



**COMMISSION ON JUDICIAL DISABILITIES AND TENURE  
PROPOSED FY 2025 PERFORMANCE PLAN**

**APRIL 3, 2024**

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# 1 COMMISSION ON JUDICIAL DISABILITIES AND TENURE

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*Mission:* The mission of the Commission on Judicial Disabilities and Tenure (CJDT) is to maintain public confidence in an independent, impartial, fair, and qualified judiciary, and to enforce the high standards of conduct judges must adhere to both on and off the bench.

*Services:* The services provided by the Tenure Commission are as follows: reviewing complaints concerning the misconduct of judges; conducting performance evaluations of associate judges eligible for reappointment; conducting fitness and qualification reviews of retiring and senior judges; and processing the involuntary retirement of judges for health reasons.

## 2 PROPOSED 2025 OBJECTIVES

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Strategic Objective

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Review and Investigate Judicial Misconduct Complaints

Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts

Conduct Performance and Fitness Reviews of Retiring and Senior Judges

Conduct Involuntary Retirement Proceedings

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### 3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
<b>Review and Investigate Judicial Misconduct Complaints</b>		
Commission Administration And Support	Review complaints arising during monthly meetings.	Daily Service
Commission Administration And Support	Misconduct investigations.	Daily Service
<b>Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts</b>		
Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the judge.	Daily Service
Commission Administration And Support	Interview Court personnel who have worked with the judge.	Daily Service
Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service
Commission Administration And Support	Solicit comments concerning a judge's qualifications from the legal community and the general public.	Daily Service
<b>Conduct Performance and Fitness Reviews of Retiring and Senior Judges</b>		
Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the senior judge.	Daily Service
Commission Administration And Support	Interview Court personnel who have worked with the senior judge.	Daily Service
Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service
Commission Administration And Support	Solicit comments concerning a senior judge's qualifications to continue judicial service from the legal community and the general public.	Daily Service
<b>Conduct Involuntary Retirement Proceedings</b>		
Commission Administration And Support	Receive information concerning a judge's health/disability and commences an investigation.	Daily Service
Commission Administration And Support	Determine if an involuntary retirement hearing is warranted.	Daily Service
Commission Administration And Support	Make findings of fact and a determination regarding the judge's health.	Daily Service
Commission Administration And Support	File Orders of Involuntary Retirement.	Daily Service

## 4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
<b>Review and Investigate Judicial Misconduct Complaints</b>					
Percent of complaints leading to misconduct investigations	Neutral	38%	40%	No Target Set	No Target Set
Percent of complaints resolved within 60 days	Up is Better	21%	27.3%	Not Yet Available	Not Yet Available
Percent of complaints resolved within 30 days	Up is Better	79%	52.3%	Not Yet Available	Not Yet Available
<b>Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts</b>					
Percent of reappointment evaluation reports submitted before 60 days of term expiration	Up is Better	100%	100%	Not Yet Available	Not Yet Available
<b>Conduct Performance and Fitness Reviews of Retiring and Senior Judges</b>					
Percent of fitness and performance reviews submitted within 180 days of judge's request	Up is Better	100%	100%	Not Yet Available	Not Yet Available

Workload Measures

Measure	FY 2022	FY 2023
<b>Commission Administration And Support</b>		
Number of complaints received	70	130
Number of reappointment evaluations	0	3
Number of fitness and performance reviews	15	10
Number of involuntary retirements handled	0	0