



Office of Employee Appeals (OEA) FY2016 Performance Accountability Report (PAR)

Introduction

The Performance Accountability Report (PAR) measures each agency's performance for the fiscal year against the agency's performance plan and includes major accomplishments, updates on initiatives' progress and key performance indicators (KPIs).

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.

Summary of Services

In accordance with DC Official Code Section 1-606.03, the Office of Employee Appeals adjudicates the several 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.

Overview – Agency Performance

The following section provides a summary of OEA performance in FY 2016 by listing OEA's top accomplishments, and a summary of its progress achieving its initiatives and progress on key performance indicators.

In FY 2016, OEA had 0 Key Performance Indicators. Of those, 0 were neutral. Of the remaining measures, 0% (0 KPIs) were met, 0% (0 KPIs) were nearly met, and 0% (0 KPIs) were unmet. In FY 2016, OEA had Initiatives. Of those, % () were completed and % () were nearly completed, and % () were not completed. The next sections provide greater detail on the specific metrics and initiatives for OEA in FY 2016.

FY16 KPIs

Objective:

| Measure | Target | Freq | Q1 | Q2 | Q3 | Q4 | Total | KPI Status | KPI Barriers |
|--|--------|------|----|------|-------|------|-------|------------|--------------|
| Time Required to Complete Adjudications | 12 | A | 8 | 7 | 8 | 8 | 8 | Met | |
| Number of Opinions and Orders Issued | 25 | Q | 2 | 21 | 19 | 17 | 59 | Met | |
| Time Required to Resolve Petitions for Review | 9 | A | 13 | 13 | 9 | 9 | 11 | Unmet | |
| Percent of OEA decisions upheld by D.C. Superior Court and the D.C. Court of Appeals | 99 | A | 50 | 87.5 | 66.67 | 87.5 | 81 | Unmet | |
| Number of Initial Decisions Issued | 250 | Q | 48 | 40 | 42 | 35 | 165 | Unmet | |

FY16 Workload Measures

| Measure | Freq | Q1 | Q2 | Q3 | Q4 | Total |
|---|------|----|------|------|-------|-------|
| Percent of Cases Reversing Agency Decisions | A | 6 | 9.84 | 9.84 | 13.46 | 9.8 |
| Number of Petitions for Appeal Filed | Q | 18 | 22 | 18 | 45 | 103 |
| Number of Petitions for Appeal Filed | Q | 18 | 22 | 18 | 45 | 103 |
| Number of Superior Court case filings | Q | 2 | 4 | 7 | 12 | 25 |
| Number of Petitions for Review filed | Q | 15 | 7 | 7 | 18 | 47 |