

Office of Employee Appeals

www.oea.dc.gov

Telephone: 202-727-0004

Table CH0-1

Description	FY 2022	FY 2023	FY 2024	FY 2025	% Change
	Actual	Actual	Approved	Proposed	from FY 2024
OPERATING BUDGET	\$2,380,858	\$2,128,359	\$2,530,892	\$2,515,221	-0.6
FTEs	14.3	13.9	14.5	14.5	0.0
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, subjected to a reduction in force, or appeals affecting a designation of the employee's position as safety-sensitive.

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 2025 proposed budget is presented in the following tables:

FY 2025 Proposed Gross Funds Operating Budget and FTEs, by Revenue Type

Table CH0-2 contains the proposed FY 2025 budget by revenue type compared to the FY 2024 approved budget. It also provides FY 2022 and FY 2023 actual data.

Table CH0-2

(dollars in thousands)

Appropriated Fund	Dollars in Thousands						Full-Time Equivalents					
	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change		Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change	
					from FY 2024	% Change*					from FY 2024	% Change
GENERAL FUND												
Local Funds	2,381	2,128	2,531	2,515	-16	-0.6	14.3	13.9	14.5	14.5	0.0	0.0
TOTAL FOR GENERAL FUND	2,381	2,128	2,531	2,515	-16	-0.6	14.3	13.9	14.5	14.5	0.0	0.0
GROSS FUNDS	2,381	2,128	2,531	2,515	-16	-0.6	14.3	13.9	14.5	14.5	0.0	0.0

*Percent change is based on whole dollars.

Note: If applicable, for a breakdown of each Grant (Federal and Private) and Special Purpose Revenue type, please refer to **Schedule 80 Agency Summary by Revenue Source** in the **FY 2025 Operating Appendices** located on the Office of the Chief Financial Officer's website.

FY 2025 Proposed Operating Budget, by Account Group

Table CH0-3 contains the proposed FY 2025 budget at the Account Group level compared to the FY 2024 approved budget. It also provides FY 2022 and FY 2023 actual expenditures.

Table CH0-3

(dollars in thousands)

Account Group	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change	
					from FY 2024	Percentage Change*
701100C - Continuing Full Time	1,649	1,593	1,762	1,933	171	9.7
701200C - Continuing Full Time - Others	179	88	206	71	-135	-65.6
701300C - Additional Gross Pay	108	1	0	0	0	N/A
701400C - Fringe Benefits - Current Personnel	347	329	396	395	-1	-0.2
SUBTOTAL PERSONNEL SERVICES (PS)	2,284	2,012	2,363	2,399	35	1.5
711100C - Supplies and Materials	4	8	7	7	0	0.0
712100C - Energy, Communications and Building Rentals	2	0	11	0	-11	-100.0
713100C - Other Services and Charges	36	64	39	29	-10	-25.8
713200C - Contractual Services - Other	30	19	80	80	0	0.0
715100C - Other Expenses	0	8	0	0	0	N/A
717100C - Purchases Equipment and Machinery	25	18	31	1	-30	-95.9
SUBTOTAL NONPERSONNEL SERVICES (NPS)	97	117	168	117	-51	-30.4
GROSS FUNDS	2,381	2,128	2,531	2,515	-16	-0.6

*Percent change is based on whole dollars.

FY 2025 Proposed Operating Budget and FTEs, by Division/Program and Activity

Table CH0-4 contains the proposed FY 2025 budget by division/program and activity compared to the FY 2024 approved budget. It also provides FY 2022 and FY 2023 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 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024	Actual FY 2022	Actual FY 2023	Approved FY 2024	Proposed FY 2025	Change from FY 2024
(AMP000) AGENCY MANAGEMENT PROGRAM										
(AMP005) Contracting and Procurement	71	116	117	115	-1	0.0	0.0	0.0	0.0	0.0
(AMP006) Customer Service	73	73	64	67	3	1.0	0.9	1.0	1.0	0.0
(AMP012) Information Technology Services	85	43	74	69	-5	1.0	0.9	1.0	1.0	0.0
(AMP016) Performance and Strategic Management	344	365	442	377	-65	2.0	1.9	2.0	2.0	0.0
(AMP030) Executive Administration	682	624	759	771	12	5.0	4.6	5.0	5.0	0.0
SUBTOTAL (AMP000) AGENCY MANAGEMENT PROGRAM	1,256	1,220	1,456	1,400	-56	8.9	8.4	9.0	9.0	0.0
(GO0054) ADJUDICATION										
(O05401) Adjudication Process	1,021	888	971	1,116	144	5.2	5.1	5.0	5.5	0.5
(O05402) Appeals	27	1	11	0	-11	0.0	0.0	0.0	0.0	0.0
(O05403) Mediation	77	19	93	0	-93	0.2	0.5	0.5	0.0	-0.5
SUBTOTAL (GO0054) ADJUDICATION	1,125	908	1,075	1,116	40	5.4	5.6	5.5	5.5	0.0
TOTAL PROPOSED OPERATING BUDGET	2,381	2,128	2,531	2,515	-16	14.3	13.9	14.5	14.5	0.0

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

Note: For more detailed information regarding the proposed funding for the activities within this agency's programs, please see **Schedule 30-PBB Program Summary by Activity**. For detailed information on this agency's Cost Center structure as reflected in the District's Chart of Accounts, please see **Schedule 30-CC FY 2025 Proposed Operating Budget and FTEs, by Division/Office**. Additional information on this agency's interagency agreements can be found in **Appendix H**. All schedules can be found in the FY 2025 Operating Appendices, Volume 6 located on the Office of the Chief Financial Officer's website.

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 activity:

- **Adjudication Process**– provides impartial, fair decisions to employees for timely resolution of their appeal.

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 2025 proposed budget.

FY 2024 Approved Budget to FY 2025 Proposed Budget, by Revenue Type

Table CH0-5 itemizes the changes by revenue type between the FY 2024 approved budget and the FY 2025 proposed budget. For a more comprehensive explanation of changes, please see the FY 2025 Proposed Budget Changes section, which follows the table.

Table CH0-5

(dollars in thousands)

DESCRIPTION	DIVISION/PROGRAM	BUDGET	FTE
LOCAL FUNDS: FY 2024 Approved Budget and FTE		2,531	14.5
Removal of One-Time Funding	Multiple Programs	-40	0.0
LOCAL FUNDS: FY 2025 Recurring Budget		2,491	14.5
Increase: To align personnel services and Fringe Benefits with projected costs	Multiple Programs	35	0.0
Decrease: To realize programmatic cost savings in nonpersonnel services	Multiple Programs	-11	0.0
LOCAL FUNDS: FY 2025 Mayor's Proposed Budget		2,515	14.5
GROSS FOR CH0 - OFFICE OF EMPLOYEE APPEALS		2,515	14.5

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

Note: For more detailed information regarding the proposed funding for interagency projects funded within this agency, please see Appendix J, FY 2025 Interagency Budgets, in the Executive Summary budget volume.

FY 2025 Proposed Operating Budget Changes

Table CH0-6 contains the proposed FY 2025 budget by fund compared to the FY 2024 approved budget.

Table CH0-6

Appropriated Fund	FY 2024 Approved	FY 2025 Proposed	% Change from FY 2024
Local Funds	\$2,530,892	\$2,515,221	-0.6
GROSS FUNDS	\$2,530,892	\$2,515,221	-0.6

Mayor's Proposed Budget

Increase: The Office of Employee Appeals' (OEA) proposed budget includes an increase of \$35,329 across multiple programs to support projected salary, step, and Fringe Benefit costs.

Decrease: OEA's budget proposal reflects a decrease of \$11,000 across multiple programs to realize programmatic cost savings in nonpersonal service costs.

FY 2025 Proposed Full-Time Equivalents (FTEs)

Table CH0-7 contains the summary of FY 2025 Proposed Budgeted Full-Time Equivalents (FTEs).

Table CH0-7

Total FY 2025 Proposed Budgeted FTEs	14.5
Total FTEs employed by this agency	14.5

Note: Table CH0-7 displays the impact of the buyer agencies budgets funding the seller agencies FTEs in the FY 2025 budget, compared to how FTEs were budgeted in FY 2024.

- It starts with the FY 2025 budgeted FTE figure, 14.5 FTEs.
- It subtracts 0.0 FTEs budgeted in CH0 in FY 2025 who are employed by another agency.
- It adds 0.0 FTEs budgeted in other agencies in FY 2025 who are employed by CH0.
- It ends with 14.5 FTEs, the number of FTEs employed by CH0, which is the FTE figure comparable to the FY 2024 budget.

