



Office of Employee Appeals OEA (CH)

MISSION

The Office of Employee Appeals (OEA) is an independent agency of the District of Columbia Government created by the DC Government Comprehensive Merit Personnel Act (CMPA) of 1978 (DC Code 1-601.01 et seq.). Our mission is to administer the CMPA by adjudicating employee appeals and rendering impartial decisions with sound legal reasoning in a timely manner.

SUMMARY OF SERVICES

In accordance with DC Official Code §1-606.03, the Office of Employee Appeals adjudicates the following types of personnel actions: (a) An employee may appeal a final agency decision affecting a performance rating which results in removal of the employee (pursuant to subchapter XIII-A of this chapter), an adverse action for cause that results in removal, reduction in force (pursuant to subchapter XXIV of this chapter), reduction in grade, placement on enforced leave, or suspension for 10 days or more (pursuant to subchapter XVI-A of this chapter) to the Office upon the record and pursuant to other rules and regulations which the Office may issue.

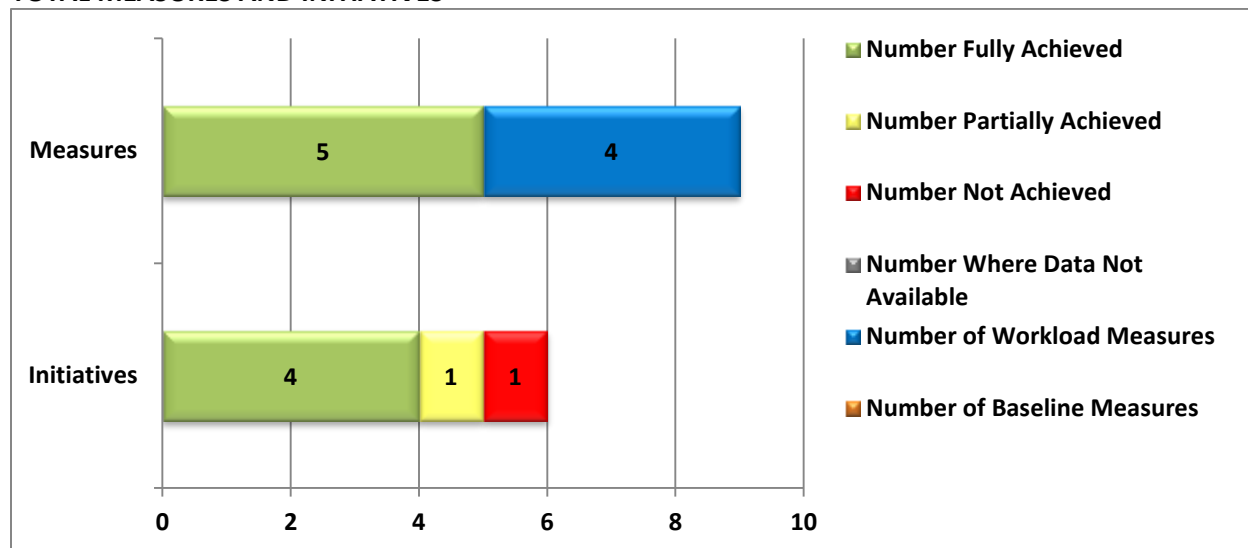
ACCOMPLISHMENTS

- ✓ OEA hired an additional Administrative Judge.
- ✓ OEA projected that it would issue 250 Initial Decisions but in fact issued 337 Initial Decisions.
- ✓ OEA completed the second phase of its case management/case tracking system.

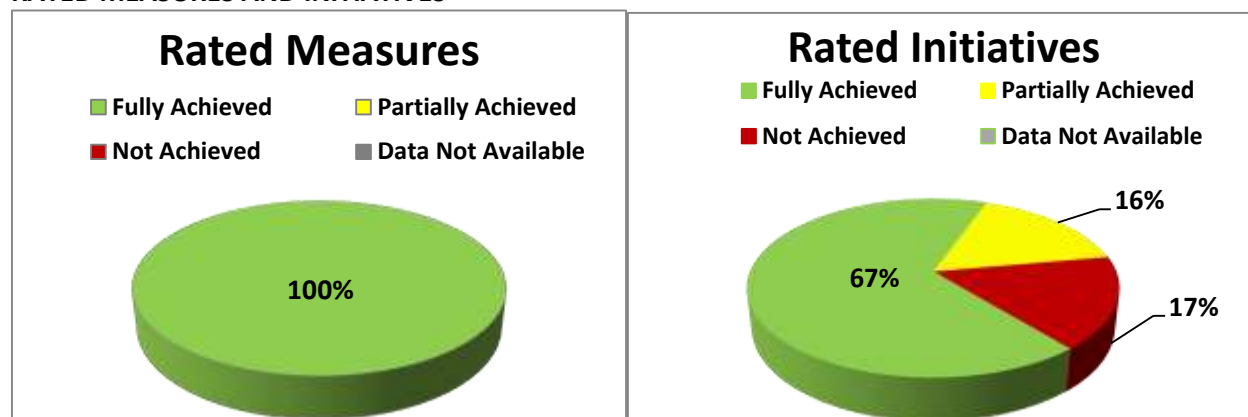


OVERALL AGENCY PERFORMANCE

TOTAL MEASURES AND INITIATIVES



RATED MEASURES AND INITIATIVES



Note: Workload and Baseline Measurements are not included

Default KPI Rating:	
$\geq 100\%$	Fully Achieved
75 - 99.99%	Partially Achieved
$< 75\%$	Not Achieved



Performance Initiatives – Assessment Details

Performance Assessment Key:



Fully achieved



Partially achieved



Not achieved



Data not reported

Agency management Agency Management

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

INITIATIVE 1.1: Hire an additional full-time Administrative Judge.

- This initiative was fully achieved. The Office hired an additional Administrative Judge who began work on October 1, 2012.

INITIATIVE 1.2: Utilize a contract Administrative Judge to help reduce the backlog.

- This initiative was fully achieved. A contract Administrative Judge began working with the Office during Fiscal Year 2013. This resulted in the Office being able to issue more Initial Decisions during Fiscal Year 2013.

INITIATIVE 1.3: Provide continuing education to Administrative Judges.

- This initiative was fully achieved. During Fiscal Year 2013, several of the Administrative Judges attended a week-long training which was geared toward enhancing their knowledge of employment law. Even though the training did not pertain to evidentiary hearings, it, nevertheless, will equip the judges to oversee their courtrooms more effectively.

OBJECTIVE 2: Centralize the duties of the Administrative Support Staff.

INITIATIVE 2.1: Restructure the duties of the Network Assistant, Administrative Assistant, and Receptionist.

- This initiative was fully achieved. During Fiscal Year 2013, the Operations Manager periodically met with the employees within the Administrative Support Unit and had each one to become familiar with the various duties performed by each employee.

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

INITIATIVE 3.1: Compile a Digest of decisions.

- This initiative was not achieved. Even though this initiative was not achieved, it remains a goal of the agency to provide the public with greater access to the agency's decisions. The agency will continue to determine the best method for doing this based on its available resources.

INITIATIVE 3.2: Provide informational seminars.

- This initiative was partially achieved. Even though the agency did not formally conduct an informational seminar during Fiscal Year 2013, it, nevertheless, responded to the inquiries it received regarding its Rules of Procedure, its mediation program, and its process for handling appeals.



Key Performance Indicators – Details

Performance Assessment Key:

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

	KPI	Measure Name	FY 2012 YE Actual	FY 2013 YE Target	FY 2013 YE Revised Target	FY 2013 YE Actual	FY 2013 YE Rating	Budget Program
●	1.1	Number of Initial Decisions Issued	405	250		337	134.80%	Adjudication
●	1.2	Number of Opinions and Orders Issued	31	25		26	104%	Adjudication
●	1.3	Time Required to Complete Adjudications	15	15		12	125%	Adjudication
●	1.4	Time Required to Resolve Petitions for Review	9	9		9	100%	Adjudication
●	1.5	Percent of Cases Reversing Agency Decisions	3.22%	Target Not Required		5.23%	Workload Measure Not Rated	Adjudication
●	1.6	Percentage of OEA decisions upheld by D.C. Superior Court or D.C. Court of Appeals	92.59%	99		100%	101.01%	Adjudication
●	1.7	Number of Petitions for Appeal Filed	268	Target Not Required		174	Workload Measure Not Rated	Adjudication
●	1.8	Number of Petitions for Review Filed	30	Target Not Required		32	Workload Measure Not Rated	Adjudication
●	1.9	Number of Superior Court Case Filings	18	Target Not Required		19	Workload Measure Not Rated	Adjudication