

PLAS0891-001 02/01/2014

	Rates	Fringes
Cement Masons: HEAVY CONSTRUCTION ONLY.....	\$ 27.15	9.61

PLAS0891-002 06/01/2014

	Rates	Fringes
Cement Masons: (PAVING & INCIDENTAL GRADING)		
Cement Masons.....	\$ 19.50	6.91
Concrete Saw Operators.....	\$ 19.50	6.91
Form Setters.....	\$ 19.50	6.91

PLUM0005-001 10/01/2016

	Rates	Fringes
Plumbers.....	\$ 40.67	17.10+a
a. PAID HOLIDAYS: Labor Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, Christmas Day, New Year's Day, Martin Luther King's Birthday, Memorial Day and the Fourth of July.		

PLUM0602-005 11/01/2016

	Rates	Fringes
Steamfitter, Refrigeration & Air Conditioning Mechanic.....	\$ 39.89	20.52+a
a. PAID HOLIDAYS: New Year's Day, Martin Luther King's Birthday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and the day after Thanksgiving and Christmas Day.		

SHEE0100-001 07/01/2016

	Rates	Fringes
Sheet Metal Worker.....	\$ 40.27	17.24+a
a. PAID HOLIDAYS: New Year's Day, Martin Luther King's Birthday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day		

TEAM0639-001 06/01/2016

	Rates	Fringes
Truck drivers: (HEAVY & HIGHWAY CONSTRUCTION)		
Tractor trailer, Low Boy....	\$ 23.70	2.41+a

Truck Drivers.....\$ 21.70 2.41+a

a. VACATION: Employees will receive one (1) week's paid vacation after one (1) year of service.

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TEAM0639-005 06/01/2016

	Rates	Fringes
Truck drivers: (PAVING & INCIDENTAL GRADING) All paving projects where the grading is incidental to the paving.....\$ 21.70		2.41

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

**Attachment J.3**

GOVERNMENT OF THE DISTRICT OF COLUMBIA

ADMINISTRATIVE ISSUANCE SYSTEM

RECEIVED  
DC DEPARTMENT OF PUBLIC WORKS

JUN 11 1985

DESIGN, ENGINEERING &  
CONSTRUCTION Order 85-85  
CONTRACT COMPLIANCE DIVISION  
JUN 10, 1985

SUBJECT: Compliance with Equal Opportunity Obligations in Contracts

ORIGINATING AGENCY: Office of the Mayor

By virtue of the authority vested in me as Mayor of the District of Columbia by section 422 of the District of Columbia Self-Government and Governmental Reorganization Act of 1973 as amended, D.C. Code section 1-242 (1981-Ed.), it is hereby ORDERED that Commissioner's Order No. 73-51, dated February 28, 1973, is hereby rescinded and reissued in its entirety to read as follows:

1. Establishment of Policy: There is established a policy of the District of Columbia Government to:
  - (a) provide equal opportunity in employment for all persons with respect to any contract by and with the Government of the District of Columbia;
  - (b) prohibit discrimination in employment because of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, or physical handicap;
  - (c) provide equal opportunity to all persons for participation in all District of Columbia Government contracts, including but not limited to lease agreements, Industrial Revenue Bond financing, and Urban Development Action grants;
  - (d) provide equal opportunity to minority business enterprises in the performance of District of Columbia Government contracts in accordance with Mayor's Orders, District of Columbia laws, and rules and regulations promulgated by the Minority Business Opportunity Commission; and
  - (e) promote the full realization of equal employment through affirmative, continuing programs by contractors and subcontractors in the performance of contracts with the District of Columbia Government.
2. Delegation of Authority: The Director of the Office of Human Rights (hereinafter "Director") is delegated the authority vested in the Mayor to implement the provisions of this Order as set forth herein, and any rules, regulations, guidelines, and procedures adopted pursuant thereto.

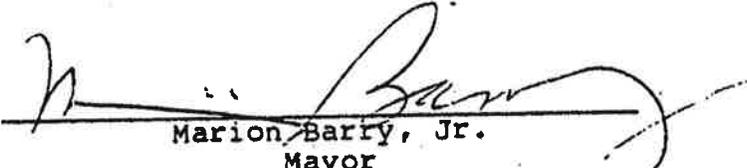
3. Responsibilities: The Director of the Office of Human Rights shall be responsible for establishing and ensuring agency compliance with the policy set forth in this Order, any rules, regulations, and procedures that may be adopted by the Office of Human Rights pursuant to this Order, and any other equal opportunity provisions as may be added as a part of any contract.
4. Powers and Duties: The Director of the Office of Human Rights shall have the following powers and duties:
  - (a) to establish standards and procedures by which contractors and subcontractors who perform under District of Columbia Government contracts shall comply with the equal opportunity provisions of their contracts;
  - (b) to issue all orders, rules, regulations, guidelines, and procedures the Director may deem necessary and proper for carrying out and implementing the purposes of this Order;
  - (c) to assume equal opportunity compliance jurisdiction over any matter pending before a contracting agency where the Director considers it necessary or appropriate for the achievement of the purposes of this Order, keep the contracting agency informed of all actions taken, and act through the contracting agency to the extent appropriate and practicable;
  - (d) to examine the employment practices of any District of Columbia Government contractor or subcontractor, or initiate the examination by the appropriate contracting agency to determine whether or not the contractual provisions specified in any rules and regulations adopted pursuant to this Order have been violated, and notify the contracting agency of any action taken or recommended;
  - (e) to monitor and evaluate all District of Columbia Government agencies, including those independent agencies and commissions not required to submit the Affirmative Action Programs of their contractors to the Office of Human Rights for approval, to ensure compliance with the equal opportunity obligations in contracts;
  - (f) to use his or her best efforts to cause any labor union engaged in work under District of Columbia Government contracts, any referral, recruiting or training agency, or any other representative of workers who are or may be engaged in work under contracts and subcontracts to cooperate in and to comply with the implementation of the purposes of this Order;

- (g) to notify, when appropriate, the concerned contracting agencies, the Office of Federal Contract Compliance Programs, the U.S. Department of Justice, or other appropriate Federal, State, and District agencies, whenever the Director has reason to believe that practices of any contractor, labor organization, lending institution, insurance firm, or agency violate provisions of Federal, State, or District, laws;
- (h) to enter, where the determinations are made by Federal, State, or District agencies, into reciprocal agreements with those agencies to receive the appropriate information;
- (i) to hold hearings, public or private, as necessary to obtain compliance with any rules, regulations, and procedures promulgated pursuant to this Order, and to issue orders relating thereto. No order to terminate or cancel a contract, or to withhold from any contractor further District of Columbia Government contracts shall be issued without affording the contractor an opportunity for a hearing. Any order to terminate or cancel a contract or to withhold from any contractor further District of Columbia Government contracts shall be issued in accordance with rules, and regulations pursuant to the Administrative Procedure Act, as amended; and
- (j) to grant waivers from the minimum standards for the employment of minorities and women in Affirmative Action Programs in exceptional cases, as circumstances may warrant.

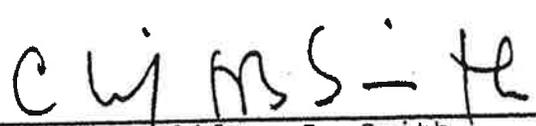
5. Duties of Contracting Agencies: Each contracting agency shall have the following duties:

- (a) the initial responsibility for ensuring that contractors and subcontractors are in compliance with any rules, regulations, and procedures promulgated pursuant to this Order;
- (b) to examine the employment practices of contractors and subcontractors in accordance with procedures established by the Office of Human Rights, and report any compliance action to the Director of the Office of Human Rights;
- (c) to comply with the terms of this Order and of the orders, rules, regulations, guidelines, and procedures of the Office of Human Rights issued pursuant thereto in discharging their responsibility for securing contract compliance; and
- (d) to secure compliance with any rules, regulations, and procedures promulgated pursuant to this Order before or after the execution of a contract by methods, of conference, conciliation and persuasion. No enforcement proceedings shall be initiated, nor shall a contract be cancelled or terminated in whole or in part, unless such methods have first been attempted.

6. Procedures: The procedures to be followed in implementing this Order shall be those set forth in orders, rules, regulations, and guidelines as may be promulgated by the Office of Human Rights.
7. Severability: If any section, subsection, sentence, clause, phrase, or portion of the provisions in this Order is for any reason declared by any court of competent jurisdiction to be invalid or unconstitutional, such section, subsection, sentence, clause, phrase, or portion shall be deemed a separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining provisions of this Order.
8. Effective Date: This Order shall become effective immediately.

  
\_\_\_\_\_  
Marion Barry, Jr.  
Mayor

ATTEST:

  
\_\_\_\_\_  
Clifton B. Smith  
Secretary of the District of Columbia

## OFFICE OF HUMAN RIGHTS

NOTICE OF FINAL RULEMAKING

The Director of the Office of Human Rights hereby gives notice of the adoption of the following final rules governing standards and procedures for equal employment opportunity applicable to contractors and subcontractors under District of Columbia Government Contracts. Notice of Proposed Rulemaking was published for public comment in the D.C. Register on April 11, 1986 at 33 DCR 2243. Based on some of the comments received and upon further review by the Office of Human Rights, minor revisions were made in the rules at the following subsections: 1104.1, 1104.2, 1104.4, 1104.13, 1104.17(e) (5), 1104.28, 1107.1, 1199.1, and at page 15 the definition of minority was written out in addition to citing its D.C. Code. None of the revisions change the intent of the proposed final rules. Final action to adopt these final rules was taken on August 4, 1986, and will be effective upon publication of this notice in the Register.

## CHAPTER 11 EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS IN CONTRACTS

## 1100 PURPOSE

1100.1 These rules shall govern standards and procedures to be followed by contractors and subcontractors performing under District of Columbia Government contracts for goods and services, including construction contracts, for the purpose of assuring equal employment opportunity for minorities and women.

1100.2 These rules establish requirements for contractors and subcontractors regarding their commitment to observe specific standards for the employment of minorities and women and to achieve affirmative action obligations under District of Columbia contracts. These rules are not intended nor shall be used to discriminate against any qualified applicant for employment or employee.

## 1101 SCOPE

1101.1 Except as hereinafter exempted, the provisions of this chapter shall apply to all District of Columbia Government contracts subject to Mayor's Order No. 85-85, and any rules, regulations, and procedures promulgated pursuant to that Mayor's Order.

## 1102 COVERAGE

1102.1 The provisions of this chapter shall govern the processing of any matter before the Office of Human Rights involving the following:

- (a) Discrimination in employment on grounds of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, or physical handicap by any District of Columbia Government contractor; and

(b) Achievement of affirmative action obligations under District of Columbia contracts.

1103 CONTRACT PROVISIONS

- 1103.1 Each contract for goods and services, including construction contracts, except construction subcontracts for standard commercial supplies or raw materials, shall include as express contractual provisions the language contained in subsections 1103.2 through 1103.10.
- 1103.2 The contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, or physical handicap.
- 1103.3 The contractor agrees to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, political affiliation, or physical handicap. The affirmative action shall include, but not be limited to the following:
- (a) Employment, upgrading, or transfer;
  - (b) Recruitment or recruitment advertising;
  - (c) Demotion, layoff, or termination;
  - (d) Rates of pay, or other forms of compensation; and
  - (e) Selection for training and apprenticeship.
- 1103.4 The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Contracting Agency, setting forth the provisions in subsections 1103.2 and 1103.3 concerning non-discrimination and affirmative action.
- 1103.5 The contractor shall, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment pursuant to the non-discrimination requirements set forth in subsection 1103.2.
- 1103.6 The contractor agrees to send to each labor union or representative of workers with which it has a collective bargaining agreement, or other contract or understanding, a notice to be provided by the Contracting Agency, advising each labor union or workers' representative of the contractor's commitments under this chapter, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- 1103.7 The contractor agrees to permit access to all books, records, and accounts, pertaining to its employment practices, by the Director and the Contracting Agency for purposes of investigation to ascertain

compliance with this chapter, and to require under terms of any subcontractor agreement each subcontractor to permit access of such subcontractors, books, records, and accounts for such purposes.

1103.8 The contractor agrees to comply with the provisions of this chapter and with all guidelines for equal employment opportunity applicable in the District of Columbia adopted by the Director, or any authorized official.

1103.9 The prime contractor shall include in every subcontract the equal opportunity clauses, subsections 1103.2 through 1103.10 of this section, so that such provisions shall be binding upon each subcontractor or vendor.

1103.10 The prime contractor shall take such action with respect to any subcontract as the Contracting Officer may direct as a means of enforcing these provisions, including sanctions for non-compliance; provided, however, that in the event the prime contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the prime contractor may request the District to enter into such litigation to protect the interest of the District.

#### 1104 AFFIRMATIVE ACTION PROGRAM

1104.1 Each apparent low bidder for a construction contract shall complete and submit to the Contracting Agency, prior to the execution of any contract in the amount of twenty-five thousand dollars (\$25,000) or more, and each contractor covered under subsection 1105.1, an Affirmative Action Program to ensure equal opportunity which shall include specific standards for the utilization of minorities and women in the trades, crafts and skills to be used by the contractor in the performance of the contract.

1104.2. Each apparent low bidder or offeror for a non-construction contract shall complete and submit to the Contracting Agency, prior to the execution of any contract in the amount of ten thousand dollars (\$10,000) or more, and each contractor covered under subsection 1105.2, an Affirmative Action Program to ensure equal opportunity which shall include specific standards for the utilization of minorities in the job categories specified in subsection 1108.4.

1104.3 To ensure equal opportunity each Affirmative Action Program shall include the following commitments:

(a) With respect to construction contracts, each contractor shall certify that it will comply with the provisions of this chapter, and submit a personnel utilization schedule for all the trades the contractor is to utilize, indicating the actual numbers of minority and female workers that are expected to be a part of the workforce performing under the contract; and

(b) With respect to non-construction contracts, each contractor shall certify that it will comply with the provisions of this chapter, and shall submit a personnel utilization schedule indicating by craft and skill, the minority composition of the workforce related to the performance of the work under the contract. The schedule shall

include all workers located in the facility from which the goods and services are produced and shall include the same information for other facilities which have a significant relationship to the performance of work under the contract.

- 1104.4 If the experience of the contractor with any local union from which it will secure employees indicates that the union will not refer sufficient minorities or women to meet minority or female employment commitments, the contractor shall, not less than ten (10) days prior to the employment of any person on the project subject to the jurisdiction of that local union, do the following:
- (a) Notify the District of Columbia Department of Employment Services and at least two (2) minority and two (2) female referral organizations of the contractor's personnel needs, and request referral of minority and female workers; and
  - (b) Notify any minority and female workers who have been listed with the contractors as awaiting vacancies.
- 1104.5 If, within five (5) working days prior to commencement of work, the contractor determines that the Department of Employment Services or the minority or female referral organizations are unable to refer sufficient minorities or women to meet its commitments, the contractor may take steps to hire, by referral or otherwise, from the local union membership to fill the remaining job openings, provided that it notifies the local union of its personnel needs and of its employment commitments. Evidence of the notification shall be provided to the Contracting Agency.
- 1104.6 The contractor shall have standing requests for additional referrals of minority and female workers with the local union, the Department of Employment Services, and the other referral sources, until such time as the contractor has met its minority and female employment commitments.
- 1104.7 If the contractor desires to lay off some of its employees in a given trade on a construction site, it shall ensure that the required number of minority and female employees remain on the site to meet the minority and female commitments.
- 1104.8 No contractor shall refuse employment to any individual who has a minimal facility to speak English except where the contractor can demonstrate that the facility to speak English is necessary for the performance of the job.
- 1104.9 No union with which the contractor has a collective bargaining agreement shall refuse to refer minority and female employees to such contractor.
- 1104.10 To the extent that contractors have delegated the responsibility for some of their employment practices to some other organization or agency which prevents them from meeting their equal opportunity obligations, those contractors shall not be considered to be in compliance with this chapter.
- 1104.11 The obligations of the contractor shall not be reduced, modified, or subject to any provision in any collective bargaining agreement with a labor organization which provides that the labor organization shall have

the exclusive or primary opportunity to refer employees.

- 1104.12 When any contractor employs a minority person or woman in order to comply with this chapter, those persons shall be advised of their right to seek union membership, the contractor shall provide whatever assistance may be appropriate to enable that person to obtain membership, and the contractor shall notify the appropriate union of that person's employment.
- 1104.13 The contractor shall not discharge, refuse to employ, or otherwise adversely affect any minority person or woman because of any provision in any collective bargaining agreement, or any understanding, written or oral that the contractor may have with any labor organization.
- 1104.14 If at any time, because of lack of cooperation or overt conduct, a labor organization impedes or interferes with the contractor's Affirmative Action Program, the contractor shall notify the Contracting Agency and the Director immediately, setting forth the relevant circumstances.
- 1104.15 In any proceeding involving a disagreement between a labor organization and the contractor over the implementation of the contractor's Affirmative Action Program, the Contracting Agency and the Office of Human Rights may become a party to the proceeding.
- 1104.16 In determining whether or not a contractor is utilizing minorities and females pursuant to section 1108, consideration shall be given to the following factors:
- (a) The proportion of minorities and women employed in the trades and as laborers in the construction industry within the District of Columbia;
  - (b) The proportion of minorities and women employed in the crafts or as operatives in non-construction industries within the District of Columbia;
  - (c) The number and ratio of unemployed minorities and women to total unemployment in the District of Columbia;
  - (d) The availability of qualified and qualifiable minorities and women for employment in any comparable line of work, including where they are now working and how they may be brought into the contractor's workforce;
  - (e) The effectiveness of existing training programs in the area, including the number who complete training, the length and extent of training, employer experience with trainees, and the need for additional or expanded training programs; and
  - (f) The number of additional workers that could be absorbed into each trade or line of work without displacing present employees, including consideration of present employee shortages, projected growth of the trade or line of work, and projected employee turnover.

- 1104.17 The contractor's commitment to specific standards for the utilization of minorities and females as required under this chapter shall include a commitment to make every good faith effort to meet those standards. If the contractor has failed to meet the standards, a determination of "good faith" shall be based upon the contractor's documented equal opportunity efforts to broaden its equal employment program which shall include, but may not necessarily be limited to, the following requirements:
- (a) The contractor shall notify the community organizations that the contractor has employment opportunities available and shall maintain records of the organizations' responses;
  - (b) The contractor shall maintain a file of the names and addresses of each minority and female worker referred to it and what action was taken with respect to each referred worker. If that worker was not sent to the union hiring hall for referral or if the worker was not employed by the contractor, the contractor's file shall so be documented and the reasons therefor;
  - (c) The contractor shall notify the Contracting Agency and the Director when the union or unions with which the contractor has a collective bargaining agreement has not referred to the contractor a minority or female worker originally sent to the union by the contractor for union registration, or the contractor has other information that the union referral process has impeded the contractor's efforts to meet its goals;
  - (d) The contractor shall participate in training programs related to its personnel needs;
  - (e) The contractor shall disseminate its EEO policy internally by doing the following:
    - (1) Including it in any organizational manual;
    - (2) Publicizing it in company newspapers, annual report, etc.;
    - (3) Conducting staff, employee, and union representatives meetings to explain and discuss the policy;
    - (4) Posting; and
    - (5) Reviewing the policy with minority and female employees.
  - (f) The contractor shall disseminate its EEO policy externally by doing the following:
    - (1) Informing and discussing it with all recruitment sources;
    - (2) Advertising in newsmedia, specifically including newsmedia directed to minorities and women;
    - (3) Notifying and discussing it with all known minority and women's organizations; and

- (4) Notifying and discussing it with all subcontractors and suppliers.
- 1104.18 The contractor shall make specific recruitment efforts, both written and oral, directed at all minority and women's training organizations within the contractor's recruitment area.
- 1104.19 The contractor shall encourage present employees to assist in the recruitment of minorities and women for employment.
- 1104.20 The contractor shall validate all qualifications, selection requirements, and tests in accordance with the guidelines of the Equal Employment Opportunity Commission.
- 1104.21 The contractor shall make good faith efforts to provide afterschool, summer and vacation employment to minority youths and young women.
- 1104.22 The contractor shall develop on-the-job training opportunities, and participate and assist in any association or employer group training programs relevant to the contractor's employee needs.
- 1104.23 The contractor shall continually inventory and evaluate all minority and female personnel for promotion opportunities.
- 1104.24 The contractor shall make sure that seniority practices, job classifications, qualifications, etc. do not have a discriminatory effect on minorities and women.
- 1104.25 The contractor shall make certain that all facilities and company activities are nonsegregated.
- 1104.26 The contractor shall continually monitor all personnel activities to ensure that its EEO policy is being carried out.
- 1104.27 The contractor ~~shall~~ facilities as depositories for funds which may be involved, directly or indirectly, in the performance of the contract.
- 1104.28 The contractor shall employ minority and female workers without respect to union membership in sufficient numbers to meet the minority and female employment standards, if the experience of the contractor with any labor union from which it will secure employees does not indicate that it will refer sufficient minorities and females to meet its minority and female employment standards.
- 1104.29 The contractor shall ensure that all of its employees as well as those of its subcontractors are made knowledgeable about the contractor's equal opportunity policy.
- 1104.30 [Reserved]

- 1104.31 Each contractor shall include in all bid invitations or other pre-bid communications, written or otherwise, with respect to prospective subcontractors, the standards, as applicable, which are required under this chapter.
- 1104.32 Whenever a contractor subcontracts a portion of the work in any trade, craft or skill it shall include in the subcontract, its commitment made under this chapter, as applicable, which shall be adopted by its subcontractors who shall be bound thereby and by the regulations of this chapter to the full extent as if it were the prime contractor.
- 1104.33 The prime contractor shall give notice to the Director and the Contracting Agency of any refusal or failure of any subcontractor to fulfill its obligations under this chapter.
- 1104.34 Failure of compliance by any subcontractor shall be treated in the same manner as a failure by the prime contractor.
- 1105 EXEMPTIONS
- 1105.1 Prospective construction contractors shall be exempt from submitting Affirmative Action Programs for contracts amounting to less than twenty-five thousand dollars (\$25,000); provided, that when a construction contractor accumulates contracts amounting to twenty-five thousand dollars (\$25,000) or more within a period of twelve (12) months that contractor shall be required to submit an Affirmative Action Program for each contract executed thereafter.
- 1105.2 Prospective non-construction contractors shall be exempt from submitting Affirmative Action Programs for contracts amounting to less than ten thousand dollars (\$10,000); provided, that when a non-construction contractor accumulates contracts amounting to ten thousand dollars (\$10,000) or more during a period of twelve (12) months that contractor shall be required to submit an Affirmative Action Program for each contract executed thereafter.
- 1106 NONRESPONSIBLE CONTRACTORS
- 1106.1 If a bidder or offeror fails either to submit a complete and satisfactory Affirmative Action Program or to submit a revised Affirmative Action Program that meets the approval of the Director, as required pursuant to this chapter, the Director may direct the Contracting Officer to declare the bidder or offeror to be nonresponsible and ineligible for award of the contract.
- 1106.2 Any untimely submission of an Affirmative Action Program may, upon order of the Director, be rejected by the Contracting Officer.
- 1106.3 In no case shall there be any negotiation over the provisions of specific utilization standards submitted by the bidder or offeror after the opening of bids or receipt of offer and prior to award.
- 1106.4 If any directive or order relating to nonresponsibility is issued under this section, the Director shall afford the bidder or offeror a reasonable opportunity to be heard in opposition to such action in

accordance with subsection 1118.1, or in support of a request for waiver under section 1109.

1107 NOTICE OF COMPLIANCE

1107.1 Each Contracting Agency shall include, or require the contract bidder or offeror to include, in the invitation for bids or other solicitation used for a D.C. Government-involved contract, a notice stating that to be eligible for consideration, each bidder or offeror shall be required to comply with the provisions of this chapter for the trades, crafts and skills to be used during the term of the performance of the contract whether or not the work is subcontracted.

1108 MINIMUM STANDARDS FOR MINORITY AND FEMALE EMPLOYMENT

1108.1 The minimum standards for the utilization of minorities in the District of Columbia Government construction contracts shall be forty-two percent (42%) in each trade for each project, and an aggregate workforce standard of six and nine-tenths percent (6.9%) for females in each project. Any changes in Federal standards pertaining to minority group and female employment in Federally-involved construction contracts shall be taken into consideration in any review of these requirements.

1108.2 The construction contractor's standards established in accordance with subsection 1108.1 shall express the contractor's commitment of the forty-two percent (42%) of minority personnel who will be working in each specified trade on each of the contractor's District of Columbia Government projects, and the aggregate standard of six and nine-tenths percent (6.9%) for the employment of females in each District of Columbia Government contract.

1108.3 The hours for minority and female workers shall be substantially uniform throughout the entire length of the construction contract for each trade used, to the effect that the same percentage of minority workers in the trades used shall be working throughout the length of work in each trade on each project, and the aggregate percentage in each project for females.

1108.4 The minimum standard for the utilization of minorities in non-construction contracts shall be twenty-five percent (25%) in each of the following nine (9) job categories:

- (a) Officials and managers;
- (b) Professionals;
- (c) Technicians;
- (d) Sales workers;
- (e) Office and clerical workers;
- (f) Craftpersons (Skilled);
- (g) Operative (Semi-skilled);

- (h) Laborers (Unskilled); and
- (i) Service workers.
- 1108.5 With respect to non-construction contracts the contractor's standards established in accordance with subsection 1108.4 shall express the contractor's commitment of the twenty-five percent (25%) of minority personnel who will be working in each specified craft or skill in each contract.
- 1109 WAIVERS
- 1109.1 The Director may grant a waiver to a prospective contractor from the requirement to submit a set of minimum standards for the employment of minorities and women in a particular contract, if before the execution of the contract and approval of the Affirmative Action Program, the contractor can document and otherwise prove it is unable to meet the standards in the performance of the contract.
- 1110 SOLICITATION OF CONTRACT
- 1110.1 Each solicitation for contract covered by section 1104 shall contain a statement that contractors shall comply with the minimum standards established pursuant to these rules for ensuring equal opportunity.
- 1110.2 The contract solicitation shall require that each bidder or offeror certify that it intends to meet the applicable minimum standards in section 1108 in order to be considered for the contract.
- 1111 PRIOR TO EXECUTION OF CONTRACT
- 1111.1 Upon being designated the apparent low bidder or offeror, that contractor shall submit a detailed Affirmative Action Program that sets forth the following:
  - (1) The composition of its current total workforce; and
  - (2) The composition of the workforce by race, color, national origin, and sex to be used in the performance of the contract and that of all known subcontractors that will be utilized to perform the contract.
- 1111.2 The apparent low bidder or offeror shall submit an Affirmative Action Program in accordance with section 1104 describing the actions it will take to ensure compliance with this chapter which shall be subject, prior to the execution of any contract, to the approval of the Director.
- 1111.3 If the Office of Human Rights does not act within ten (10) working days after the receipt of the Affirmative Action Program sent for approval, the Contracting Agency may proceed on its own determination to execute the contract.
- 1111.4 The apparent low bidder or offeror shall submit an Affirmative Action Program within a period of time to be specified by each Contracting Agency, but which shall not exceed ten (10) working days after becoming the apparent contractor.

1111.5 The apparent low bidder or offeror shall furnish all information and reports to the Contracting Agency as required by this chapter, and shall permit access to all books or records pertaining to its employment practices or worksites.

1111.6 No contract subject to section 1104 shall be executed by the Contracting Agency, if the apparent low bidder or offeror does not submit an Affirmative Action Program, or if the Program has been disapproved in writing by the Director.

1111.7 If there is disagreement between the contractor and the Contracting Officer as to the adequacy of the Affirmative Action Program, the matter shall be referred to the Director for a decision.

1112 AFTER EXECUTION OF CONTRACT

1112.1 Each contractor shall maintain throughout the term of the contract the minimum standards for the employment of minorities and women, as set forth in the approved Affirmative Action Program.

1112.2 Each contractor shall require that each subcontractor, or vendor under the contract comply with the provisions of the contract and the Affirmative Action Program.

1112.3 Each contractor shall furnish all information as required by this chapter, and permit access to all books and records pertaining to the contractor's employment practices and worksites by the Director and the Contracting Agency for purposes of investigation to ascertain compliance with this chapter.

1113 MONITORING AND EVALUATION

1113.1 The Director shall, from time to time, monitor and evaluate all District of Columbia Government agencies, including those independent agencies and commissions not required to submit the Affirmative Action Program of their contractors, to ensure compliance with the equal opportunity obligations in contracts, as provided for in this chapter.

1114 AFFIRMATIVE ACTION TRAINING PROGRAM

1114.1 Each contractor, in fulfilling its affirmative action responsibilities under a contract with the District of Columbia Government, shall be required to have, as part of its Affirmative Action Program, an existing training program for the purpose of training, upgrading, and promotion of minority and female employees or to utilize existing programs. Those programs shall include, but not be limited to, the following:

- (a) To be consistent with its personnel requirements, the contractor shall make full use of the applicable training programs, including apprenticeship, on-the-job training, and skill refinement training for journeymen. Recruitment for the program shall be designed to provide for appropriate participation by minority group members and women;

- b) The contractor may utilize a company-operated skill refinement training program. This program shall be formal and shall be responsive to the work to be performed under the contract;
- (c) The contractor may utilize formal private training institutions that have as their objective training and skill refinement appropriate to the classification of the workers employed. When training is provided by a private organization the following information shall be supplied:
- (1) The name of the organization;
  - (2) The name, address, social security number, and classification of the initial employees and any subsequent employees chosen during the course of the contract; and
  - (3) The identity of the trades, and crafts or skills involved in the training.
- 1114.2 If the contractor relies, in whole or in part, upon unions as a source of its workforce, the contractor shall use its best efforts, in cooperation with the unions, to develop joint training programs aimed toward qualifying more minorities and females for membership in the union, and increasing the skills of minority and female employees so that they may qualify for higher paying employment.
- 1114.3 Approval of training programs by the Contracting Agency shall be predicated, among other things, upon the quality of training, numbers of trainees and trades, crafts or skills involved, and whether the training is responsive to the policies of the District of Columbia and the needs of the minority and female community. Minority and female applicants for apprenticeship or training should be selected in sufficient numbers as to ensure an acceptable level of participation sufficient to overcome the effects of past discrimination.
- 1115 COMPLIANCE REVIEW
- 1115.1 The Director and the Contracting Agency shall review the contractor's employment practices during the performance of the Contract. Routine or special reviews of contractors shall be conducted by the Contracting Agency or the Director in order to ascertain the extent to which the policy of Mayor's Order No. 85-85, and the requirements in this chapter are being implemented and to furnish information that may be useful to the Director and the Contracting Agency in carrying out their functions under this chapter.
- 1115.2 A routine compliance review shall consist of a general review of the practices of the contractor to ascertain compliance with the requirements of this chapter, and shall be considered a normal part of contract administration.
- 1115.3 A special compliance review shall consist of a comprehensive review of the employment practices of the contractor with respect to the requirements of this chapter, and shall be conducted when warranted.

## 1116 ENFORCEMENT

1116.1 If the contractor does not comply with the equal opportunity clauses in a particular contract, including subsections 1103.2 through 1103.10 of this chapter, that contract may be cancelled in whole or in part, and the contractor may be declared by the Director or the Contracting Officer to be ineligible for further District of Columbia Government contracts subject to applicable laws and regulations governing debarment.

1116.2 If the contractor meets its goals or if the contractor can demonstrate that it has made every good faith effort to meet those goals, the contractor will be presumed to be in compliance with this chapter, and no formal sanctions shall be instituted unless the Director otherwise determines that the contractor is not providing equal employment opportunity.

1116.3 When the Director proceeds with a formal hearing she or he has the burden of proving that the contractor has not met the requirements of this chapter, but the contractor's failure to meet its goals shall shift to it the requirement to come forward with evidence to show that it has met the good faith requirements of this chapter.

## 1117 COMPLAINTS

1117.1 The Director may initiate investigations of individual instances and patterns of discriminatory conduct, initiate complaints thereupon and keep the Contracting Agency informed of those actions.

1117.2 If the investigation indicates the existence of an apparent violation of the non-discrimination provisions of the contract required under section 1103 of this chapter the matter may be resolved by the methods of conference, conciliation, mediation, or persuasion.

1117.3 If an apparent violation of the non-discrimination provisions of the contract required under section 1103 of this chapter is not resolved by methods of conference, conciliation, mediation, or persuasion, the Director or the Contracting Officer may issue a notice requiring the contractor in question to show cause, within thirty (30) days, why enforcement proceedings or other appropriate action should not be initiated.

1117.4 Any employee of any District of Columbia Government contractor or applicant for employment who believes himself or herself to be aggrieved may, in person or by an authorized representative, file in writing, a complaint of alleged discrimination with the Director.

## 1118 HEARINGS

1118.1 In the event that a dispute arises between a bidder, offeror or prospective contractor and the Director or the Contracting Officer as to whether the proposed program of affirmative action for providing equal employment opportunity submitted by such bidder, offeror or prospective contractor complies with the requirements of this chapter and cannot be resolved by the methods of conference, conciliation, mediation, or persuasion, the bidder, offeror or prospective contractor in question shall be afforded the opportunity for a hearing before the Director.

- 1118.2 If a case in which an investigation by the Director or the Contracting Agency has shown the existence of an apparent violation of the non-discrimination provisions of the contract required under section 1103 is not resolved by the methods specified in subsection 1117.2, the Director may issue a notice requiring the contractor in question to show cause, within thirty (30) days, why enforcement proceedings or other appropriate action should not be initiated. The contractor in question shall also be afforded the opportunity for a hearing before the Director.
- 1118.3 The Director may hold a hearing on any complaint or violation under this chapter, and make determinations based on the facts brought before the hearing.
- 1118.4 Whenever the Director holds a hearing it is to be held pursuant to the Human Rights Act of 1977, a notice of thirty (30) working days for the hearing shall be given by registered mail, return receipt requested, to the contractor in question. The notice shall include the following:
- (a) A convenient time and place of hearing;
  - (b) A statement of the provisions in this chapter or any other laws or regulations pursuant to which the hearing is to be held; and
  - (c) A concise statement of the matters to be brought before the hearing.
- 1118.5 All hearings shall be open to the public and shall be conducted in accordance with rules, regulations, and procedures promulgated pursuant to the Human Rights Act of 1977.
- 1119 SANCTIONS
- 1119.1 The Director, upon finding that a contractor has failed to comply with the non-discrimination provisions of the contract required under section 1103, or has failed to make a good faith effort to achieve the utilization standards under an approved Affirmative Action Program, may impose sanctions contained in this section in addition to any sanctions or remedies as may be imposed or invoked under the Human Rights Act of 1977.
- 1119.2 Sanctions imposed by the Director may include the following:
- (a) Order that the contractor be declared ineligible from consideration for award of District of Columbia Government contracts or subcontracts until such time as the Director may be satisfied that the contractor has established and will maintain equal opportunity policies in compliance with this chapter; and
  - (b) Direct each Contracting Officer administering any existing contract to cancel, terminate, or suspend the contract or any portion thereof, and to deny any extension, modification, or change, unless the contractor provides a program of future compliance satisfactory to the Director.
- 1119.3 Any sanction imposed under this chapter may be rescinded or modified upon reconsideration by the Director.

1119.4 An appeal of any sanction imposed by order of the Director under this chapter may be taken pursuant to applicable clauses of the affected contract or provisions of law and regulations governing District of Columbia Government contracts.

1120 NOTIFICATIONS

1120.1 The Director shall forward in writing notice of his or her findings of any violations of this chapter to the Contracting Officer for appropriate action under the contract.

1120.2 Whenever it appears that the holder of or an applicant for a permit, license or franchise issued by any agency or authority of the Government of the District of Columbia is a person determined to be in violation of this chapter the Director may, at any time he or she deems that action is advisable or desirable, notwithstanding any other action the Director may take or may have taken under the authority of this chapter, refer to the proper licensing agency or authority the facts and identities of all persons involved in the violation for such action as the agency or authority, in its judgement, considers appropriate based upon the facts thus disclosed to it.

1120.3 The Director may publish, or cause to be published, the names of contractors or unions which have been determined to have complied or have failed to comply with the provisions of the rules in this chapter.

1121 DISTRICT ASSISTED PROGRAMS

1121.1 Each agency which administers a program involving leasing of District of Columbia Government owned or controlled real property, or the financing of construction under industrial revenue bonds or urban development action grants, shall require as a condition for the approval of any agreement for leasing, bond issuance, or development action grant, that the applicant undertake and agree to incorporate, or cause to be incorporated into all construction contracts relating to or assisted by such agreements, the contract provisions prescribed for District of Columbia Government contracts by section 1103, preserving in substance the contractor's obligation under those provisions.

1199 DEFINITIONS

1199.1 The following words and phrases set forth in this section, when used in this chapter, shall have the following meanings ascribed:

\* Contract - any binding legal relationship between the District of Columbia and a contractor for supplies or services, including but not limited to any District of Columbia Government or District of Columbia Government assisted construction or project, lease agreements, Industrial Revenue Bond financing, and Urban Development Action grants, or for the lease of District of Columbia property in which the parties, respectively, do not stand in the relationship of employer and employee.

\* Contracting Agency - any department, agency, or establishment of the District of Columbia which is authorized to enter into contracts.

Contracting Officer - any official of a contracting agency who is vested with the authority to execute contracts on behalf of said agency.

Contractor - any prime contractor holding a contract with the District of Columbia Government. The term shall also refer to subcontractors when the context so indicates.

Director - the Director of the Office of Human Rights, or his or her designee.

Dispute - any protest received from a bidder or prospective contractor relating to the effectiveness of his or her proposed program of affirmative action for providing equal opportunity.

Minority - Black Americans, Native Americans, Asian Americans, Pacific Islander Americans, and Hispanic Americans. In accordance with D.C. Code, Section 1-1142(1) (Supp. 1985).

Subcontract - any agreement made or executed by a prime contractor or a subcontractor where a material part of the supplies or services, including construction, covered by an agreement is being obtained for use in the performance of a contract subject to Mayor's Order No. 85-85, and any rules, regulations, and procedures issued pursuant thereto.

Subcontractor - any contractor holding a contract with a District prime contractor calling for supplies or services, including construction, required for the performance of a contract subject to Mayor's Order No. 85-85, and any rules, regulations, and procedures promulgated pursuant thereto.

## **Attachment J.4**

<http://ocp.dc.gov>, under Quick Links click on “Required Solicitation Documents”

## **Attachment J.5**

<http://ocp.dc.gov>, under Quick Links click on “Required Solicitation Documents”

## **Attachment J.6**

<http://ocp.dc.gov>, under Quick Links click on “Required Solicitation Documents”

## **Attachment J.7**

<http://ocp.dc.gov>, under Quick Links click on “Required Solicitation Documents”

## **Attachment J.8**

<http://ocp.dc.gov>, under Quick Links click on “Required Solicitation Documents”

**Attachment J.9**

<http://ocp.dc.gov>, under Quick Links click on “Required Solicitation Documents”

**Attachment J.10**

WARD 1

**Primary Stops**

<b>Regional ID</b>	<b>On Street</b>	<b>At Street</b>	<b>Heading</b>	<b>Avg. Ons + Avg. Offs</b>
1003087	14TH ST NW	IRVING ST NW	175	2191
1001691	U ST NW	14TH ST NW	271	1763
1003678	ADAMS MILL RD NW	COLUMBIA RD NW	0	1070
1001964	COLUMBIA RD NW	14TH ST NW	267	1056
1002006	GEORGIA AVE NW	IRVING ST NW	353	959
1002002	IRVING ST NW	16TH ST NW	93	954
1002915	16TH ST NW	EUCLID ST NW	1	875
1001985	COLUMBIA RD NW	GEORGIA AVE NW	264	664
1001744	COLUMBIA RD NW	19TH ST NW	206	468
1001688	U ST NW	13TH ST NW	273	462
1001945	HARVARD ST NW	HARVARD ST NW	324	449
1001803	GEORGIA AVE NW	HOWARD PL NW	355	448
1001661	GEORGIA AVE NW	FLORIDA AVE NW	183	410
1001820	GEORGIA AVE NW	HOWARD PL NW	174	386
1002202	14TH ST NW	PARKWOOD PL NW	1	382
1001724	COLUMBIA RD NW	19TH ST NW	25	372
1002183	16TH ST NW	OAK ST NW	8	340
1003431	14TH ST NW	COLUMBIA RD NW	3	325
1002162	16TH ST NW	NEWTON ST NW	2	308
1003475	14TH ST NW	W ST NW	355	305
1002871	16TH ST NW	LAMONT ST NW	179	304
1002008	11TH ST NW	IRVING ST NW	350	298
1001818	11TH ST NW	CLIFTON ST NW	1	298
1001678	U ST NW	11TH ST NW	91	259
1003047	11TH ST NW	IRVING ST NW	168	256
1001807	14TH ST NW	CLIFTON ST NW	356	253
1001969	COLUMBIA RD NW	13TH ST NW	269	240
1002868	16TH ST NW	OAK ST NW	180	236
1002126	GEORGIA AVE NW	PARK RD NW	357	234
1001686	COLUMBIA RD NW	CALIFORNIA ST NW	26	233
1002875	16TH ST NW	CRESCENT PL NW	179	228
1002120	PARK RD NW	17TH ST NW	113	227
1001845	14TH ST NW	EUCLID ST NW	357	225
1001694	COLUMBIA RD NW	CALIFORNIA ST NW	207	224
1002048	16TH ST NW	LAMONT ST NW	360	224
1003225	COLUMBIA RD NW	QUARRY RD NW	234	223
1001860	GEORGIA AVE NW	EUCLID ST NW	353	218
1003045	PARK RD NW	11TH ST NW	247	214
1001689	U ST NW	NEW HAMPSHIRE AVE NW	269	213
1001997	IRVING ST NW	11TH ST NW	86	208
1001975	COLUMBIA RD NW	11TH ST NW	264	205
1002068	GEORGIA AVE NW	LAMONT ST NW	354	201
1002102	11TH ST NW	PARK RD NW	352	197

1001916	14TH ST NW	GIRARD ST NW	188	190
1001871	GEORGIA AVE NW	EUCLID ST NW	174	190
1002023	GEORGIA AVE NW	IRVING ST NW	179	189
1001631	14TH ST NW	T ST NW	360	184
1002122	GEORGIA AVE NW	PARK RD NW	173	183
1001683	U ST NW	VERMONT AVE NW	270	179
1001625	FLORIDA AVE NW	6TH ST NW	299	172
1001981	COLUMBIA RD NW	SHERMAN AVE NW	263	170
1001991	COLUMBIA RD NW	WARDER ST NW	259	165
1001763	18TH ST NW	BELMONT RD NW	344	162
1001774	GEORGIA AVE NW	BARRY PL NW	359	161
1001711	18TH ST NW	CALIFORNIA ST NW	355	160
1001948	GEORGIA AVE NW	GRESHAM PL NW	174	157
1001939	GEORGIA AVE NW	GRESHAM PL NW	353	155

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**Buffer Stops**

1002027	IRVING ST NW	WARDER ST NW	78	155
1001782	14TH ST NW	BELMONT ST NW	355	152
1003048	11TH ST NW	HARVARD ST NW	179	152
1001777	16TH ST NW	CRESCENT PL NW	1	149
1001786	GEORGIA AVE NW	BARRY PL NW	174	139
1001674	U ST NW	9TH ST NW	90	139
1001684	U ST NW	FLORIDA AVE NW	269	137
1002176	GEORGIA AVE NW	OTIS PL NW	360	136
1003760	18TH ST NW	BELMONT ST NW	157	135
1003050	11TH ST NW	CLIFTON ST NW	178	132

# WARD 2

**Primary Stops**

<b>Regional ID</b>	<b>On Street</b>	<b>At Street</b>	<b>Heading</b>	<b>Avg. Ons + Avg. Offs</b>
1002882	16TH ST NW	K ST NW	180	2261
1001193	17TH ST NW	I ST NW	181	2260
1003418	7TH ST NW	H ST NW	359	1890
1002881	16TH ST NW	M ST NW	180	1479
1001141	H ST NW	MADISON PL NW	93	1469
1003746	Q ST NW	CONNECTICUT AVE NW	90	1070
1003703	K ST NW	16TH ST NW	90	1013
1001473	MASSACHUSETTS AVE NW	20TH ST NW	115	958
1003702	H ST NW	16TH ST NW	90	815
1002911	16TH ST NW	L ST NW	360	766
1002877	16TH ST NW	U ST NW	180	752
1003661	I ST NW	13TH ST NW	265	589
1003467	H ST NW	14TH ST NW	89	562
1001343	CONNECTICUT AVE NW	M ST NW	156	537
1001105	H ST NW	7TH ST NW	90	536
1001171	19TH ST NW	I ST NW	177	493
1001055	9TH ST NW	F ST NW	181	485
1001116	H ST NW	5TH ST NW	272	452
1001199	15TH ST NW	I ST NW & K ST NW	360	443
1001461	P ST NW	20TH ST NW	268	408
1001362	14TH ST NW	N ST NW	2	388
1000983	VIRGINIA AVE NW	21ST ST NW	307	385
1000886	9TH ST NW	CONSTITUTION AVE NW	360	383
1001056	19TH ST NW	F ST NW	180	380
1001117	H ST NW	6TH ST NW	270	374
1000981	PENNSYLVANIA AVE NW	12TH ST NW	291	372
1003653	I ST NW	14TH ST NW	270	372
1003727	H ST NW	9TH ST NW	270	359
1003204	M ST NW	WISCONSIN AVE NW	271	352
1001086	7TH ST NW	G ST NW	180	349
1000977	VIRGINIA AVE NW	21ST ST NW	125	347
1001080	19TH ST NW	G ST NW	183	334
1001133	H ST NW	17TH ST NW	95	329
1001184	I ST NW	12TH ST NW	272	329
1001190	13TH ST NW	I ST NW	181	323
1003662	I ST NW	13TH ST NW	272	292
1000948	PENNSYLVANIA AVE NW	10TH ST NW	290	284
1001112	19TH ST NW	H ST NW	179	268
1003090	CONNECTICUT AVE NW	20TH ST NW	157	262
1001148	H ST NW	18TH ST NW	92	253
1003205	M ST NW	33RD ST NW	267	248
1003733	15TH ST NW	NEW YORK AVE NW	180	243
1003763	PENNSYLVANIA AVE NW	BET 9TH ST NW & 7TH ST NW	112	238

1001446 P ST NW	14TH ST NW	269	238
1001551 RESERVOIR RD NW	G.U. ENTR	94	238
1001406 WISCONSIN AVE NW	P ST NW	337	235
1001500 Q ST NW	WISCONSIN AVE NW	86	234
1003728 11TH ST NW	H ST NW	360	228
1003381 E ST NW	20TH ST NW	91	225
1001379 DUMBARTON ST NW	WISCONSIN AVE NW	90	218
1003213 9TH ST NW	L ST NW	179	217
1003265 CONSTITUTION AVE NW	9TH ST NW	269	216
1001091 18TH ST NW	PENNSYLVANIA AVE NW	3	214
1001123 17TH ST NW	H ST NW	1	207
1000975 19TH ST NW	E ST NW	177	205
1001475 Q ST NW	WISCONSIN AVE NW	266	201
1001040 18TH ST NW	F ST NW	1	200
Circulator K ST NW	17TH ST NW	90 Circulator	
Circulator PENNSYLVANIA AVE NW	22ND ST NW	290 Circulator	
Circulator WISCONSIN AVE NW	M ST NW	360 Circulator	
Circulator M ST NW	WISCONSIN AVE NW	90 Circulator	
Circulator PENNSYLVANIA AVE NW	28TH ST NW	110 Circulator	

**Buffer Stops**

1003732 23RD ST NW	C ST NW	180	200
1001552 RESERVOIR RD NW	38TH ST NW	267	192
1001264 11TH ST NW	K ST NW	357	190
1000997 E ST NW	8TH ST NW	89	186
1001415 P ST NW	WISCONSIN AVE NW	267	180
1000901 12TH ST NW	CONSTITUTION AVE NW	1	176
1001021 VIRGINIA AVE NW	22ND ST NW	309	176
1001357 NEW HAMPSHIRE AVE NW	N ST NW	216	164
1001593 WISCONSIN AVE NW	R ST NW	338	149
1001177 7TH ST NW	I ST NW	180	148
1001201 17TH ST NW	K ST NW	180	148

WARD 3

		<b>Primary Stops</b>		
<b>Regional ID</b>	<b>On Street</b>	<b>At Street</b>	<b>Heading</b>	<b>Avg. Ons + Avg. Offs</b>
1003192	WISCONSIN AVE NW	WESTERN AVE	339	1869
1002498	FORT DR NW	ALBEMARLE ST NW	1	1405
1001805	WISCONSIN AVE NW	CALVERT ST NW	153	507
1002228	PORTER ST NW	QUEBEC ST NW	294	484
1003675	CHEVY CHASE TERMINAL RDWY	CONNECTICUT AVE NW	270	423
1001751	WISCONSIN AVE NW	HALL PL NW	329	369
1002553	NEBRASKA AVE NW	FORT DR NW	212	361
1001755	WISCONSIN AVE NW	HALL PL NW	154	350
1002347	WISCONSIN AVE NW	UPTON ST NW	339	341
1002648	WISCONSIN AVE NW	JENIFER ST NW	338	312
1002231	PORTER ST NW	CONNECTICUT AVE NW	92	300
1002501	WISCONSIN AVE NW	BRANDYWINE ST NW	350	250
1002238	WISCONSIN AVE NW	PORTER ST NW	337	234
1002255	PORTER ST NW	WISCONSIN AVE NW	90	207
1001869	WISCONSIN AVE NW	EDMUNDS ST NW	181	202
1001772	BENTON ST NW	40TH ST NW	271	201
1002249	PORTER ST NW	WISCONSIN AVE NW	269	198
1002095	WOODLEY RD NW	WISCONSIN AVE NW	275	195
1001775	BENTON ST NW	39TH ST NW	90	186
1002754	CHEVY CHASE TERMINAL	CONNECTICUT AVE NW	67	179
2000013	WESTERN AVE	44TH ST NW	224	173
1003807	WISCONSIN AVE NW	GARFIELD ST NW	185	169
1002672	CONNECTICUT AVE NW	MILITARY RD NW	335	169
1002156	WISCONSIN AVE NW	MACOMB ST NW	5	169

		<b>Buffer Stops</b>		
1001846	CALVERT ST NW	CONNECTICUT AVE NW	260	167
1003808	WISCONSIN AVE NW	GARFIELD ST NW	5	165
1003730	VAN NESS ST NW	CONNECTICUT AVE NW	270	164
1002205	NEW MEXICO AVE NW	NEBRASKA AVE NW	307	146
1002407	MASSACHUSETTS AVE NW	48TH ST NW	313	139
1002055	CATHEDRAL AVE NW	NEW MEXICO AVE NW	271	134
1002635	CONNECTICUT AVE NW	HUNTINGTON ST NW	336	129
1002216	PORTER ST NW	#2724	119	128
1002283	MASSACHUSETTS AVE NW	WARD CIR NW	314	125
2000046	WESTERN AVE NW	OLIVER ST	226	124

# WARD 4

Regional ID	On Street	Primary Stops		Avg. Ons + Avg. Offs
		At Street	Heading	
1003786	GEORGIA AVE NW	MISSOURI AVE NW	5	2501
1002599	GEORGIA AVE NW	KENNEDY ST NW	356	1091
1002686	14TH ST NW	MISSOURI AVE NW	360	680
1002767	GEORGIA AVE NW	PINEY BRANCH RD NW	184	642
1003614	GEORGIA AVE NW	EASTERN AVE NW	181	624
1002333	14TH ST NW	UPSHUR ST NW	182	482
1002820	GEORGIA AVE NW	BUTTERNUT ST NW	4	481
1002592	14TH ST NW	JEFFERSON ST NW	180	479
1002687	14TH ST NW	OGLETHORPE ST NW	180	472
1002559	COLORADO AVE NW	16TH ST NW	37	469
1002307	GEORGIA AVE NW	SHEPHERD ST NW	169	435
1002713	14TH ST NW	FORT STEVENS DR NW	4	433
1002294	GEORGIA AVE NW	SHEPHERD ST NW	349	405
1002338	14TH ST NW	UPSHUR ST NW	3	401
1002825	4TH ST NW	BUTTERNUT ST NW	179	394
1002436	16TH ST NW	BUCHANAN ST NW	1	377
1002429	14TH ST NW	BUCHANAN ST NW	1	376
1002753	5TH ST NW	SHERIDAN ST NW	359	376
1002531	NEW HAMPSHIRE AVE NW	FARRAGUT ST NW	31	366
1002276	14TH ST NW	RANDOLPH ST NW	3	359
1002606	5TH ST NW	KENNEDY ST NW	357	352
1002758	5TH ST NW	SOMERSET PL NW	180	326
1002591	RIGGS RD NE	BLAIR RD NE	253	317
1002408	14TH ST NW	WEBSTER ST NW	1	288
1002826	4TH ST NW	BUTTERNUT ST NW	358	277
1002923	16TH ST NW	FORT STEVENS DR NW	360	273
1002595	14TH ST NW	COLORADO AVE NW	2	253
1002571	14TH ST NW	INGRAHAM ST NW	360	246
1002745	GEORGIA AVE NW	RITTENHOUSE ST NW	184	235
1002489	NEW HAMPSHIRE AVE NW	3RD ST NW	210	229
1002482	NEW HAMPSHIRE AVE NW	3RD ST NW	30	226
1002611	MISSOURI AVE NW	2ND ST NW	112	225
1002935	EASTERN AVE NW	16TH ST NW	318	220
1003076	ROCK CREEK CHURCH RD NW	UPSHUR ST NW	221	220
1002748	GEORGIA AVE NW	RITTENHOUSE ST NW	5	218
1002404	GEORGIA AVE NW	WEBSTER ST NW	348	210
1002305	16TH ST NW	SHEPHERD ST NW	181	210
1002574	GEORGIA AVE NW	INGRAHAM ST NW	175	206
1002570	NEW HAMPSHIRE AVE NW	1ST ST NW	211	204
1002827	EASTERN AVE NW	LAUREL ST NW	139	197
1002701	5TH ST NW	PEABODY ST NW	179	194
1002700	5TH ST NW	PEABODY ST NW	358	184
1002546	5TH ST NW	GALLATIN ST NW	179	182

1002540 5TH ST NW	GALLATIN ST NW	357	169
1002643 RIGGS RD NE	CHILLUM PL NE	21	168
1003082 NEW HAMPSHIRE AVE NW	SPRING RD	212	165
1002302 16TH ST NW	SHEPHERD ST NW	360	164
1002865 16TH ST NW	UPSHUR ST NW	181	161
1002513 KANSAS AVE NW	EMERSON ST NW	210	156

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**Buffer Stops**

1002645 GEORGIA AVE NW	MADISON ST NW	183	155
1002340 16TH ST NW	UPSHUR ST NW	360	154
1002714 GEORGIA AVE NW	QUACKENBOS ST NW	185	151
1002764 14TH ST NW	TUCKERMAN ST NW	5	149
1002616 KENNEDY ST NW	8TH ST NW	268	147
1002425 KANSAS AVE NW	8TH ST NW	210	145
1002508 KANSAS AVE NW	EMERSON ST NW	29	145
1002744 5TH ST NW	RITTENHOUSE ST NW	185	144
1002578 5TH ST NW	INGRAHAM ST NW	177	144
1002777 5TH ST NW	UNDERWOOD ST NW	178	142

# WARD 5

**Primary Stops**

<b>Regional ID</b>	<b>On Street</b>	<b>At Street</b>	<b>Heading</b>	<b>Avg. Ons + Avg. Offs</b>
1003155	WASHINGTON HOSPITAL CENTER	OUTPATIENT CLINIC	199	1252
1003062	N CAPITOL ST NW	P ST NW	180	849
1001513	FLORIDA AVE NW	N CAPITOL ST NW	298	740
1003589	AMES PL NE	AMES PLACE PARKING LOT	273	656
1002586	RIGGS RD NE	N CAPITOL ST NE	74	653
1001164	BLADENSBURG RD NE	H ST NE	207	617
1001502	FLORIDA AVE NW	N CAPITOL ST NW	119	542
1001468	MONTELLO AVE NE	SIMMS PL NE	207	532
1003156	VA MEDICAL CENTER	MAIN ENTRANCE	42	513
1001516	N CAPITOL ST NW	FLORIDA AVE NW	182	481
1001863	EDGEWOOD ST NE	6TH ST NE	59	465
1001823	RHODE ISLAND AVE NE	12TH ST NE	70	464
1001965	MICHIGAN AVE NE	FRANKLIN ST NE	217	446
1002964	RHODE ISLAND AVE NE	10TH ST NE	70	445
1002381	12TH ST NE	VARNUM ST NE	1	434
1001286	MARYLAND AVE NE	21ST ST NE	68	404
1001958	MICHIGAN AVE NE	FRANKLIN ST NE	38	399
1001200	BLADENSBURG RD NE	NEAL ST NE	207	368
1001770	4TH ST NE	ADAMS ST NE	1	364
1002588	1ST PL NE	RIGGS RD NE	2	340
1003157	1ST ST NW	ENTRANCE TO NATIONAL REHABILITATION CENTER	177	339
1003065	N CAPITOL ST NE	P ST NE	358	338
1001331	BLADENSBURG RD NE	M ST NE	27	332
1001603	FENWICK ST NE	OKIE ST NE	337	328
1001425	FLORIDA AVE NE	ECKINGTON PL NE	292	322
1002582	1ST PL NE	INGRAHAM ST NE	179	318
1001754	RHODE ISLAND AVE NE	5TH ST NE	64	311
1001268	MONTELLO AVE NE	FLORIDA AVE NE	207	302
1003154	1ST ST NW	MICHIGAN AVE NW	359	298
1001387	MONTELLO AVE NE	HOLBROOK TER NE	211	284
1001636	BLADENSBURG RD NE	T ST NE	32	278
1001885	EDGEWOOD ST NE	7TH ST NE	237	276
1001982	RHODE ISLAND AVE NE	18TH ST NE	239	273
1001095	BENNING RD NE	18TH ST NE	285	270
1001196	TRINIDAD AVE NE	FLORIDA AVE NE	29	264
1001656	N CAPITOL ST NW	RHODE ISLAND AVE NW	181	253
1001854	12TH ST NE	DOUGLAS ST NE	176	243
1001793	4TH ST NE	BRYANT ST NE	180	239
1002430	HAWAII AVE NE	ALLISON ST NE	309	233
1002543	GALLATIN ST NE	SOUTH DAKOTA AVE NE	257	232
1001349	TRINIDAD AVE NE	QUEEN ST NE	27	224
1001336	BLADENSBURG RD NE	MEIGS PL NE	208	223
1001783	BRENTWOOD RD NE	13TH ST NE	23	221
1001814	SARATOGA AVE NE	12TH ST NE	308	217

1001915 SOUTH DAKOTA AVE NE	FRANKLIN ST NE	141	217
1001311 MONTELLO AVE NE	NEAL ST NE	209	216
1002437 HAWAII AVE NE	N CAPITOL ST NE	132	215
1001868 31ST PL NE	FORT LINCOLN DR NE	69	211
1002590 RIGGS RD NE	ROCK CREEK CHURCH RD NE	74	205
1001830 RHODE ISLAND AVE NE	12TH ST NE	249	201
1001273 TRINIDAD AVE NE	NEAL ST NE	28	199
1001350 MONTELLO AVE NE	OWEN PL NE	211	198
1001623 WEST VIRGINIA AVE NE	16TH ST NE	225	198
1002116 MONROE ST NE	7TH ST NE	270	195
1002464 ROCK CREEK CHURCH RD NW	ALLISON ST NW	19	194
1001397 TRINIDAD AVE NE	SIMMS PL NE	29	194
1001271 MARYLAND AVE NE	19TH ST NE	64	188
1002149 MONROE ST NE	18TH ST NE	266	187
1001317 TRINIDAD AVE NE	LEVIS ST NE	28	186
1002074 RHODE ISLAND AVE NE	24TH ST NE	239	185
1001501 MT OLIVET RD NE	CAPITOL AVE NE	113	183
1002324 TAYLOR ST NE	HAREWOOD RD NE	271	182
1001577 BLADENSBURG RD NE	RAND PL NE	32	182
1002320 TAYLOR ST NE	2ND ST NE	90	180
1001935 MICHIGAN AVE NW	1ST ST NW	271	177
1001627 N CAPITOL ST NE	T ST NE	2	175
1003785 MONROE ST NE	7TH ST NE	90	174
1002146 MONROE ST NE	18TH ST NE	86	173
1001866 12TH ST NE	EVARTS ST NE	357	172
1001533 FLORIDA AVE NW	1ST ST NW	299	171
1002089 MICHIGAN AVE NE	4TH ST NE	63	169
1003387 RHODE ISLAND AVE NE	BRENTWOOD RD NE	73	169
1002071 RHODE ISLAND AVE NE	SOUTH DAKOTA AVE NE	59	167
1001934 MICHIGAN AVE NW	1ST ST NW	82	165
1001855 RHODE ISLAND AVE NE	BRENTWOOD RD NE	68	164
1001641 RHODE ISLAND AVE NW	1ST ST NW	240	163
1003246 MARYLAND AVE NE	21ST ST NE	242	163
1001792 BLADENSBURG RD NE	26TH ST NE	32	159
1001337 FLORIDA AVE NE	M ST NE	299	156
1003243 21ST PL NE	MARYLAND AVE NE	360	154
1003723 BLADENSBURG RD	SOUTH DAKOTA AVE	45	154
1001363 TRINIDAD AVE NE	MEIGS PL NE	28	153

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**Buffer Stops**

1001163 MARYLAND AVE NE	MORSE ST NE	63	153
1001797 RHODE ISLAND AVE NE	8TH PL NE	249	150
1001778 RHODE ISLAND AVE NE	#610	242	147
1001589 BLADENSBURG RD NE	RAND PL NE	212	146
1001966 7TH ST NE	HAMLIN ST NE	183	146
1001732 RHODE ISLAND AVE NE	3RD ST NE	66	135
1003633 T ST NE	SUMMIT PL NE	90	134
1001579 N CAPITOL ST NE	RANDOLPH PL	360	132

1001665 WEST VIRGINIA AVE NE

NEW YORK AVE NE

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Regional ID	On Street	Primary Stops		Heading	Avg. Ons + Avg. Offs
		At Street			
1001152	H ST NW	N CAPITOL ST NW		270	1220
1003665	D ST SW	7TH ST SW		90	1033
1003740	MASSACHUSETTS AVE NW	N CAPITOL ST NW		112	882
1000640	8TH ST SE	D ST SE		181	843
1000691	PENNSYLVANIA AVE SE	NORTH CAROLINA AVE SE		117	764
1003744	MASSACHUSETTS AVE NE	COLUMBUS CIR NE		292	748
1001070	N CAPITOL ST NE	MASSACHUSETTS AVE NE		3	741
1001225	K ST NE	8TH ST NE		91	698
1001238	K ST NE	8TH ST NE		270	631
1003680	H ST NE	11TH ST NE		270	468
1001306	N CAPITOL ST NW	PIERCE ST NE		180	450
1000620	8TH ST SE	E ST SE		359	420
1003742	MASSACHUSETTS AVE NE	1ST ST NE		292	392
1003424	D ST SW	9TH ST SW		88	339
1003774	H STREET	4TH ST		270	327
1000809	E CAPITOL ST NE	17TH ST NE		269	322
1001539	RHODE ISLAND AVE NW	7TH ST NW		66	311
1003647	FLORIDA AVE NE	2ND ST NE		118	310
1000767	18TH ST SE	E CAPITOL ST NE		181	304
1001356	FLORIDA AVE NE	5TH ST NE		118	285
1001144	H ST NE	6TH ST NE		91	274
1001115	N CAPITOL ST NW	G PL NE		180	270
1001138	H ST NE	4TH ST NE		91	266
1001414	7TH ST NW	P ST NW		180	249
1000504	M ST SE	4TH ST SE		90	228
1001206	N CAPITOL ST NW	K ST NW		181	223
1001431	7TH ST NW	P ST NW		360	216
1000973	8TH ST NE	D ST NE		180	215
1000736	INDEPENDENCE AVE SE	1ST ST SE		270	215
1001022	N CAPITOL ST NW	E ST NE		360	199
1000950	8TH ST NE	D ST NE		360	181
1000715	8TH ST SE	INDEPENDENCE AVE SE		360	176
1001365	N CAPITOL ST NE	N ST NE		360	175
1003674	7TH ST SW	C ST SW		180	174
1000587	PENNSYLVANIA AVE SE	13TH ST SE		117	172
1001445	P ST NW	7TH ST NW		89	171
1000616	PENNSYLVANIA AVE SE	E ST SE		117	170
1000730	INDEPENDENCE AVE SW	4TH ST SW		90	167
1003649	K ST NW	1ST ST NW		91	166
1000793	E CAPITOL ST NE	15TH ST SE		89	163
1001619	FLORIDA AVE NW	5TH ST NW		120	162
1000464	P ST SW	1ST ST SW		274	160
1000497	M ST SW	HOWISON PL SW		91	157

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**Buffer Stops**

1001227 K ST NE	12TH ST NE	90	155
1003597 C ST NE	5TH ST NE	93	152
1000727 INDEPENDENCE AVE SE	S CAPITOL ST SE	88	152
1000611 PENNSYLVANIA AVE SE	E ST SE	297	149
1000798 E CAPITOL ST NE	17TH ST SE	89	147
1003600 E ST SE	12TH ST SE	273	144
1000502 M ST SE	7TH ST SE	90	143
1000472 HALF ST SW	O ST SW	180	142
1000710 14TH ST SW	C ST SW	2	141
1000940 MASSACHUSETTS AVE NE	4TH ST NE	117	141

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**Streetcar Platform Stops**

H Street	Union Station	End Stop
H Street	3rd Street	Westbound
H Street	3rd Street	Eastbound
H Street	5th Street	Westbound
H Street	5th Street	Eastbound
H Street	8th Street	Westbound
H Street	8th Street	Eastbound
H Street	13th Street	Westbound
H Street	13th Street	Eastbound
Benning Road	15th Street	bi-directional
Benning Road	19th Street	bi-directional
Benning Road	Oklahoma Ave	bi-directional

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