments</u>
OCP (at DDOT)	AFGE 631	Working Conditions	9/30/2013		Expired. Continues in effect.	
Office of Planning	AFGE 631/3871	Working Conditions	9/30/2013		Expired. Continues in effect	
OSSE	AFSCME 1959	Compensation and Working Conditions	9/30/2024	Ground rules finished - awaiting compensation authority from OCA.	Negotiations expected to begin FY26 Q2.	Budget shortfalls impacting negotiations.
OSSE	Teamsters 639	Compensation and Working Conditions	9/30/2024	Negotiations currently taking place.	Negotiations currently taking place.	Budget shortfalls impacting negotiations.
OUC	NAGE R3-07	Working Conditions	9/30/2017		Currently negotiating NAGE Master CBA.	
Office of Zoning	AFGE 631/3871	Working Conditions	9/30/2013		Expired. Continues in effect	

Agency	Union	Comp Unit	Status of Negotiations	Last Meeting Date	Next Meeting Date	Last Action Taken by Union (Date & Description)	Last Action Taken by OLRCB (Date & Description)	Action Necessary to Complete Negotiations	Target Date for Completion
MPD	FOP	3	Not started	N/A	N/A	N/A	N/A	N/A	FY27
Various	AFGE 1403	33	Not started	N/A	N/A	N/A	N/A	N/A	FY27
FEMS	IAFF 36	4	Impasse	1/13/2026	N/A	Filed for arbitration panel	Objected to arbitration panel	Likely, interest arbitration	FY26 Q3/4
OSSE-DOT	Teamsters 639	8	Negotiating	11/13/2025	TBD	Updated proposals	Updated proposals	Compensation authority from OCA	FY26 Q3
OSSE-DOT	AFSCME 1959		Ground Rules complete	N/A	TBD	Filed ULP	Responded to ULP	Compensation authority from OCA	FY26 Q3
DCPS	AFSCME 2921		Ground Rules complete	N/A	TBD	Filed ULP	Responded to ULP	Compensation authority from OCA	FY26 Q3
DCPS	CSO		Negotiating	3/6/2025	TBD	Filed ULP	Responded to ULP	Compensation authority from OCA	FY26 Q3
OAH	FALJ	35	Negotiating	11/21/2025	TBD	11/21/2025 session	11/21/2025 session	Compensation authority from OCA	FY26 Q4
DBH	Doctors' Council	19	Ground Rules complete	N/A	TBD	Completed Ground Rules	Completed Ground Rules	Compensation authority from OCA	FY26 Q4
DBH	DCNA	13	Ground Rules complete	N/A	TBD	Completed Ground Rules	Completed Ground Rules	Compensation authority from OCA	FY26 Q4
DBH	NUHHCE		Not started	N/A	TBD	N/A	N/A	Compensation authority from OCA	FY27
Various	Various	1/2	Negotiating	N/A	TBD	Submitted proposals 1/16/2026	Submitted Proposals 1/16/2026	Compensation authority from OCA	FY26 Q4
Various	NAGE	N/A - Non-compensation	Negotiating	N/A	TBD	Submitted proposals 2/1/2026	Submitted proposals 2/1/2026		FY26 Q4

OLRCBMatters

Filter

Status is equal to Open and Matter Type is equal to Litigation

Matter Name	Matter Number	Matter Type	Litigation Type	Status
American Federation of Government Employees Local 631 v. D.C Department of General Services	PERB Case No. 26-CU-01	Litigation	PERB	Open
American Federation of Government Employees Local 2978 v. D.C Department of Energy and Environment	PERB Case No. 25-RC-02	Litigation	PERB	Open
American Federation of Government Employees Local 1975 v. D.C Department of Motor Vehicles	PERB Case No. 26-U-04	Litigation	PERB	Open
American Federation of Government Employees Local 2978 v. D.C Department of Health	PERB Case No. 26-U-19	Litigation	PERB	Open
American Federation of Government Employees Local 2978 v. D.C Department of Health	PERB Case No. 26-U-16	Litigation	PERB	Open
AFGE Local 2725 (Fabian Furr) v. Department of Housing and Community Development	FMCS Case No. 261224-02278	Litigation	Arbitrations	Open
Fraternal Order of Police/DYRS Labor Committee (De'Jon Johnson) v. Department of Youth Rehabilitation Services	FMCS Case No. 261209-01807	Litigation	Arbitrations	Open
AFSCME Local 2743 v. Department of Insurance, Securities and Banking	PERB Case No. 26-U-18	Litigation	PERB	Open
AFSCME Local 2743 v. Department of Licensing and Consumer Protection	PERB Case No. 26-U-14	Litigation	PERB	Open
Washington Teachers' Union Local #6 v. D.C. Public Schools (school psychologists)	PERB Case No. 26-U-01	Litigation	PERB	Open
Ronald Robinson v. DCPS, et al.	PERB Case No. 26-U-17	Litigation	PERB	Open
Jennifer Klein v. Office of City Administrator	NA	Litigation	Arbitrations	Open
Fraternal Order of Police/Protective Services Police Department v. Department of General Services	PERB Case No. 24-U-46	Litigation	PERB	Open
AFGE 2725 v. Department of Health	FMCS Case No. 240711-07978	Litigation	Arbitrations	Open
AFGE 2725 v. Department of Health	FMCS Case No. 250917-09703:	Litigation	Arbitrations	Open
AFGE Local 2978 and the Commission on the Arts and Humanities	PERB Case No. 26-RC-01	Litigation	PERB	Open
AFGE Local 2978 v. Department of Health	PERB Case No. 26-U-05	Litigation	PERB	Open
Washington Teachers' Union #6 v. DC Public Schools	PERB Case No. 26-U-08	Litigation	PERB	Open
Marvin Alexander v. DC Public Schools	PERB Case No. 26-U-02	Litigation	PERB	Open
Washington Teachers' Union #6 (James Jones) v. D.C. Public Schools	AAA Case No. 01-25-0004-6985	Litigation	Arbitrations	Open
AFSCME Local 1959 v. OSSE/OLRCB	PERB Case No. 26-U-10	Litigation	PERB	Open
Washington Teachers' Union #6 v. DCPS (failure to provide employee ID)	PERB Case No. 26-U-12	Litigation	PERB	Open
Angela Everett v. WTU and DCPS	PERB 26-U-06	Litigation	PERB	Open
IAFF Local 36 AFL-CIO v. DCFEMS	PERB Case No. 26-I-01	Litigation	PERB	Open
WTU (Maya Worsoff) v. DCPS	AAA Case No. 01-25-004-8861	Litigation	Arbitrations	Open
Teamster L. 639 (Miguel Abrego et al) v. OSSE	FMCS Case No. 261006-00138	Litigation	Arbitrations	Open
NAGE/HSEMA	PERB Case No. 25-UC-03	Litigation	PERB	Open
Washington Teachers' Union (Deal Middle School Grievance) v. DCPS	AAA Case No. 01025 0003 9824	Litigation	Arbitrations	Open
Rashad Williams- Teamsters v. DCPS	PERB Case No. 25-U-44	Litigation	PERB	Open
Eduardo Canedo v. DCPS	PERB Case No. 25-U-23	Litigation	PERB	Open
Teamsters Local 639 (Shamethia Barnes) v. DCPS	FMCS Case No. 250908-09444	Litigation	Arbitrations	Open
Teamsters Local 639 (Renea Ruffin) v. DCPS	FMCS Case No. 250908-09434	Litigation	Arbitrations	Open
OLCRB v. AFSCME 2743	PERB Case No. 25-U-41	Litigation	PERB	Open
AFGE 2725 v. Department of Housing and Community Development	PERB Case No. 25-U-46	Litigation	PERB	Open
Local IAFF AFL-CIO v. DC FEMS	PERB Case No. 25-U-31	Litigation	PERB	Open
Sabrina Senn (Pro Se) v. DCPS	PERB Case No. 25-U-42	Litigation	PERB	Open
AFGE 2725 v. DHCF	PERB Case No. 25-U-45	Litigation	PERB	Open

AFGE 2978 v. DC Health	PERB Case No. 25-U-43	Litigation	PERB	Open
AFGE 2725 v. DC Health	PERB Case No. 25-U-37	Litigation	PERB	Open
AFGE 2725 v. DC Health	PERB Case No. 25-U-36	Litigation	PERB	Open
IAFF Local 36 + FEMS (Bad Faith Bargaining)	PERB Case No. 25-U-30	Litigation	PERB	Open
Amobi v. Department of Corrections	PERB Case No. 24-U-43	Litigation	PERB	Open
Washington Teachers' Union (PowerSchool) v. DCPS	AAA Case No. 01-24-0009-0915	Litigation	Arbitrations	Open
Teamsters Local 639 v. Office of the State Superintendent of Education	PERB Case No. 25-U-32	Litigation	PERB	Open
AFGE Local 2725 v. Rental Housing Commission	PERB Case No. 25-U-14	Litigation	PERB	Open
AFGE Local 2725 v. Rental Housing Commission	PERB Case No. 25-U-16	Litigation	PERB	Open
AFSCME Local 2743 (desk audit/arbitration) v. Department of Insurance, Securities and Banking	PERB Case No. 25-U-15	Litigation	PERB	Open
AFSCME Local 2743 (Cruse) v. Department of Licensing and Consumer Protection	PERB Case No. 25-U-13	Litigation	PERB	Open
Washington Teachers' Union (Morning Block) v. DCPS	AAA Case 01-25-0001-8207	Litigation	Arbitrations	Open
Washington Teachers' Union (Henry Hall) v. DCPS	AAA Case No. 01-25-0002-0327	Litigation	Arbitrations	Open
National Association of Government Employees v. Office of the Chief Medical Examiner	PERB Case No. 25-UC-01	Litigation	PERB	Open
AFGE Local 1975 v. Department of Motor Vehicles	PERB Case No. 25-U-07	Litigation	PERB	Open
Washington Teachers' Union (Medicaid Registration) v. DCPS	PERB Case No. 25-U-11	Litigation	PERB	Open
AFSCME District Council 20 v. Office of Risk Management	PERB Case No. 25-U-09	Litigation	PERB	Open
FOP/PSPD Labor Committee (Derrick Hunter) v. DGS	FMCS Case No. 250106-02468	Litigation	Arbitrations	Open
FOP/Officer Grimes v. DGS- 5 day suspension	FMCS Case No. 251107-01041	Litigation	Arbitrations	Open
Washington Teachers' Union (Extended School Year) v. DCPS	AAA Case No. 01-24-0008-4764	Litigation	Arbitrations	Open
ASCME District Council 20 v. Department of Aging and Community Living	PERB Case No. 24-RC-04	Litigation	PERB	Open
Taiwo Akintolu v. Department of Corrections	PERB Case No. 24-U-42	Litigation	PERB	Open
AFGE District 14 v. Department of Corrections	PERB Case No. 24-CU-04	Litigation	PERB	Open
AFGE District 14 v. Department of Corrections	PERB Case No. 24-RC-03	Litigation	PERB	Open
Fire and Emergency Medical Services Department v. IAFF Local 36	PERB Case No. 24-UC-01	Litigation	PERB	Open
AFGE Local 631 v. DDOT	PERB Case No. 24-RC-02	Litigation	PERB	Open
WTU (Denyese Thomas) v. DCPS	AAA Case No. 01-23-0002-0239	Litigation	Arbitrations	Open
IAFF L. 36 v. FEMS (O'Byrne Promotion)	FMCS Case No: 230 427-05665	Litigation	Arbitrations	Open
DOH v. AFGE 2978 [Local Environmental Pay]	FMCS 190520-07293	Litigation	Arbitrations	Open