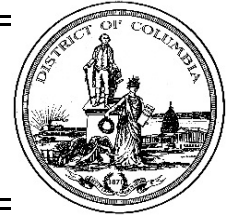

OFFICE OF AT-LARGE COUNCILMEMBER ANITA BONDS
CHAIR, COMMITTEE ON EXECUTIVE
ADMINISTRATION & LABOR



March 30, 2026

Executive Director Sheila Barfield
955 L'Enfant Plaza, SW, Suite 2500
Washington, DC 20024

Dear Executive Director Barfield:

This year the District of Columbia's Office of Employee Appeals will not have a live budget hearing, however, the agency will still be required to submit agency responses to the Committee's budget questions.

Written pre-hearing questions for your agency are attached. Please provide **three (3) hard copies** of your responses to Suite 404, as well electronic versions in Microsoft Word and PDF format **by 5:00 PM on Wednesday, April 15, 2026.**

If there is any additional information outside the scope of the attached questions, please feel free to include additional attachments and statements explaining the attachments. If your office requires clarification of any of the attached questions, please contact, Committee Director, Jeanmarie Elican, or call 202-724-8198. Thank you in advance for your timely and comprehensive response.

Sincerely,

A handwritten signature in black ink, appearing to read "ANITA BONDS".

Anita Bonds
At-Large Councilmember

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I. Standard Agency Questions

1. Please provide the following budget information for the agency for FY26 and FY27, including the amount approved and expenditures to date.
 - a. At the agency level, please provide the information broken out by source of funds and by Comptroller Source Group and Comptroller Object;
 - b. At the division level, please provide the total operating budget and expenditures, including FTEs, program and activity costs, dedicated taxes/revenues, special purpose funds, grants, and MOUs attributed to the work and achievements of the agency sub-division. Also include any amount of funds generated by each sub-division;
 - c. At the program level, please provide the information broken out by source of funds and by Comptroller Source Group and Comptroller Object; and
 - d. At the activity level, please provide the information broken out by source of funds and by Comptroller Source Group.

ANSWER:

See Attachments # 1 through #3.

2. Please provide the following budget information for the agency within FY 25 and FY26 to date regarding the agency’s FTEs.

ANSWER:

See Table Below:

	Total Number of FTEs	Total Cost of FTEs	Total Number of Vacancies	Total Cost of FTE Vacancies	Number of Unionized FTEs	Total Cost of Unionized FTEs	Total Number of Annual Leave Hours Taken
FY 2025	14.5	\$2,272,925.25	2.5	\$349,992.00	0	\$ -	1,767
FY 2026-To Date *	14.5	\$1,033,663.90	2.5	\$363,267.00	0	\$ -	665

* Info as of 3.31.2026

3. Please list all spending levels from FY25, FY26, and the proposed FY27 agency budget, broken down by:
 - a. Source of fund (federal, local, grant, special purpose, one-time, or recurring);
 - b. Total Dollar Amount expended
 - c. Total Dollar Amount not expended to-date
 - d. Program name and its inception;
 - e. Purpose of program;

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- f. Factors considered in implementing each program;
- g. Number of residents served, broken down by Quadrants and Wards;
- h. Targeted population, broken down by Quadrants and Wards;
- i. Outcome of program (successes and opportunities); and
- j. Name and title of agency personnel responsible for each program

ANSWER:

See Attachment #4.

OEA operates through the following two programs:

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

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

4. Please complete the chart below to provide whether the agency undertook any reprogramming actions during FY 25 and FY 26 to date. For each, include the name of the program/contract, and briefly describe the purpose for the reprogramming.

ANSWER:

See Table Below:

	Reprogramming	Purpose/Service	Associated Cost for Reprogramming	Contract/Program Duration
FY 2025	To resolve the OEA local funds deficit (from CGO to CH0)	Resolve the OEA budget deficit	\$ 7,500.00	Prog #500198 / Oct 1, 2024 - Sept 30, 2025
FY 2026*	To procure critical IT Equipment Upgrade (OEA's Vacancy Savings)	IT Equipment Upgrade (PS to NPS budget)	\$ 30,000.00	Prog #500198-100154 / Oct 1, 2024 - Sept 30, 2025

* Pending OPBM approval

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5. For each program within the agency, please provide the following:
- a. An explanation of FTE increases, decreases, or vacancies contained within the proposed FY27 budget;
 - b. Copies of any workforce planning strategies that address critical vacancies within the agency;
 - c. Status of filling vacant positions, including current recruitment channels, duration of recruitment efforts, total number of applications received for each position, estimated timeline on filling each vacancy; and
 - d. A list of any projected surpluses or deficits for FY27.

ANSWER:

See Attachment #5.

OEA does not have any workforce planning strategies.

With respect to filling vacant positions, OEA plans to hire another Administrative Judge in FY26. OEA has developed a recruitment schedule and projects that the position will be filled by the start of the fourth quarter or shortly thereafter.

6. Please list all program expansions, technical adjustments, and reductions within the proposed FY27 agency budget, broken out by program. For each change in the program please:
- a. Indicate if it is a new initiative, an expansion or reduction of existing services, or a restoration of prior services; and
 - b. Provide a description and rationale for each program expansion, adjustment, or reduction, along with associated dollar amounts and FTEs.

ANSWER:

OEA does not have any program expansions or technical adjustments (i.e., enhancement requests) within the proposed FY27 agency budget. For additional information, see Attachment # 5.

7. Please provide a detailed cross-walk between the agency FY25 budget and the agency FY26 budget.
- a. The cross-walk should clearly identify how budget levels have changed for each agency function.

ANSWER:

See Attachment #6.

8. Please provide a complete accounting of all federal funds and all grants, government or private, included in the FY25 and FY26 budgets.
- a. Has the agency received any indication that federal funding may change in the coming fiscal year? Increase or decrease?

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ANSWER:

OEA's budget is comprised entirely of local funds.

9. Please list all Memoranda of Understanding (MOU) the agency has either entered into or is planning to enter into, during FY25 and FY26. Please include the name of the contracting agency, the amount of the MOU, what programs or services the MOU will support, and whether the funds for FY26 MOUs have been transmitted.

ANSWER:

See Attachment #7.

10. Please provide a list of all dedicated fees and special purpose funds maintained by, used by, or available for use by the agency for which funds are anticipated for FY26 and FY27. For each fund, please list the following:

- a. The revenue source name and code;
- b. The source of funding;
- c. Statutory reference creating the fund;
- d. A description of the program that generates the funds (including how the fee is set and who pays);
- e. The amount of funds generated (please list FY25, FY26, and FY27 projected);
- f. Expenditures of funds, including the purpose of each expenditure (please list FY25, FY26, and FY27 proposed); and
- g. Current balance and expected planned balance at end of FY26.

ANSWER:

OEA's budget is comprised entirely of local funds.

11. Please provide a list of all contracts to be entered into for FY26 and FY27, including any multiyear contracts that will continue in FY26. Please include:

- a. The vendor (indicate if CBE or not. If CBE, please include the name of the CEO or main leadership);
- b. A detailed description of the services to be provided and list of deliverables;
- c. Contract amount;
- d. Contract period and option years;
- e. Funding source;
- f. Amount expended in FY25 to date;
- g. Whether or not the contract was or will be competitively bid; and
- h. If not competitively bid, please provide the determination and findings for that contract.

ANSWER:

See Attachment #8.

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12. Please provide a list of all facilities maintained by the agency, including square footage, facility name, location, description, leased/owned designation, Quadrant and Ward, lease number, annual rent, and other fixed costs that are included in the cost of rent (utilities, security, telecommunications, janitorial services, etc.). Please provide a narrative description of any proposed facility changes for FY27.

ANSWER:

OEA does not maintain any facilities.

13. Please provide the agency's proposed capital budget authority and spending plan for FY26 and FY27. Please include the following:
- a. Distinguish between any new funds requested for FY27 and any previously allocated funds;
 - b. Provide a description of all planned capital projects for FY26 and FY27 and include the amount of capital funds available for each project, a status report on each project, and planned remaining spending on the project;
 - c. If capital funds have been reduced for a given project, please state the effect of the reduction;
 - d. Whether the contract is active;
 - e. How much was expended in FY25 and FY26 to date; and
 - f. What is the remaining spending plan to completion.

ANSWER:

OEA's budget is comprised entirely of local funds.

14. What are the agency's performance measures for FY27?
- a. How were these measures developed?
 - b. Were these the same measures in FY26?
 - c. Which FY27 budget changes occurred in response to performance targets and FY25 performance measurements?

ANSWER:

See Attachment #9.

These measures were developed to evaluate how successfully OEA is achieving its strategic objectives to render impartial, legally sound decisions in a timely manner; to streamline the adjudication process; and to maintain a system to allow the public to have access to all decisions rendered by OEA. These are the same measures that are being used in FY26. So far, there have been no FY27 budget changes that have occurred in response to performance targets and FY25 performance measurements.

15. If applicable, please provide any information regarding the agency's efforts to increase workforce opportunities for District residents by completing the chart below. Workforce

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programs and services may include, but are not limited to internships, fellowships, apprenticeship efforts, and training opportunities.

ANSWER:

OEA is participating with the Washington Bar Association’s Judicial Council Board to offer an unpaid internship to a law school student this summer. This will give OEA the opportunity to train future lawyers and introduce them to the area of employment law.

See Table Below:

	Workforce Program/Service	Total Cost to Administer the Program	Total Number of Participants	If Known, Number of Post Full-Time Job Placements
FY 2025	0	\$0.00	0	0
FY 2026-To date	0	\$0.00	0	0

16. Please provide any increases or reductions in expenditures and number of engagements the agency is making to community outreach and communication functions, including any changes to agency personnel that are responsible for these activities.

ANSWER:

OEA’s mission is to adjudicate appeals filed by District government employees.

17. Please provide whether there were any laws the agency had to implement in FY25 and FY26 to date? If so, did the law(s) have any FTEs or additional budgetary allocations associated for implementation? If applicable, were funds sufficient in the agency’s budget for implementation?

ANSWER:

OEA did not have any laws to implement in FY25 or FY26 to date. Accordingly, no additional FTEs, budget allocations, or implementation funds were required.

18. Will the proposed FY27 budget allow the agency to meet all statutory mandates? Please explain in detail and include all factors that may assist or present challenges in meeting all mandates.

ANSWER:

With the restoration of funds in the proposed FY27 budget, OEA will be able to meet its statutory mandates.

II. Agency Specific Questions

19. How much of OEA’s personnel budget is spent on FTEs? Please also include the percentage of the personnel budget spent on FTEs.

- a. Dollar Amount:
- b. Percentage:

ANSWER:

- a. Dollar Amount: **\$2,497,203.04**
- b. Percentage: **93.3%**

20. Referring to the agency’s non-personnel budget under other services and charges, please provide the expenditures spent for FY 26 to date.

ANSWER:

See Attachment #10.

21. Please provide a cost breakdown of the agency’s adjudication spending—identify the expense and the amount spent under the 1) adjudication process, 2) appeals, and 3) mediation in FY 26 to date.

ANSWER:

See Attachment #11.

22. Currently, is there any program, service, and/or position, not fully funded?

- a. If the agency is seeking additional funding, please provide a list detailing the program/service, and how much the agency is seeking to receive.
- b. Will legislative support be required to implement any of these requests?

ANSWER:

OEA is fully funded for FY27 based on its recurring PS and NPS cost elements. Accordingly, the agency is not seeking additional funding, and no legislative support is required for implementation.

23. Is there any additional information regarding the agency’s budget, that OEA would like to share with the Committee? Please explain whether the agency foresees any shortfalls in its budget.

ANSWER:

There is no additional information to currently share with the Committee. The agency does not currently foresee any shortfalls in its budget.