

**GOVERNMENT OF THE DISTRICT OF COLUMBIA
PUBLIC EMPLOYEE RELATIONS BOARD**

¹ Pursuant to Board Rule 504.4, DOEE posted a notice of the Petition for fourteen (14) consecutive days. The Board did not receive any comments regarding the notice.

personnel work in other than a purely clerical capacity and employees engaged in administering the provisions of Title XVII of the District of Columbia Comprehensive Merit Personnel Act of 1978, D.C. Law 2-139.²

III. Discussion

The parties request that the bargaining unit be placed in Compensation Unit 1 in keeping with previous compensation unit determinations under the same occupational codes of positions, pay plan and retirement system. The parties have jointly stipulated that the position classifications fall within the broad occupational groups already included in Compensation Unit 1.³

Consistent with the language of D.C. Official Code § 1-617.16(b),⁴ the Board recognizes a two-part test to determine an appropriate compensation unit for purposes of negotiations: (1) whether the employees of the proposed unit comprise broad occupational groups; and (2) whether the proposed unit minimizes the number of different pay systems or schemes.⁵

Compensation Unit 1 is described as:

[A]ll career service, professional technical, administrative and clerical employees who currently have their compensation set in accordance with the District Service (DS) Schedule and who come within the personnel authority of the Mayor of the District of Columbia, the Board of Trustees of the University of the District of Columbia, and the District of Columbia Board of Library Trustees, except physician [*sic*] employed by the Department of Human Services and the Department of Corrections and Registered Nurses employed by the Department of Human Services.⁶

The bargaining unit is comprised of approximately three employees at DOEE. The first statutory requirement has been satisfied as the position classifications fall within the broad range of occupational groups included in Compensation Unit 1. As the parties have requested the bargaining unit's placement in a single Compensation Unit, the Board finds that the placement of all bargaining unit employees into Compensation Unit 1 is appropriate to minimize the number of different pay systems or schemes in the District. Therefore, the second statutory requirement has been satisfied.

² *AFGE, Local 2978 and DOEE*, Certification No. 178, PERB Case No. 25-RC-02 (2025).

³ Petition at 3.

⁴ D.C. Official Code § 1-617.16(b) states, “[i]n determining an appropriate bargaining unit for negotiations concerning compensation, the Board shall authorize broad units of occupational groups so as to minimize the number of different pay systems or schemes. The Board may authorize bargaining by multiple employers or employee groups as may be appropriate.”

⁵ *AFSCME, District Council 20, Local 2401 and DCPS*, 59 D.C. Reg. 4954, Slip Op. No. 962 at 3, PERB Case No. 08-CU-01 (2009).

⁶ Office of Labor Relations and Collective Bargaining, *OLRCB Compensation Units 1 and 2* (October 6, 2025, 9:44 PM), <https://olrcb.dc.gov/node/448232>.

For the foregoing reasons, the Board grants the Joint Petition for Compensation Unit Determination, placing the bargaining unit employees into Compensation Unit 1.

ORDER

IT IS HEREBY ORDERED THAT:

1. The Joint Petition for Compensation Unit Determination is granted;
2. The following employees are placed in Compensation Unit 1:

All career service employees in the Grants and Contract Management Specialist DS-12 position and Grants and Contract Management Specialist DS-13 position within the Department of Energy and Environment – Grants Management Division; excluding all management officials, supervisors, confidential employees, employees engaged in personnel work in other than a purely clerical capacity and employees engaged in administering the provisions of Title XVII of the District of Columbia Comprehensive Merit Personnel Act of 1978, D.C. Law 2-139; and

3. Pursuant to Board Rule 559.1, this Decision and Order is final upon issuance.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD

By unanimous vote of the Board Chairperson Peter Winkler, Members Mary Anne Gibbons, Renee Bowser, and Lee Clark

Washington, D.C.

September 17, 2026

CERTIFICATE OF SERVICE

This is to certify that the attached Decision and Order in PERB Case No. 26-CU-02, Slip Op. No.1972 was sent by File and ServeXpress to the following parties on this 28th day of September 2026.

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/s/ Royale Simms, Executive Director
Public Employee Relations Board

APPEAL RIGHTS

A final decision by the Board may be appealed to the District of Columbia Superior Court pursuant to D.C. Official Code §§ 1-605.2(12) and 1-617.13(c), which provides 30 days after a decision is issued to file an appeal.