

# Office of Employee Appeals FY2021

Agency Office of Employee Appeals

Agency Code CH0

Fiscal Year 2021

**Mission** The Office of Employee Appeals (OEA) is an independent agency with a mission is to adjudicate employee appeals and rendering impartial decisions with sound legal reasoning in a timely manner.

## Strategic Objectives

Objective Number	Strategic Objective
1	Render impartial, legally sound decisions in a timely manner.
2	Streamline the adjudication process.
3	Maintain a system to allow the public to have access to all decisions rendered by the OEA.

## Key Performance Indicators

Measure	Directionality	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Target
<b>1 - Render impartial, legally sound decisions in a timely manner. (6 Measures)</b>					
Number of Opinions and Orders Issued	Up is Better	33	19	18	18
Time Required to Complete Adjudications	Down is Better	6	5	8	12
Time Required to Resolve Petitions for Review	Down is Better	5	4	8	9
Percent of OEA decisions upheld by D.C. Superior Court and the D.C. Court of Appeals	Up is Better	100%	96%	97.3%	100%
Number of Initial Decisions Issued	Up is Better	123	118	98	100
Percent of cases reversing agency decisions	Neutral	21.8%	10.2%	13.8%	No Target Set
<b>2 - Streamline the adjudication process. (2 Measures)</b>					
Percent of appeals involved in mediation process	Neutral	61%	46%	69.3%	No Target Set
Percent of appeals resolved through mediation	Neutral	13%	21.7%	47.4%	No Target Set
<b>3 - Maintain a system to allow the public to have access to all decisions rendered by the OEA. (2 Measures)</b>					
Percent of Initial Decisions uploaded to website	Neutral	100%	100%	100%	100%
Percent of Opinions and Orders uploaded to website	Neutral	100%	100%	100%	100%

## Operations

Operations Header	Operations Title	Operations Description	Type of Operations
<b>1 - Render impartial, legally sound decisions in a timely manner. (3 Activities)</b>			
ADJUDICATION PROCESS	Petitions for Appeal	Intake Coordinator reviews Petition for Appeal, determines the type of appeal and assigns to Administrative Judge.	Daily Service
APPEALS	Petitions for Review	Office of the General Counsel reviews Petitions for Review, drafts the Opinion and Order and meets with the Board to present the appeal and issue the decision.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
ADJUDICATION PROCESS	Initial Decisions	Administrative Judges process Petitions for Appeal which culminate in the issuance of an Initial Decision.	Daily Service
<b>2 - Streamline the adjudication process. (1 Activity)</b>			
MEDIATION	Mediation and Settlement	The goal of the mediation program is to help the parties, through the negotiation process, reach a settlement that is agreeable to both of them.	Key Project
<b>3 - Maintain a system to allow the public to have access to all decisions rendered by the OEA. (1 Activity)</b>			
INFORMATION TECHNOLOGY	Website	Decisions are uploaded to the agency's website so that the public is able to view the decisions and research the decisions.	Daily Service

## Workload Measures

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
<b>2 - Mediation and Settlement (1 Measure)</b>			
Number of attorney fee appeals mediated	2	1	0

## Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
No strategic initiatives found		