
Government of the District of Columbia



Commission on Judicial Disabilities and Tenure

**Testimony of
Jeannine C. Sanford, Esq.
Chairperson
Commission on Judicial Disabilities and Tenure**

FY20 – FY21 Performance Oversight Hearing

**Committee on the Judiciary & Public Safety
Hon. Charles Allen, Chair
Council of the District of Columbia**

February 11, 2021

John A. Wilson Building
1350 Pennsylvania Avenue, NW
Room 123
Washington, D.C. 20004

**DISTRICT OF COLUMBIA COMMISSION
ON JUDICIAL DISABILITIES AND TENURE**

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Statement of Jeannine C. Sanford, Esq.
Chairperson
Commission on Judicial Disabilities and Tenure
Before the Committee on the Judiciary & Public Safety
FY20 - FY21 Performance Oversight Hearing
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Mr. Chairman:

Thank you for this opportunity to present testimony concerning the budget and activities of the District of Columbia Commission on Judicial Disabilities and Tenure for Fiscal Years 2020 and 2021.

The Commission consists of seven members. One is appointed by the President of the United States. Two are appointed by the Board of Governors of the District of Columbia Bar. Two are appointed by the Mayor of the District of Columbia. One is appointed by the City Council of the District of Columbia. One is appointed by the Chief Judge of the United States District Court for the District of Columbia. The term of office of the President's appointee is five years. All others serve six year terms.

The membership of the Commission is as follows: Hon. Colleen Kollar-Kotelly, Vice Chairperson, appointed by the Chief Judge of the U.S. District Court; David P. Milzman, M.D., appointed by the City Council; William P. Lightfoot, Esq., appointed by the Mayor; Ms. Nikki Sertsu, appointed by the Mayor; Mr. Thomas Fitton, appointed by the President; and I am Jeannine C. Sanford, Esq., who was appointed by the D.C. Bar. The Commission currently has one vacancy created by the resignation of Carol A. Dalton, Esq., an appointee of the D.C. Bar.

The Commission's jurisdiction embraces four areas: (1) A judge's conduct warranting disciplinary action. (2) Involuntary retirement of a judge for reasons of health. (3) Evaluation of a judge who seeks reappointment at the end of his or her term. (4) Review of a retiring judge who wishes to continue performing judicial duties as a senior judge.

The Commission has the authority to remove a judge of a District of Columbia Court for willful misconduct in office, for conduct prejudicial to the administration of justice or which brings the judicial office into disrepute. The Commission also has the authority to retire involuntarily a judge of a District of Columbia Court if the Commission determines that the judge suffers from a mental or physical disability which is or is likely to become permanent and which prevents, or seriously interferes with, the proper performance of his or her judicial duties. In addition, the Commission may, under appropriate circumstances, censure or reprimand a judge publicly or privately.

The Commission reviews complaints concerning the misconduct of judges. The Commission takes no action on complaints which are (a) frivolous on their face, (b) are not within its jurisdiction, or which (c) even if true, do not allege matters that would constitute grounds for removal. All of the Commission's disciplinary proceedings and investigations are confidential. Under certain circumstances, however, a decision or action by the Commission may be made public.

In addition to its disciplinary function the Commission has the responsibility to determine whether or not a sitting judge whose term is expiring and who seeks a new term is to be reappointed. The "Home Rule Act" requires that the Commission file with the President a written evaluation of the judicial candidate's performance during the term

of office and his or her fitness for reappointment to another term. In its evaluation the Commission is required to place the judge in one of three categories. If the Commission evaluates a sitting judge, as “well qualified” the judge is automatically reappointed for a new term of fifteen years. If the Commission evaluates the judge as “qualified” the President may, if he chooses, renominate the judge subject to Senate confirmation, if the Commission evaluates the judge as “unqualified,” the judge is ineligible for reappointment.

The Retired Judge Service Act further enlarged the Commission’s jurisdiction and added the responsibility of recommending a judge for appointment as a senior judge subsequent to retirement. The Commission is required to submit a written report of its findings to the appropriate Chief Judge and to make a recommendation concerning a judge’s fitness and qualifications to continue judicial service. If the Commission makes an unfavorable recommendation, the requesting judge is ineligible for appointment. The recommendation of the Commission and the decision of the Chief Judge regarding appointment are final. A senior judge must be recommended for reappointment every four years, unless the judge has reached age seventy-four, in which case a recommendation and reappointment are required every two years.

A summary of the Commission’s activities for the previous fiscal year is as follows. In FY20 the Commission received 70 complaints. In 31 cases the Commission determined after initial review that no further inquiry was warranted, and dismissed 26 matters for lack of jurisdiction, and dismissed five matters for lack of merit. Of the 35 matters investigated, the Commission dismissed 32 complaints when it determined no further action was warranted, and disposed of two complaints with an informal

conference with each of the judges involved. Four complaints were dismissed when it was determined that no further action was warranted. There was one complaint pending at the end of the fiscal year, and the Commission also continued to monitor the health related issues concerning one judge of the Superior Court.

The Commission disposed of 44 complaints in 30 days, 17 complaints were disposed of in 60 days, 4 complaints were disposed of in 90 days, and one matter was before the Commission for 120 days before it was resolved, and one complaint was pending at the end of the fiscal year. The complaint pending at the end of FY19 was resolved in FY 20 with the public reprimand of the Judge concerned. The Commission's Determination concerning this case is posted on the agency website.

Another substantial part of the Commission's work during FY20 focused on the reappointment evaluations of three Associate Judges of the Superior Court. The Commission determined Judges Laura Cordero, José López, and Juliet McKenna to be well qualified for reappointment to another 15-year term. The Commission also conducted 12 performance and fitness reviews of Senior Judges Frank Nebeker, Joan Zeldon, Truman Morrison, III, Robert Tignor, Richard Levie, Curtis von Kann, Zinora Mitchell Rankin, Harold Cushenberry, Jr., Henry F. Greene, Frederick Weisberg, Vanessa Ruiz, and Melvin Wright who were eligible for and received recommendations for reappointment to senior status. In addition, the Commission conducted performance and fitness reviews of Court of Appeals Judge John Fisher, and Superior Court Judges Patricia Broderick, Robert Morin, and Ronna Lee Beck who retired during the fiscal year and requested initial appointments to senior status. The Commission recommended the

appointment of Judges Fisher, Broderick, and Morin as Senior Judges. Judge Beck was recommended for appointment as a Senior Judge during the first quarter of FY21.

The Commission met 13 times during the fiscal year for scheduled meetings. It should be noted, that a Commission subcommittee spent a substantial amount of time concerning one matter, in addition to the scheduled meetings. The Commission office responded to requests for information from the Bar and the public, but the number of such requests was significantly lower than in previous fiscal years.

Thus far in FY21 the Commission has received 29 misconduct complaints, and conducted 12 misconduct investigations. In 11 cases the Commission determined after the initial review that no further inquiry was warranted, and dismissed nine complaints for lack of jurisdiction and dismissed two matters for lack of merit. Of the 12 matters investigated, nine complaints were dismissed after investigation for lack of jurisdiction, and one complaint was dismissed for lack of merit. The Commission has seven pending complaints, and two pending investigations that will be discussed at its February 10, 2021 meeting.

In FY21, Court of Appeals Judges Anna Blackburne-Rigsby and Phyllis Thompson, and Superior Court Judge Jennifer Anderson are eligible for reappointment as Associate Judges. Thus far, Judge Blackburne-Rigsby has filed her declaration of candidacy for reappointment and the Commission has begun its evaluation process of the Judge's qualifications.

Thus far in FY21, the Commission has completed performance and fitness reviews of Senior Judges John Steadman and Rhonda Reid Winston, and the Commission recommended each Judge for reappointment to senior status. The Commission anticipates

that it will conduct performance and fitness reviews of six additional Senior Judges, four from the Superior Court and two from the Court of Appeals, whose terms will expire before the end of the fiscal year.

The Commission has met five times in FY21, and anticipates that it will meet a total of 12 times during the fiscal year.

Unlike fiscal years 2018 and 2019, the Commission did not face any spending pressures in FY20. One of the Commission's FTE positions was vacant from February 1, 2020 through the end of the fiscal year, and due to the Covid-19 health crisis, the Commission did not spend what it normally does for Non Personal Services. Both of these factors contributed to the agency having sufficient funding and not facing any spending pressures.

The Commission's budget for FY21 is \$407,000 which should provide adequate funding for the agency to carry out its statutory duties and responsibilities. Thus far during this fiscal year, the Commission has invested in much needed technology upgrades, with the purchase of three new computers and printers, and a WebEx Board and monitor for virtual Commission meetings. In addition, the Commission intends to fill the current staff vacancy this fiscal year to provide critical administrative support for the agency.

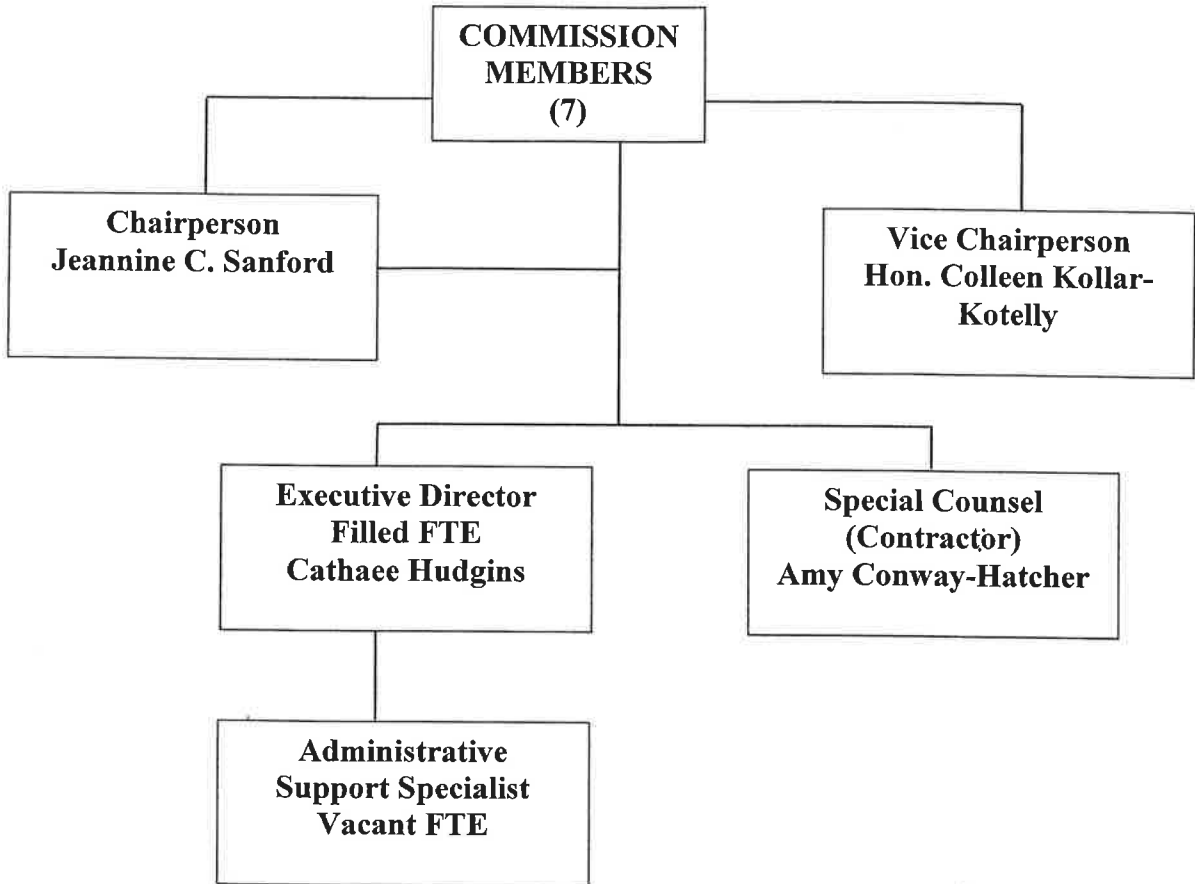
In FY20, the Commission fulfilled its duties and responsibilities as mandated by its enabling statutes, and will continue to do so in FY21 and in succeeding years.

Thank you for the opportunity to present this testimony. I would be happy to answer any questions the Committee may have.

TENURE COMMISSION RESPONSES TO COUNCIL QUESTIONS

1. The Commission's most recent organizational chart is provided below.

**COMMISSION ON JUDICIAL DISABILITIES AND TENURE
ORGANIZATIONAL CHART**



- a. The Commission does not have divisions or subdivisions.
b. There were no changes made to the organizational chart in FY20, and none made thus far in FY21.
2. The Commission's Schedule A is attached as requested.
3. The Commission has not detailed any employees to another agency, and has not requested any employees to be detailed to the Commission during FY 20, and thus far in FY21.
4. a. The Commission does not own, lease, or use a vehicle.

- b. The Commission did not authorize any travel or related expenses in FY20, and has not done so for FY21.
- 5. The Commission did not enter into an MOU during FY20, and has not done so thus far in FY21.
- 6. The Commission did not collaborate with any analogous agencies in other jurisdictions, with federal agencies, or with non-governmental organizations in FY20, and has not thus far in FY21.
- 7. The Commission's intra-District transfers for FY20 and for FY21 are as follows:

FY20

OCTO IT ServUs	\$8,930
Web Maintenance	
Applications	
ECIS	
NOC	
Telephone	\$6,619

FY21

OCTO IT ServUs	\$9,873
Web Maintenance	
Applications	
ECIS	
NOC	
Telephone	\$5,652

- 8. The Commission did not maintain, use, or have available for use, any special purpose revenue bonds, during FY20 or FY21, to date.
- 9. The Commission's Executive Director, Ms. Cathae Hudgins, was authorized to use the agency smart card in FY20, starting in March 2020, and she continues to use the card thus far in FY21. The smart card purchases in FY20 totaled \$5,659, and the expenditures were for office supplies, postage meter rental, messenger service, and equipment maintenance. The smart card purchases thus far in FY21 have totaled \$2,178, and the expenditures were for office and copier supplies, postage and postage meter rental, and messenger service.
- 10. The Commission had no capital projects in FY20, and will not have any capital projects in FY21.
- 11. The Commission did not submit budget enhancement requests for FY20, and has not done so thus far in FY21.
- 12. There were no reprogrammings in FY20, and there have no reprogrammings thus far in FY 21.

13. The Commission did not receive a grant or sub-grant in FY20, or in FY21, to date.
14. The Commission did not approve a grant or sub-grant to any individual, agency, or organization in FY20, and does not plan to do so in FY21.
15. The Commission has one contract that is renewed annually for a Special Counsel who provides legal and investigative services to the agency.
 - a. Contracting Party; Amy Conway-Hatcher, Esq. – 10/01/19 - 9/30/20 – FY20
10/01/20 – 9/30/21 – FY21
 - b. The contractor provides legal and investigative services to the agency.
 - c. The amount of the contract is estimated not to exceed \$40,000 per year. In FY20 the Commission budgeted \$35,000 for legal and investigative fees and expended \$31,660. In FY21 the Commission has budgeted \$35,000 for legal and investigative fees and has expended \$3,580 for those services thus far in the fiscal year.
 - d. Term of the Contract: The term of the contract with Ms. Conway-Hatcher, runs from 10/1/20 – 9/30/21, and the amount of the contract is estimated not to exceed \$40,000.
 - e. In FY 19, with the resignation of its former Special Counsel, Henry F. Schuelke, III, Esq., the Commission conducted several interviews of very qualified candidates who were interested in serving as Special Counsel to the Commission. Ms. Conway-Hatcher was appointed Special Counsel due to her extensive experience and expertise in conducting sensitive investigations while in private practice, her former experience in the U.S. Attorney’s Office and with the District of Columbia Courts, and her willingness to provide legal and investigative services at the rate set by the Commission.
 - f. The contract is monitored by the Commission’s Executive Director.
 - g. The contract is funded from the Commission’s annual budget.
16. There were no pending or closed lawsuits that named the Commission as a party in FY20, and none this far in FY21.
17. There were no judgments against or settlements executed by the Commission or by the District on behalf of the Commission in FY20, or thus far in FY21.
18. The Commission used outside counsel to provide legal and investigative services in FY20, and continues to do so in FY21, as described in the response to question 15 listed above.
19. The Commission did not receive any administrative complaints or grievances in FY20, and none to date in FY21. The Commission did receive additional correspondence in FY20 from complainants who disagreed with the Commission’s decision to dismiss their complaints, and additional correspondence from an organization who disagreed with the Commission’s decision in a reappointment evaluation.

20. The Commission did not receive any complaints or allegations of sexual harassment or other forms of sexual misconduct or discrimination committed by or against agency employees in FY20, and FY21, to date.
21. The Commission did not make any workers' compensation payments, and none were paid on behalf of the agency in FY20, and FY21, to date.
22. The Commission has no ongoing investigations, studies, audits, or reports on the agency or any employee of the agency that were completed in FY20, and FY21, to date.
23. The Commission did not experience any spending pressures in FY20, and has not experienced any spending pressures thus far in FY21.
24. A copy of the Commission's FY20 performance plan is attached as requested. The Commission's primary performance plan objectives for FY20 were completed on time and within budget. The objectives are as follows: 1. Review and Investigate Misconduct Complaints; 2. Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts; and 3. Conduct Performance and Fitness Reviews of Retiring and Senior Judges.
25. A copy of the Commission's FY21 performance plan as submitted to the Office of the City Administrator is attached.
26. The Commission did not amend or promulgate any rules or regulations in FY20. The Commission does plan a comprehensive review of its current Rules in FY21, to insure their relevance and strict adherence to current statutory provisions, as well as existing policies and procedures.
27. The Commission did not receive any FOIA requests for FY20, and has not received any FOIA requests thus far in FY21.
28. The Commission did not prepare or contract for any studies, research papers, reports or analyses during FY20, and has not done so thus far in FY21.
29. The Commission did not authorize overtime for any employees during FY20, or FY21, to date.
30. The Commission did not authorize bonuses or special pay for any employees during FY20, or FY21, to date.
31. There were no employees separated from the Commission with separation pay in FY20, or FY21, to date.
32. There were no Commission employees on administrative leave in FY20, and none thus far in FY21.

33. The Commission does not have a collective bargaining agreement currently in effect for agency employees.
34. The Commission is not associated with any other boards, commissions, or task forces.
35. The District of Columbia Code requires the Commission to submit a reappointment evaluation report to the President of the United States, when a judge of the District of Columbia Courts has been evaluated by the Commission for reappointment. In addition, the Code also requires the Commission to submit a written report of its recommendations and findings to the appropriate Chief Judge, when it completes a performance and fitness evaluation of a judge requesting a recommendation for appointment as a Senior Judge.
36. There were no additional training or continuing education opportunities made available to Commission employees in FY20, and none have been made available thus far in FY21.
37. The Commission did not implement any new initiatives in FY20, or FY21, to date, concerning the internal operations of the agency or the interaction of the agency with outside parties.
38. The Commission's top five priorities are:
 - a. Review and resolve judicial misconduct complaints in a timely manner.
 - b. Conduct thorough and comprehensive misconduct investigations as expeditiously as possible.
 - c. Conduct thorough and comprehensive reappointment evaluations of Associate Judges and conduct thorough and comprehensive Senior Judge performance evaluations.
 - d. Complete a comprehensive review of the Commission's Rules to insure their relevance and adherence to current statutory provisions, and existing agency policies and procedures.
 - e. Using new technology to facilitate the work of the agency.
39. The Commission did not implement any new programs during FY20, or in FY21, to date.
40. The Commission efficiently and expeditiously fulfills its statutory duties and responsibilities and adheres to the mandated deadlines for completing judicial reappointments and senior status evaluations.
41. The Commission does not use metrics and KPIs to evaluate its operations. The Commission reviews and disposes of complaints as expeditiously as possible, conducts thorough and comprehensive misconduct investigations and disciplines judges when appropriate, and conducts reappointment evaluations and senior judge performance and fitness reviews within the framework mandated by the statute.
42. The Commission did not engage the Lab @ DC in FY20 or thus far in FY21.

43. The Commission is not a member of a task force, but is a member of the Center for Judicial Ethics, which is a division of the National Center for State Courts.
44. There was no legislation passed at the federal level during FY20, and FY21, to date, which has affected the Commission's operations.
45. The Commission did not take any steps in FY20 or thus far in FY21 to improve the transparency of agency operations. There were no website upgrades or major revisions in either fiscal year.
46. The Commission does not maintain any electronic databases.
47. The Commission did not purchase any new technology in FY20. In FY21, the Commission purchased three new computers and printers at the cost of \$3,921, to replace existing in-office equipment. In addition, a WebEx board and monitor for the Commission conference room were also purchased this fiscal year. The new computers and printers have been ordered but have not been received to date. The WebEx board and monitor were installed on February 4, 2021, by D.C. Net who will also conduct the staff training on the equipment later this month

Agency-Specific Questions

48. The Commission met 13 times in FY20, and has met 5 times thus far in FY21.
49. Completed Tables

**Commission on Judicial Disabilities & Tenure Activities,
FY 2020 and 2021, to Date**

<i>Case Type</i>	<i>FY 2020</i>	<i>FY 2021, To Date</i>
Judicial Misconduct Complaints Reviewed	70	29
Judicial Misconduct Complaints Investigated	35	12
Senior Judge Fitness Reviews Completed	15	3
Associate Judge Reappointment Evaluations	3	0
Involuntary Retirement Proceedings	0	0

Complaint Disposition Summary, FY 2019, 2020, and 2021, To Date

<i>Complaint Summary</i>	<i>FY 2019</i>	<i>FY 2020</i>	<i>FY 2021, To Date</i>
Complaints Received	68	70	29
Complaints Investigated	35	35	12
Dismissed for Lack of Jurisdiction	40	57	18
Dismissed for Lack of Merit	20	10	4
No Further Action Warranted/Matter Moot	5	0	0
Length of Time Under Review			
a. 30 Days	49	44	11
b. 60 Days	13	17	7
c. 90 Days	4	4	4
d. 120 Days	1	1	0
e. > 120 Days	1	1	0
Resulted in Disciplinary Actions	0	1*	0
Disposed of Informally (Conference or Letter to Judge)	1	2	0
Pending	1*	1	7

*The complaint pending at the end of FY2019 resulted in disciplinary action that occurred in FY20.

50. D.C. Court of Appeals Judges Anna Blackburne-Rigsby, and Phyllis Thompson, and Superior Court Judge Jennifer Anderson are eligible for reappointment as Associate Judges in FY21.
51. In FY20 the Commission received two complaints from attorneys and did not receive any complaints from judges. Thus far in FY21 the Commission has not received any complaints from attorneys or judges.
52. The Commission did not receive any requests under the Judicial Financial Transparency Act in FY20, and has not received any such requests thus far in FY21.
53. The Commission has been able to continue its operations despite the challenges of the Covid-19 public health crisis. The Commission was able to meet via WebEx for several meetings due to the kindness and cooperation of a former Commission member who hosted the WebEx Meetings through the security of his law firm. That Commission member's term expired and since his departure in December, the Commission, not having the capability to host a virtual meeting has met via conference call. Though this method of conducting meetings has sufficed, it has been difficult to facilitate discussion with several attendees and a lengthy agenda. The Commission looks forward to hosting WebEx and Zoom meetings from its conference room in the coming weeks.

Commission on Judicial Disabilities and Tenure
 FY 2021 SCHEDULE A

Vacancy Status	FTE
Filled	1.00
Vacant	1.00
Total	2.00

Agency Code	Fiscal Year	Program Code	Activity Code	Filled, Vacant or Frozen	Position Title	Employee Name	Hire Date	Salary	Fringe	FTE	Reg/Temp/ Term	Hiring Status	Filled by Law Y/N
DQ0	21	2000	2500	F	Executive Director	Hudgins, Cathaee J	07/22/74	170,800.00	22,716.40	1.00	Reg		
DQ0	21	2000	2500	V	Administrative Support Specialist			69,009.00	9,178.20	1.00	Temp		
AGENCY GRAND TOTAL								\$ 239,809.00	\$ 31,894.60	2.00			

Commission on Judicial Disabilities and Tenure FY2020

Agency Commission on Judicial Disabilities and Tenure

Agency Code DQ0

Fiscal Year 2020

Mission The mission of the Commission on Judicial Disabilities and Tenure (CJD/T) is to maintain public confidence in an independent, impartial, fair, and qualified judiciary, and to enforce the high standards of conduct judges must adhere to both on and off the bench.

Summary of Services The services provided by the Tenure Commission are as follows: reviewing complaints concerning the misconduct of judges; conducting performance evaluations of associate judges eligible for reappointment; conducting fitness and qualification reviews of retiring and senior judges; and processing the involuntary retirement of judges for health reasons.

2020 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
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Despite the challenges posed in FY2020, the Commission was able to fulfill its statutory duties and responsibilities in a timely fashion.

2020 Key Performance Indicators

Measure	Frequency	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Target	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 Actual	KPI Status	Explanation for Unmet FY 2020 Target
1 - Review and Investigate Judicial Misconduct Complaints (3 Measures)												
Percent of complaints resolved within 30 days	Annually	60%	66%	61%	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	57%	Met	
Percent of Complaints resolved within 60 days	Annually	33%	9%	20%	40%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	33%	Unmet	Some investigations required additional time.
Percent of complaints leading to misconduct investigations	Annually	48%	37%	51%	38%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	43%	Neutral Measure	
2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (1 Measure)												
Percent of reappointment evaluation reports submitted before 60 days of term expiration	Annually	100%	100%	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (1 Measure)												
Percent of fitness and performance reviews submitted within 180 days of judge's request	Annually	100%	100%	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

2020 Workload Measures

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Quarter 1	FY 2020 Quarter 2	FY 2020 Quarter 3	FY 2020 Quarter 4	FY 2020 PAR
1 - Commission Administration And Support (1 Measure)							
Number of complaints received	68	68	Annual Measure	Annual Measure	Annual Measure	Annual Measure	70
2 - Commission Administration And Support (1 Measure)							
Number of reappointment evaluations	4	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
3 - Commission Administration And Support (1 Measure)							
Number of fitness and performance reviews	16	10	Annual Measure	Annual Measure	Annual Measure	Annual Measure	11
4 - Commission Administration And Support (1 Measure)							
Number of involuntary retirements handled	0	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0

2020 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Review and Investigate Judicial Misconduct Complaints (2 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Review complaints arising during monthly meetings.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Misconduct investigations.	Daily Service
2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (4 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview Court personnel who have worked with the judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview the Chief Judge of the Judge's Court.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Solicit comments concerning a judge's qualifications from the legal community and the general public.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (4 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the senior judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview Court personnel who have worked with the senior judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Solicit comments concerning a senior judge's qualifications to continue judicial service from the legal community and the general public.	Daily Service
4 - Conduct Involuntary Retirement Proceedings (4 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Receive information concerning a judge's health/disability and commences an investigation.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Determine if an involuntary retirement hearing is warranted.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Make findings of fact and a determination regarding the judge's health.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	File Orders of Involuntary Retirement.	Daily Service

2020 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Completion to Date	Status Update	Explanation for Incomplete Initiative
No strategic initiatives found				

Commission on Judicial Disabilities and Tenure FY2021

Agency Commission on Judicial Disabilities and Tenure

Agency Code DQ0

Fiscal Year 2021

Mission The mission of the Commission on Judicial Disabilities and Tenure (CJD/T) is to maintain public confidence in an independent, impartial, fair, and qualified judiciary, and to enforce the high standards of conduct judges must adhere to both on and off the bench.

Strategic Objectives

Objective Number	Strategic Objective
1	Review and Investigate Judicial Misconduct Complaints
2	Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts
3	Conduct Performance and Fitness Reviews of Retiring and Senior Judges
4	Conduct Involuntary Retirement Proceedings

Key Performance Indicators

Measure	Directionality	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Target
1 - Review and Investigate Judicial Misconduct Complaints (3 Measures)					
Percent of complaints resolved within 30 days	Down is Better	66%	61%	57%	50%
Percent of Complaints resolved within 60 days	Down is Better	9%	20%	33%	40%
Percent of complaints leading to misconduct investigations	Neutral	37%	51%	43%	36%
2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (1 Measure)					
Percent of reappointment evaluation reports submitted before 60 days of term expiration	Up is Better	100%	100%	100%	100%
3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (1 Measure)					
Percent of fitness and performance reviews submitted within 180 days of judge's request	Up is Better	100%	100%	100%	100%

Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Review and Investigate Judicial Misconduct Complaints (2 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Review complaints arising during monthly meetings.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Misconduct investigations.	Daily Service
2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (4 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview Court personnel who have worked with the judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Solicit comments concerning a judge's qualifications from the legal community and the general public.	Daily Service
3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (4 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview attorneys in the public and private sectors who have appeared before the senior judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview Court personnel who have worked with the senior judge.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Interview the Chief Judge of the judge's Court.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Solicit comments concerning a senior judge's qualifications to continue judicial service from the legal community and the general public.	Daily Service
4 - Conduct Involuntary Retirement Proceedings (4 Activities)			
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Receive information concerning a judge's health/disability and commences an investigation.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Determine if an involuntary retirement hearing is warranted.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	Make findings of fact and a determination regarding the judge's health.	Daily Service
COMMISSION ADMINISTRATION AND SUPPORT	Commission Administration And Support	File Orders of Involuntary Retirement.	Daily Service

Workload Measures

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
1 - Commission Administration And Support (1 Measure)			
Number of complaints received	68	68	70

Measure	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual
2 - Commission Administration And Support (1 Measure)			
Number of reappointment evaluations	4	4	3
3 - Commission Administration And Support (1 Measure)			
Number of fitness and performance reviews	16	10	11
4 - Commission Administration And Support (1 Measure)			
Number of involuntary retirements handled	0	0	0

Strategic Initiatives

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