
Office of Employee Appeals

<http://oea.dc.gov>

Telephone: 202-727-0004

Description	FY 2010 Actual	FY 2011 Approved	FY 2012 Proposed	% Change from FY 2011
Operating Budget	\$1,753,277	\$1,287,457	\$1,359,735	5.6
FTEs	10.7	12.0	13.0	8.3

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.

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 employer (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 2012 proposed budget is presented in the following tables:

FY 2012 Proposed Gross Funds Operating Budget, by Revenue Type

Table CH0-1 contains the proposed FY 2012 agency budget compared to the FY 2011 approved budget. It also provides FY 2009 and FY 2010 actual expenditures.

Table CH0-1
(dollars in thousands)

Appropriated Fund	Actual FY 2009	Actual FY 2010	Approved FY 2011	Proposed FY 2012	Change from FY 2011	Percent Change*
General Fund						
Local Funds	1,780	1,753	1,287	1,360	72	5.6
Total for General Fund	1,780	1,753	1,287	1,360	72	5.6
Gross Funds	1,780	1,753	1,287	1,360	72	5.6

*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 2012 Operating Appendices** located on the Office of the Chief Financial Officer's website.

FY 2012 Proposed Full-Time Equivalents, by Revenue Type

Table CH0-2 contains the proposed FY 2012 FTE level compared to the FY 2011 approved FTE level by revenue type. It also provides FY 2009 and FY 2010 actual data.

Table CH0-2

Appropriated Fund	Actual FY 2009	Actual FY 2010	Approved FY 2011	Proposed FY 2012	Change from FY 2011	Percent Change
General Fund						
Local Funds	11.7	10.7	12.0	13.0	1.0	8.3
Total for General Fund	11.7	10.7	12.0	13.0	1.0	8.3
Total Proposed FTEs	11.7	10.7	12.0	13.0	1.0	8.3

FY 2012 Proposed Operating Budget, by Comptroller Source Group

Table CH0-3 contains the proposed FY 2012 budget at the Comptroller Source Group (object class) level compared to the FY 2011 approved budget. It also provides FY 2009 and FY 2010 actual expenditures.

Table CH0-3
(dollars in thousands)

Comptroller Source Group	Actual FY 2009	Actual FY 2010	Approved FY 2011	Proposed FY 2012	Change from FY 2011	Percent Change*
11 - Regular Pay - Cont Full Time	992	883	926	1,008	82	8.9
12 - Regular Pay - Other	122	19	79	92	12	15.7
13 - Additional Gross Pay	0	89	0	0	0	N/A
14 - Fringe Benefits - Current Personnel	175	168	148	179	31	20.6
Subtotal Personal Services (PS)	1,290	1,159	1,154	1,279	125	10.8
20 - Supplies and Materials	2	5	15	10	-5	-33.3
31 - Telephone, Telegraph, Telegram, Etc.	6	6	0	0	0	N/A
32 - Rentals - Land and Structures	390	468	0	0	0	N/A
34 - Security Services	8	0	0	0	0	N/A
35 - Occupancy Fixed Costs	0	3	0	0	0	N/A
40 - Other Services and Charges	29	22	63	45	-18	-28.8
41 - Contractual Services - Other	50	66	45	15	-30	-65.6
70 - Equipment and Equipment Rental	5	24	10	10	0	0.0
Subtotal Nonpersonal Services (NPS)	490	594	133	80	-53	-39.6
Gross Funds	1,780	1,753	1,287	1,360	72	5.6

*Percent change is based on whole dollars.

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 3 activities:

- **Mediation** – provides both parties an opportunity to resolve or settle disputes without going through the lengthy and costly adjudication process;

- **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.

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 Change

The Office of Employee Appeals has no program structure changes in the FY 2012 Proposed Budget.

FY 2012 Proposed Operating Budget and FTEs, by Program and Activity

Table CH0-4 contains the proposed FY 2012 budget by program and activity compared to the FY 2011 approved budget. It also provides the FY 2010 actual data.

Table CH0-4
(dollars in thousands)

Program/Activity	Dollars in Thousands				Full-Time Equivalents			
	Actual FY 2010	Approved FY 2011	Proposed FY 2012	Change from FY 2011	Actual FY 2010	Approved FY 2011	Proposed FY 2012	Change from FY 2011
(1000) Agency Management Program								
(1020) Contracting and Procurement	2	0	0	0	0.0	0.0	0.0	0.0
(1030) Property Management	471	0	0	0	0.0	0.0	0.0	0.0
(1040) Information Technology	70	53	55	2	1.0	1.0	1.0	0.0
(1085) Customer Service	51	40	42	2	1.9	1.0	1.0	0.0
(1090) Performance Management	12	158	160	2	0.0	1.0	1.0	0.0
(1100) Office of Employee Appeals	-3	630	560	-70	0.0	6.5	5.5	-1.0
Subtotal (1000) Agency Management Program	603	881	817	-65	2.9	9.5	8.5	-1.0
(2000) Adjudication								
(2001) Adjudication Process	398	273	463	190	1.2	2.5	4.5	2.0
(2002) Appeals	351	133	80	-53	2.9	0.0	0.0	0.0
(2003) Mediation	401	0	0	0	3.8	0.0	0.0	0.0
Subtotal (2000) Adjudication	1,150	406	543	137	7.9	2.5	4.5	2.0
Total Proposed Operating Budget	1,753	1,287	1,360	72	10.7	12.0	13.0	1.0

(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** in the **FY 2012 Operating Appendices** located on the Office of the Chief Financial Officer’s website.

FY 2012 Proposed Budget Changes

Inter-Agency Adjustments: The Office of Employee Appeals (OEA) shifted \$64,784 and 1.0 FTE from the Agency Management program to the Adjudication program to address increased demand for appeals. The agency increased Local personal services funding by \$99,832 in the Adjudication program to include this FTE and to align the budget with projected expenditures to include step increases and to account for the historical growth rate in fringe benefits. The Adjudication program reduced nonpersonal services by \$5,510 in supplies and other services

and charges. Additionally, contractual services were decreased by \$29,538 to align with budget in the Adjudication program.

Transfers Out: The agency's information technology assessment in the amount of \$17,722 will be transferred out to the Office of the Chief Technology Officer (OCTO).

Transfers In: One FTE is transferred in, for a total of \$90,000 including salary and benefits, from OCTO for the adjudication process.

FY 2011 Approved Budget to FY 2012 Proposed Budget, by Revenue Type

Table CH0-5 itemizes the changes by revenue type between the FY 2011 approved budget and the FY 2012 proposed budget.

Table CH0-5
(dollars in thousands)

	PROGRAM	BUDGET	FTE
LOCAL FUNDS: FY 2011 Approved Budget and FTE		1,287	12.0
Cost Decrease: FTE and personal services costs to Adjudication program	Agency Management Program	-65	-1.0
Cost Increase: Adjust salary and fringe to include step increases	Adjudication	100	1.0
Cost Decrease: Align budget with nonpersonal services adjustments	Adjudication	-6	0.0
Cost Decrease: Align contractual services with the budget	Adjudication	-30	0.0
FY 2012 Initial Adjusted Budget		1,287	12.0
Transfer Out: Transfer Local portion of IT assessment to OCTO	Adjudication	-18	0.0
Transfer In: Transfer of one FTE from OCTO	Adjudication	90	1.0
LOCAL FUNDS: FY 2012 Proposed Budget and FTE		1,360	13.0
Gross for CH0 - Office of Employee Appeals		1,360	13.0

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

Agency Performance Plan

The agency's performance plan has the following objectives for FY 2012:

Objective 1: Render impartial, legally sound decisions in a timely manner.

Objective 2: Satisfy statutory requirement of making jurisdiction determination within 45 business days.

Objective 3: Maintain a system to allow the public to have access to all decisions rendered by the office.

Agency Performance Measures

Measure	FY 2009 Actual	FY 2010 Target	FY 2010 Actual	FY 2011 Projection	FY 2012 Projection	FY 2013 Projection
Number of initial decisions issued	184	100	156	180	180	180
Number of opinions and orders issued	49	35	35	35	35	35
Mean length of time required to complete adjudications ¹	9 months	Not Available	11 months	11 months	11 months	11 months
Mean length of time required to resolve petitions for review ²	27 months	Not Available	17 months	17 months	17 months	17 months
Percentage of OEA decisions reversed by the D.C. Superior Court and D.C. Court of Appeals	0% ³	< 1%	0% ⁴	< 1%	< 1%	< 1%

Performance Plan Endnotes:

1. The months indicated represent the time from when an appeal is filed with OEA until an initial decision is issued by an administrative judge.
2. The months indicated represent the time from when an appeal is filed with the OEA Board until a final decision is rendered.
3. In FY 2009, 233 total decisions were issued by OEA. The D.C. Superior Court issued three decisions upholding OEA and one decision dismissing an appeal. The D.C. Court of Appeals did not issue any decisions on an appeal of an OEA decision in FY 2009. No OEA decisions were reversed by the D.C. Superior Court or the D.C. Court of Appeals in FY 2009.
4. In FY 2010, 191 total decisions were issued by OEA. The D.C. Superior Court issued two decisions upholding OEA. The D.C. Court of Appeals issued one decision upholding OEA. No OEA decisions were reversed by the D.C. Superior Court or the D.C. Court of Appeals in FY 2010.