



Office of Employee Appeals OEA (CH)

MISSION

The mission of the Office of Employee Appeals (“OEA”) is to render impartial, legally sufficient, and timely decisions on appeals filed by District of Columbia government employees. OEA has jurisdiction over appeals in which an employee has been removed as a result of an adverse action for cause, placed on enforced leave for 10 days or more, suspended for 10 days or more, reduced in grade, or been subjected to a reduction in force.

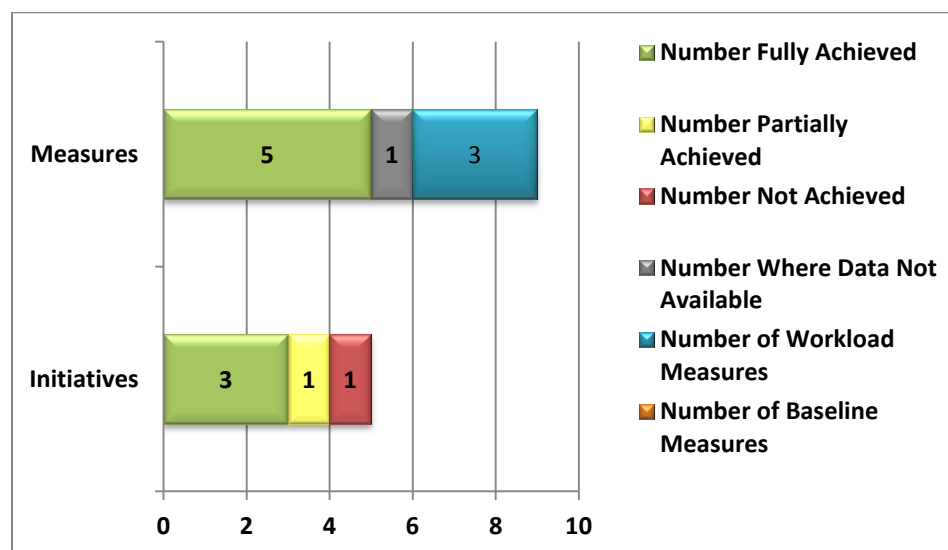
SUMMARY OF SERVICES

OEA offers District government agencies and employees the following three-part appeal process: mediation, adjudication, and petitions for review. The mediation process allows the employee and the agency an opportunity to resolve their disputes without going through the lengthy and costly adjudication process. The adjudication process results in disputes being resolved by an administrative judge who issues an initial decision and finds in favor of either the agency or employee. The petition for review process provides an impartial review of initial decisions by OEA’s Board.

ACCOMPLISHMENTS:

- ✓ The agency exceeded the number of decisions it had projected to issue during FY 2011.
- ✓ The agency reduced the length of time within which it had projected it would take to issue its decisions.
- ✓ The agency successfully scanned all of its documents into its case management database.

OVERVIEW OF AGENCY PERFORMANCE





Performance Initiatives – Assessment Details

Performance Assessment Key:



Fully achieved



Partially achieved



Not achieved



Data not reported

Agency Management

OBJECTIVE 1: Render impartial, legally sound decisions in a timely manner.

- **INITIATIVE 1.1: Personnel changes to increase the number of Administrative Judges issuing decisions.**

This initiative was fully achieved in that the attorney from the General Counsel's division was moved to the Administrative Judge's unit and an additional Administrative Judge was hired. It was projected that the Administrative Judges would issue 180 Initial Decisions in FY 11; however, due to this staffing change, the Administrative Judges exceeded that goal.

- **INITIATIVE 1.2: Utilize law students to help reduce case backlog.**

This initiative was not achieved. No law students were successfully identified.

- **INITIATIVE 1.3: Introduce mandatory mediation.**

This initiative was fully achieved. During FY 11, the Council passed the appropriate legislation to require mediation of most appeals filed with the agency. Because the law is prospective and did not go into effect until October 1, 2011, there is no data to measure the outcome of this initiative.

OBJECTIVE 2: Satisfy statutory requirement of making jurisdiction determination within 45 business days.

- **INITIATIVE 2.1: The part-time Administrative Judge will begin issuing decisions pertaining to jurisdiction.**

This initiative was fully achieved. In addition to her other duties, the part-time Administrative Judge issued jurisdictional decisions within the timeframe required by the statute. By requiring the part-time Administrative Judge to issue decisions, the agency was able to exceed the number of Initial Decisions it had projected to issue during FY 11.

OBJECTIVE 3: Maintain a system to allow the public to have access to all decisions rendered by the office.

- **INITIATIVE 3.1: Complete the scanning of legal documents and update OEA's website.**

This initiative was partially achieved. During FY 11, all of the agency's legal documents were scanned and entered into the internal database. Moreover, all of the agency's decisions were uploaded to its website thereby allowing the public the ability to access those decisions. Even though an update to the agency's website was begun, OCTO did not fully complete the project during FY 11.



Key Performance Indicators – Details

Performance Assessment Key:

● Fully achieved
 ● Partially achieved
 ● Not achieved
 ● Data not reported
 ● Workload Measure

		Measure Name	FY2010 YE Actual	FY2011 YE Target	FY2011 YE Revised Target	FY2011 YE Actual	FY2011 YE Rating	Budget Program
●	1.1	Number of Initial Decisions Issued	156	180		188	104.44%	ADJUDICATION
●	1.2	Number of Opinions and Orders Issued	35	35		50	142.86%	ADJUDICATION
●	1.3	Time Required to Complete Adjudications	9.5	9.5		9	105.56%	ADJUDICATION
●	1.4	Time Required to Resolve Petitions for Review	17	17		13	130.77%	ADJUDICATION
●	1.5	Percent of Cases Reversing Agency Decisions	13.6	0				ADJUDICATION
●	1.6	Percentage of OEA decisions reversed by D.C. Superior Court or D.C. Court of Appeals	0	1	1		102.03%	ADJUDICATION
●	1.7	Number of Petitions for Appeal Filed	421	0		245		ADJUDICATION
●	1.8	Number of Petitions for Review Filed	25	0		18		ADJUDICATION
●	1.9	Number of Superior Court Case Filings	23	0		20		ADJUDICATION