



## 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

Measure	FY07 Actual	FY08 Target	FY08 Actual	FY09 Projection	FY10 Projection	FY11 Projection
Number of initial decisions issued.	180	140	160	200	200	200
Number of mediations conducted.	25	28	26	28	28	28
Number of opinion and orders (on petitions for review) issued.	34	20	25	35	35	35