FY10 PERFORMANCE PLAN
Judicial Nomination Commission

MISSION
The Mission of the Judicial Nomination Commission is to promote justice by screening, selecting, and recommending candidates to the President of the United States for nomination to judicial vacancies on the District of Columbia Superior Court and the Court of Appeals, and to appoint the chief judges to those courts.

SUMMARY OF SERVICES
- Notify bench, bar and public of upcoming judicial vacancies.
- Recruit, screen, select and recommend candidates to the President of the United States for nomination to judicial vacancies on the D.C. Superior Court and the D.C. Court of Appeals.
- Appoint the chief judges to the D.C. Superior Court and the D.C. Court of Appeals.

OBJECTIVE 1: Solicit highly qualified applicants to fill judicial vacancies within the required 60- day period either prior to or following the occurrence of a vacancy as indicated by the agency's statute.

INITIATIVE 1.1 Revise judicial application materials, process, and procedures as needed to improve the JNC's ability to advertise and recruit potential candidates for judicial vacancies.
The expected outcomes include, but are not limited to, increase in number and quality of applications and procedures that enable the Commission members to receive applications and related information more efficiently.

INITIATIVE 1.2 Enhance outreach efforts to continue to improve the number and diversity of applicants for judicial vacancies.
The expected outcome will be a larger pool of applicants that is more diverse in terms of race, ethnicity, gender and legal experience.

PROPOSED KEY PERFORMANCE INDICATORS

Metric	FY08 Projection	FY08 Actual	FY09 Projection	FY10 Projection	FY11 Projection	FY12 Projection
Percent of candidate panels for judicial vacancies presented within 60 days	100	100	100	100	100	100
Percent of required background investigations conducted and completed on judicial vacancy applicants within 60 days	100	100	100	100	100	100

STANDARD CITYWIDE OPERATIONAL MEASURES

Measure	FY09 YTD
Contracts	
KPI: % of sole-source contracts	
KPI: Average time from requisition to purchase order for small (under $100K) purchases	
KPI: # of ratifications	
KPI: % of invoices processed in 30 days or less	
Customer Service	
KPI: OUC customer service score	
Finance	
KPI: Variance between agency budget estimate and actual spending	
KPI: Overtime as percent of salary pay	
KPI: Travel/Conference spending per employee	
KPI: Operating expenditures "per capita" (adjusted: per client, per resident)	
People	
KPI: Ratio of non-supervisory staff to supervisory staff	
KPI: Vacancy Rate Total for Agency	
KPI: Admin leave and sick leave hours as percent of total hours worked	
KPI: Employee turnover rate	
KPI: % of workforce eligible to retire or will be within 2 years	
KPI: Average evaluation score for staff	
KPI: Operational support employees are percent of total employees	
Property	
KPI: Square feet of office space occupied per employee	
Risk	
KPI: # of worker comp and disability claims per 100 employees	