



## Office of Employee Appeals OEA (CH)

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### MISSION STATEMENT

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 SERVICES

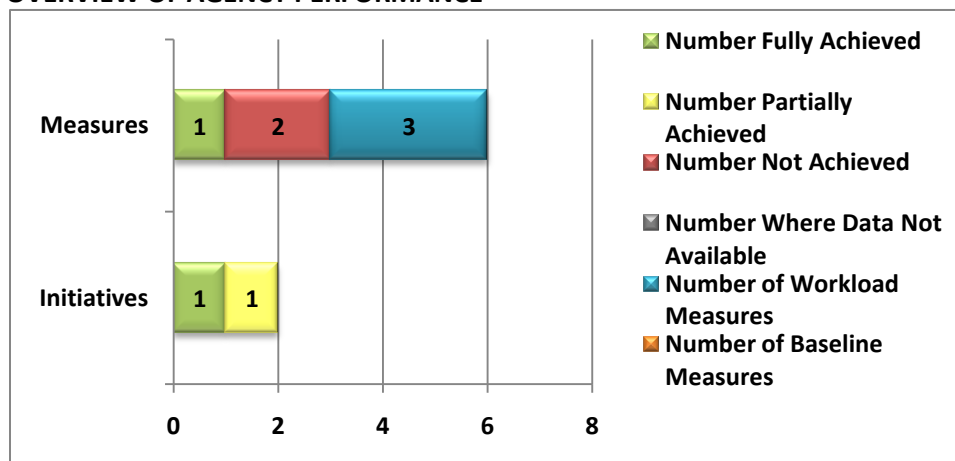
OEA offers District government agencies and employees the following three part appeal process: Mediation, Adjudication and Petitions for Review.

- **Mediation-** process allows the employee and the employer (Agency) an opportunity to resolve their disputes without going through the lengthy and costly adjudication process.
- **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
- **Petition for Review-** process provides an impartial review of initial decisions by OEA's Board.

### ACCOMPLISHMENTS

- ✓ The Administrative Judges at the Office of Employee Appeals exceeded their goal to issue 150 Initial Decisions. The Judges issued a total of 152 cases during FY 2010.
- ✓ The General Counsel's Office met its target to issue 35 Opinions and Orders in Fiscal Year 2010.
- ✓ With assistance from the Office of the Chief Technology Officer, the Office of Employee Appeals now has electronic copies of all of its case records from 1998-2010. Moving forward, all documents filed with the office will be scanned and stored on the Office of Employee Appeals database.

### OVERVIEW OF AGENCY PERFORMANCE






## Performance Initiatives – Assessment Details


### Performance Assessment Key:

-  Fully achieved     Partially achieved     Not achieved     Data not reported

### **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.**  
OEA has six Administrative Judges. Two judges have completed mediation training. It was our goal to send the remaining judges to training during fiscal year 2010. However, budget cuts prevented OEA from achieving this goal.

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

-  **INITIATIVE 2.1: OEA will continue to publish all decisions online.**  
With assistance from the Office of the Chief Technology Officer, OEA's Initial Decisions and Opinions and Orders are published on its website. A complete lists of decisions can be found from 2006. Decisions are uploaded on OEA's website within 48 hours of its issue date. OEA will continue to work with OCTO to publish its decisions.



**Key Performance Indicators – Details**

**Performance Assessment Key:**

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

	<b>Measure Name</b>	<b>FY2009 YE Actual</b>	<b>FY2010 YE Target</b>	<b>FY2010 YE Actual</b>	<b>FY2010 YE Rating</b>	<b>Budget Program</b>
●	1.1 Number of initial decisions issued	184	100	152		OFFICE OF EMPLOYEE APPEALS
●	1.2 Number of mediations conducted	28	20	20		OFFICE OF EMPLOYEE APPEALS
●	1.3 Number of opinion and orders (on petitions for review) issued.	49	35	35		OFFICE OF EMPLOYEE APPEALS
●	1.4 Mean length of time required to conclude mediations	N/A	6	2.75	218.18%	OFFICE OF EMPLOYEE APPEALS
●	1.5 Mean length of time (in months) required to complete adjudications	9	6	11	54.54%	OFFICE OF EMPLOYEE APPEALS
●	1.6 Mean length of time (in months) required to resolve petitions for review	27	6	17	35.29%	OFFICE OF EMPLOYEE APPEALS