

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Executive Office of Mayor Muriel Bowser**



Office of the City Administrator

January 15, 2021

Fiscal Year (FY) 2020 was an unprecedented year for all DC residents, businesses and the District Government. In March 2020—the second quarter of the fiscal year—Mayor Bowser declared a public health emergency and District government quickly pivoted to respond to the COVID-19 global health pandemic. To align with recommended social distancing and public safety guidelines, in just one day, over 60 percent of District government employees transitioned to a telework posture. In addition, many District agencies limited or temporarily ceased most in-person activities and services.

The global health emergency required the District to significantly reallocate financial and personnel resources to respond to the pandemic. With the change in operations and a substantial decrease in revenues, the District's response required all agencies to determine how to best provide services to District residents, visitors and employees, while maintaining the necessary protocols to help slow the spread of COVID-19.

As such, the global health pandemic greatly impacted some agencies' abilities to meet their FY20 key performance indicators (KPIs) and strategic initiatives established prior to its onset as agencies shifted resources to respond to COVID-19. Therefore, outcomes for KPIs and strategic initiatives reflect a shift in District priorities and efforts during this crisis. While we continue to believe strongly in performance tracking to improve District services, the data for FY20 is not fully indicative of agencies' performance and should be reviewed factoring in the unprecedented challenges encountered in FY 2020.

Sincerely,

A handwritten signature in black ink that reads 'Kevin Donahue'.

Kevin Donahue  
Interim City Administrator



# 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 (CJDT) 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
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
<b>1 - Review and Investigate Judicial Misconduct Complaints (3 Measures)</b>												
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	
<b>2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (1 Measure)</b>												
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	
<b>3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (1 Measure)</b>												
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
<b>1 - Commission Administration And Support (1 Measure)</b>							
Number of complaints received	68	68	Annual Measure	Annual Measure	Annual Measure	Annual Measure	70
<b>2 - Commission Administration And Support (1 Measure)</b>							
Number of reappointment evaluations	4	4	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
<b>3 - Commission Administration And Support (1 Measure)</b>							
Number of fitness and performance reviews	16	10	Annual Measure	Annual Measure	Annual Measure	Annual Measure	11
<b>4 - Commission Administration And Support (1 Measure)</b>							
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
<b>1 - Review and Investigate Judicial Misconduct Complaints (2 Activities)</b>			
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
<b>2 - Conduct Reappointment Evaluations of Eligible Associate Judges of the D.C. Courts (4 Activities)</b>			
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
<b>3 - Conduct Performance and Fitness Reviews of Retiring and Senior Judges (4 Activities)</b>			
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
<b>4 - Conduct Involuntary Retirement Proceedings (4 Activities)</b>			
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				