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:
- >= 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

**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 pubic 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
- [x] Not achieved
- [ ] Data not reported
- [ ] Workload Measure

<table>
<thead>
<tr>
<th>KPI</th>
<th>Measure Name</th>
<th>FY 2012 YE Actual</th>
<th>FY 2013 YE Target</th>
<th>FY 2013 YE Revised Target</th>
<th>FY 2013 YE Actual</th>
<th>FY 2013 YE Rating</th>
<th>Budget Program</th>
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<tbody>
<tr>
<td>1.1</td>
<td>Number of Initial Decisions Issued</td>
<td>405</td>
<td>250</td>
<td>337</td>
<td>134.80%</td>
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<td>1.2</td>
<td>Number of Opinions and Orders Issued</td>
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<td>104%</td>
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<td>1.3</td>
<td>Time Required to Complete Adjudications</td>
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<td>15</td>
<td>12</td>
<td>125%</td>
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<tr>
<td>1.4</td>
<td>Time Required to Resolve Petitions for Review</td>
<td>9</td>
<td>9</td>
<td>9</td>
<td>100%</td>
<td>Adjudication</td>
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<tr>
<td>1.5</td>
<td>Percent of Cases Reversing Agency Decisions</td>
<td>3.22%</td>
<td>Target Not Required</td>
<td>5.23%</td>
<td>Workload Measure Not Rated</td>
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<tr>
<td>1.6</td>
<td>Percentage of OEA decisions upheld by D.C. Superior Court or D.C. Court of Appeals</td>
<td>92.59%</td>
<td>99</td>
<td>100%</td>
<td>101.01%</td>
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