FY09 PERFORMANCE PLAN
Office of Employee Appeals

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.

SUMMARY OF SERVICE
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 employer (Agency) an opportunity to resolve their disputes without going through the lengthy and costly adjudication process.

- The **Adjudication Process** hears appeals filed by District of Columbia government employees that fall within OEA’s jurisdiction:
  - Adverse action for cause that results in removal
  - Reduction in force (RIF)
  - Reduction in Grade
  - Placement on enforced leave for 10 days or more
  - Suspension for 10 days or more

- The **Petition for Review** process provides an impartial review of initial decisions by OEA’s Board.

OBJECTIVE 1: Satisfy statutory responsibilities by maintaining adequate staff to process all appeals.

**INITIATIVE 1.1:** All judges will receive mediation training immediately after they are hired.

OBJECTIVE 2: Maintain a system to allow the public to have access to all decisions rendered by the office.

**INITIATIVE 2.1:** All online decisions will become current by February 2009 due to OCTO’s intervention in modernizing OEA’s technology.

PROPOSED KEY PERFORMANCE INDICATORS

<table>
<thead>
<tr>
<th>Measure</th>
<th>FY07 Actual</th>
<th>FY08 Target</th>
<th>FY08 Actual</th>
<th>FY09 Projection</th>
<th>FY10 Projection</th>
<th>FY11 Projection</th>
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<tbody>
<tr>
<td>Number of initial decisions issued.</td>
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<td>Number of opinion and orders (on petitions for review) issued.</td>
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