
Office of Employee Appeals

www.oea.dc.gov
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Table CH0-1

Description	FY 2019	FY 2020	FY 2021	FY 2022	% Change
	Actual	Actual	Approved	Approved	from FY 2021
OPERATING BUDGET	\$2,100,673	\$2,175,616	\$2,234,311	\$2,234,311	0.0
FTEs	15.0	15.1	15.0	14.4	-4.0
CAPITAL BUDGET	\$0	\$0	\$0	\$0	N/A
FTEs	0.0	0.0	0.0	0.0	N/A

The mission of the Office of Employee Appeals (OEA) is to render impartial, legally sufficient, and timely decisions on appeals filed by District of Columbia government employees. OEA has jurisdiction over appeals in which an employee has been removed as a result of an adverse action for cause, placed on enforced leave for 10 days or more, suspended for 10 days or more, reduced in grade, or been subjected to a reduction in force.

Summary of Services

OEA offers District government agencies and employees the following three-part appeal process: mediation, adjudication, and petitions for review. The mediation process allows the employee and the agency an opportunity to resolve their disputes without going through the lengthy and costly adjudication process. The adjudication process results in disputes being resolved by an administrative judge who issues an initial decision and finds in favor of either the agency or employee. The petition for review process provides an impartial review of initial decisions by OEA's Board.

The agency's FY 2022 approved budget is presented in the following tables:

FY 2022 Approved Gross Funds Operating Budget and FTEs, by Revenue Type

Table CH0-2 contains the approved FY 2022 budget by revenue type compared to the FY 2021 approved budget. It also provides FY 2019 and FY 2020 actual data.

Table CH0-2

(dollars in thousands)

Appropriated Fund	Dollars in Thousands						Full-Time Equivalents					
	Actual FY 2019	Actual FY 2020	Approved FY 2021	Approved FY 2022	Change from FY 2021	% Change*	Actual FY 2019	Actual FY 2020	Approved FY 2021	Approved FY 2022	Change from FY 2021	% Change
GENERAL FUND												
Local Funds	2,101	2,176	2,234	2,234	0	0.0	15.0	15.1	15.0	14.4	-0.6	-4.0
TOTAL FOR GENERAL FUND	2,101	2,176	2,234	2,234	0	0.0	15.0	15.1	15.0	14.4	-0.6	-4.0
GROSS FUNDS	2,101	2,176	2,234	2,234	0	0.0	15.0	15.1	15.0	14.4	-0.6	-4.0

*Percent change is based on whole dollars.

Note: If applicable, for a breakdown of each Grant (Federal and Private), Special Purpose Revenue type and Intra-District agreement, please refer to **Schedule 80 Agency Summary by Revenue Source** in the **FY 2022 Operating Appendices** located on the Office of the Chief Financial Officer's website.

FY 2022 Approved Operating Budget, by Comptroller Source Group

Table CH0-3 contains the approved FY 2022 budget at the Comptroller Source Group (object class) level compared to the FY 2021 approved budget. It also provides FY 2019 and FY 2020 actual expenditures.

Table CH0-3

(dollars in thousands)

Comptroller Source Group	Actual FY 2019	Actual FY 2020	Approved FY 2021	Approved FY 2022	Change from FY 2021	Percentage Change*
11 - Regular Pay - Continuing Full Time	1,570	1,633	1,581	1,645	65	4.1
12 - Regular Pay - Other	129	133	176	109	-67	-38.3
13 - Additional Gross Pay	0	7	0	0	0	N/A
14 - Fringe Benefits - Current Personnel	321	326	361	363	2	0.5
15 - Overtime Pay	0	1	0	0	0	N/A
SUBTOTAL PERSONAL SERVICES (PS)	2,020	2,099	2,118	2,117	-1	0.0
20 - Supplies and Materials	9	1	3	6	4	121.1
34 - Security Services	7	0	0	0	0	N/A
40 - Other Services and Charges	26	61	83	55	-28	-33.4
41 - Contractual Services - Other	33	14	30	30	0	0.0
70 - Equipment and Equipment Rental	7	0	1	26	25	2,562.6
SUBTOTAL NONPERSONAL SERVICES (NPS)	81	76	117	118	1	0.9
GROSS FUNDS	2,101	2,176	2,234	2,234	0	0.0

*Percent change is based on whole dollars.

FY 2022 Approved Operating Budget and FTEs, by Division/Program and Activity

Table CH0-4 contains the approved FY 2022 budget by division/program and activity compared to the FY 2021 approved budget. It also provides FY 2019 and FY 2020 actual data. For a more comprehensive explanation of divisions/programs and activities, please see the Division/Program Description section, which follows the table.

Table CH0-4

(dollars in thousands)

Division/Program and Activity	Dollars in Thousands					Full-Time Equivalents				
	Actual FY 2019	Actual FY 2020	Approved FY 2021	Approved FY 2022	Change from FY 2021	Actual FY 2019	Actual FY 2020	Approved FY 2021	Approved FY 2022	Change from FY 2021
(1000) AGENCY MANAGEMENT										
(1020) Contracting & Procurement	81	76	116	92	-24	0.0	0.0	0.0	0.0	0.0
(1040) Information Technology	83	69	79	66	-14	1.0	1.0	1.0	1.0	0.0
(1085) Customer Service	66	68	60	61	0	1.0	1.0	1.0	1.0	0.0
(1090) Performance Management	216	238	273	272	-1	2.0	2.0	2.0	2.0	0.0
(1100) Office Of Employee Appeals	702	732	736	728	-7	5.0	5.0	5.0	5.0	0.0
SUBTOTAL (1000) AGENCY MANAGEMENT	1,147	1,184	1,265	1,219	-46	9.0	9.1	9.0	9.0	0.0
(2000) ADJUDICATION										
(2001) Adjudication Process	887	926	871	949	78	5.5	5.5	5.5	5.2	-0.3
(2002) Appeals	0	0	31	26	-5	0.0	0.0	0.0	0.0	0.0
(2003) Mediation	66	65	68	41	-27	0.5	0.5	0.5	0.2	-0.3
SUBTOTAL (2000) ADJUDICATION	954	991	970	1,016	46	6.0	6.0	6.0	5.4	-0.6
TOTAL APPROVED OPERATING BUDGET	2,101	2,176	2,234	2,234	0	15.0	15.1	15.0	14.4	-0.6

(Change is calculated by whole numbers and numbers may not add up due to rounding)

Note: For more detailed information regarding the approved funding for the activities within this agency's programs, please see **Schedule 30-PBB Program Summary by Activity** in the **FY 2022 Operating Appendices** located on the Office of the Chief Financial Officer's website. "No Activity Assigned" indicates budget or actuals that are recorded at the division/program level.

Program Description

The Office of Employee Appeals operates through the following 2 programs:

Adjudication – provides mediation sessions, impartial hearings, and adjudication appeals for District government employees who challenge an agency's final decision on personnel matters.

This program contains the following 2 activities:

- **Adjudication Process** – provides impartial, fair decisions to employees for timely resolution of their appeal; and
- **Appeals** – provides an impartial review by the Office of Employee Appeals Board of the decisions filed; and
- **Mediation** – provides both parties an opportunity to resolve or settle disputes without going through the lengthy and costly adjudication process.

Agency Management – provides for administrative support and the required tools to achieve operational and programmatic results. This program is standard for all agencies using performance-based budgeting.

Program Structure Changes

The Office of Employee Appeals has no program structure changes in the FY 2022 approved budget.

FY 2021 Approved Budget to FY 2022 Approved Budget, by Revenue Type

Table CH0-5 itemizes the changes by revenue type between the FY 2021 approved budget and the FY 2022 approved budget. For a more comprehensive explanation of changes, please see the FY 2022 Approved Budget Changes section, which follows the table.

Table CH0-5

(dollars in thousands)

DESCRIPTION	DIVISION/PROGRAM	BUDGET	FTE
LOCAL FUNDS: FY 2021 Approved Budget and FTE		2,234	15.0
No Change		0	0.0
LOCAL FUNDS: FY 2022 Recurring Budget		2,234	15.0
Increase: To align resources with operational spending goals	Multiple Programs	1	0.0
Decrease: To align personal services and Fringe Benefits with projected costs	Multiple Programs	-1	-0.6
LOCAL FUNDS: FY 2022 Mayor's Proposed Budget		2,234	14.4
Enhance: To align resources with operational spending goals	Multiple Programs	33	0.0
Reduce: To realize programmatic cost savings in nonpersonal services	Agency Management	-33	0.0
LOCAL FUNDS: FY 2022 District's Approved Budget		2,234	14.4
GROSS FOR CH0 - OFFICE OF EMPLOYEE APPEALS		2,234	14.4

(Change is calculated by whole numbers and numbers may not add up due to rounding)

FY 2022 Approved Operating Budget Changes

Table CH0-6 contains the approved FY 2022 budget by fund compared to the FY 2021 approved budget.

Table CH0-6

Appropriated Fund	FY 2021 Approved	FY 2022 Approved	% Change from FY 2021
Local Funds	\$2,234,311	\$2,234,311	0.0
GROSS FUNDS	\$2,234,311	\$2,234,311	0.0

Recurring Budget

The Office of Employee Appeal's budget reflects no change from the FY 2021 approved budget to the FY 2022 recurring budget.

Mayor's Proposed Budget

Increase: OEA's proposed budget includes a net increase of \$1,023 to align resources with operational spending goals.

Decrease: OEA's budget proposal includes a decrease of \$1,023 and 0.6 Full-Time Equivalent (FTE) across multiple programs to reflect anticipated personal services savings.

District's Approved Budget

Enhance: The Office of Employee Appeal's approved Local funds nonpersonal services budget includes an increase of \$32,593 across multiple programs to support the agency's nonpersonal operational requirements.

Reduce: The approved Local funds budget also reflects a reduction of \$32,593 in the the Agency Management program to offset the increase in nonpersonal services.

Agency Performance Plan

The Office of Employee Appeals (OEA) performance plan has the following objectives for FY 2022:

Strategic Objectives

Strategic Objectives describe what the agency will do, at a high level, to achieve its mission. These are action-based sentences that define what an agency does for its customers, whether the customers are residents or other District agencies, and how that improves the District.

Objectives

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.

ACTIVITIES

Activities include the work that happens on a daily basis to help achieve the Strategic Objectives. Activity names come from the budget line items. This is further divided into “daily services” (ex. sanitation disposal), and long-term “key projects” that are high profile, one-time and span several years, (ex. redevelopment of Walter Reed Army Medical Center). Many agencies will mostly have daily services, whereas some agencies that have more of their budget come from capital funding will have several key projects.

1. Render impartial, legally sound decisions in a timely manner. (3 Activities)

Activity Title	Activity Description	Type of Activity
Petitions for Appeal	Intake Coordinator reviews Petition for Appeal, determines the type of appeal and assigns to Administrative Judge.	Daily Service
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
Initial Decisions	Administrative Judges process Petitions for Appeal which culminate in the issuance of an Initial Decision.	Daily Service

2. Streamline the adjudication process. (1 Activity)

Activity Title	Activity Description	Type of Activity
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

3. Maintain a system to allow the public to have access to all decisions rendered by the OEA. (1 Activity)

Activity Title	Activity Description	Type of Activity
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

KEY PERFORMANCE INDICATORS

Key Performance Indicators measure how well an agency is achieving its Strategic Objectives. They are outcome-oriented and should be used to answer the question, “What does the agency need to measure to determine success?”

1. Render impartial, legally sound decisions in a timely manner. (6 Measures)

Measure	New Measure/ Benchmark Year	FY 2019 Actual	FY 2020 Target	FY 2020 Actual	FY 2021 Target	FY 2022 Target
Number of Initial Decisions Issued	No	118	135	98	100	100
Number of Opinions and Orders Issued	No	19	25	18	18	18
Percent of OEA decisions upheld by D.C. Superior Court and the D.C. Court of Appeals	No	96%	99%	97.3%	100%	100%
Percent of cases reversing agency decisions	No	10.2%	No Target Set	13.8%	No Target Set	No Target Set
Time Required to Complete Adjudications	No	5	12	8	12	12
Time Required to Resolve Petitions for Review	No	4	9	8	9	9

2. Streamline the adjudication process. (2 Measures)

Measure	New Measure/ Benchmark Year	FY 2019 Actual	FY 2020 Target	FY 2020 Actual	FY 2021 Target	FY 2022 Target
Percent of appeals involved in mediation process	No	46%	No Target Set	69.3%	No Target Set	No Target Set
Percent of appeals resolved through mediation	No	21.7%	No Target Set	47.4%	No Target Set	No Target Set

3. Maintain a system to allow the public to have access to all decisions rendered by the OEA. (2 Measures)

Measure	New Measure/ Benchmark Year	FY 2019 Actual	FY 2020 Target	FY 2020 Actual	FY 2021 Target	FY 2022 Target
Percent of Initial Decisions uploaded to website	No	100%	100%	100%	No Target Set	No Target Set
Percent of Opinions and Orders uploaded to website	No	100%	100%	100%	No Target Set	No Target Set

WORKLOAD MEASURES

Workload Measures, also called inputs or outputs, quantify an activity, effort or process that is necessary to make progress towards the Strategic Objectives. They help answer the question; “How much are we doing?”

1. Mediation and Settlement

Measure	New Measure/ Benchmark Year	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
Number of attorney fee appeals mediated	No	2	1	0

Performance Plan Endnotes:

*For more information about the structure and components of FY 2022 draft performance plans, please see the FY 2022 Approved Budget and Financial Plan, Volume 1, Appendix E.

**Key performance indicators that are new may not have historical data and may only have FY 2022 targets.

***To view the final versions of agency FY 2022 performance plans when they become available in December 2021, see the OCA website at <https://oca.dc.gov/>.