



FY2015 PERFORMANCE PLAN
Commission on Judicial Disabilities and Tenure

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.

SUMMARY OF SERVICES

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

AGENCY WORKLOAD MEASURES

Measure	FY 2012 Actual	FY 2013 Actual	FY 2014 Actual
Complaints Number of judicial misconduct complaints reviewed.	79	60	63
Misconduct Investigations Number of misconduct investigations conducted.	37	25	24
Senior Judge Evaluations Number of performance and fitness reviews of retiring and senior judges eligible for reappointment to senior status.	17	13	13
Reappointment Evaluations Number of reappointment evaluations of eligible associate judges.	2	3	3
Involuntary Retirement Number of judges involuntarily retired due to health reasons.	0	0	0



OBJECTIVE: 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.

INITIATIVE 1: Review all judicial misconduct complaints concerning judges of the District of Columbia courts, and conduct misconduct investigations concerning matters within the Commission’s jurisdiction.

Description: The Commission reviews all new complaints or matters that have come to its attention at monthly meetings and determines whether the matters are within its jurisdiction. If the Commission determines a matter falls within its jurisdiction an investigation will be conducted. Once the investigation has been completed the Commission will either dismiss the complaint as unfounded, dispose of the matter informally through a conference with the judge, issue a public reprimand or censure, or the Commission may institute formal removal proceedings. **The review and disposition of complaints is on-going throughout the fiscal year and has no completion date.**

INITIATIVE 2: Conduct performance and fitness reviews of retiring and senior judges eligible for initial appointment and reappointment to senior status.

Description: The Commission solicits comments from the legal community and general public concerning a judge’s fitness and qualifications to continue serving as a senior judge. The Commission interviews attorneys and Court personnel who have appeared before or worked with the judge, and the judge must submit a package of materials concerning their judicial and extra-judicial activities and overall health. **The Commission has 180 days in which to complete a senior judge performance and fitness review.**

INITIATIVE 3: Conduct reappointment evaluations of eligible associate judges.

Description: The Commission solicits comments from the legal community and general public concerning a judge’s fitness and qualifications for reappointment to an additional 15-year term. The Commission interviews attorneys and Court personnel who have appeared before or worked with the judge, and the judge must submit a comprehensive package of materials concerning his or her judicial and extra-judicial activities and overall health. **The Commission must complete each reappointment evaluation 60 days prior to the date a judge’s term is due to expire.**

INITIATIVE 4: Conduct involuntary retirement proceedings if a judge has a mental or physical disability which is, or is likely to become permanent and which prevents, or seriously interferes with the proper performance of judicial duties.

Description: Subsequent to the completion of an investigation, if the Commission determines a proceeding is warranted, the Commission will initiate formal involuntary retirement proceedings. There is no statutory completion date for involuntary retirement proceedings. **The proceedings would be on-going until the Commission files an order of involuntary retirement in the D.C. Court of Appeals.**



KEY PERFORMANCE INDICATORS

Measure	FY 2013 Actual	FY 2014 Target	FY 2014 Actual	FY 2015 Projection	FY 2016 Projection	FY 2017 Projection
Number of Judicial Misconduct Complaints Reviewed	60	54	63	60	60	60
Number of Judicial Misconduct Investigations Completed ¹	25	15	24	20	20	20
Number of Senior Judge Reviews Completed	13	12	13	13	18	9
Number of Judicial Reappointment Evaluations Completed ²	3	4	3	6	4	2

¹ The Commission's enabling statutes mandate that Commission investigations are limited to matters concerning the conduct or health of a judge. The Commission complies with the statutory requirements, and the projections reflected for complaints and investigations represent the average number the Commission anticipates receiving and conducting annually.

² The Commission's enabling statutes mandate the completion of judicial reappointment evaluations and senior judge reviews within strict time frames. The target numbers projected reflect the actual number of associate and senior judges of both Courts whose terms will expire during FY15 through FY17.