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THE DISTRICT OF COLUMBIA
BEFORE
THE OFFICE OF EMPLOYEE APPEALS

In the Matter of:	)	
	)	
EMPLOYEE,	)	OEA Matter No. 1601-0040-20C24
Employee	)	
	)	Date of Issuance: October 21, 2025
v.	)	
	)	JOSEPH E. LIM, ESQ.
DEPARTMENT OF FOR-HIRE VEHICLES,	)	Senior Administrative Judge
<u>Agency</u>	)	
Ann-Kathryn So, Esq., Employee Representative		
Conner Finch, Esq., Agency Representative		

INITIAL DECISION ON COMPLIANCE

PROCEDURAL HISTORY

Employee, a Human Resources Specialist¹ in the Department of For-Hire Vehicles (“DFHV” or “Agency”), filed a Petition for Appeal with the Office of Employee Appeals (“OEA” or “Office”) on April 9, 2020, appealing the DFHV’s decision to terminate her from service effective March 13, 2020. Employee was terminated for: 1) Unauthorized absence of one (1) workday or more, but less than five (5) days, (2) Any on-duty or employment related reason for corrective or adverse action that is not arbitrary or capricious, (3) Knowing submission (or causing or allowing the submission of) falsely stated time logs, leave forms, travel or purchase vouchers, payroll, loan, or other fiscal documents, and (4) Knowingly and willfully reported false or misleading material information to a superior.² On June 16, 2020, OEA requested that Agency submit an Answer to Employee’s Petition for Appeal. Agency submitted its Answer on or about August 28, 2020.

After Agency declined mediation on March 26, 2021, this matter was assigned to the undersigned on March 30, 2021. I held a Prehearing Conference on May 3, 2021, and

¹ Employee Exhibit 27.

² Agency Exhibit 14.

a virtual Evidentiary Hearing via WebEx³ on July 7 and 8, 2022. On October 3, 2022, I issued an Initial Decision (“ID”) reversing Agency’s adverse action against Employee.

On August 26, 2024, Employee submitted a Petition for Enforcement. On September 19, 2024, I ordered Agency to submit status reports on compliance. Starting from October 18, 2024, to October 3, 2025, Agency submitted periodic reports on its efforts towards full compliance with the ID. On October 14, 2025, Employee agreed that Agency had fully complied with the October 3, 2022, ID. The record is closed.

JURISDICTION

The Office has jurisdiction in this matter pursuant to D.C. Official Code § 1-606.03 (2001).

ISSUE

Whether Agency has fully complied with the October 3, 2022, Initial Decision.

ORDER

Based on the finding that Agency has fully complied with the October 3, 2022, Initial Decision, Employee’s prior Motion for Compliance is dismissed.

FOR THE OFFICE:

s/ Joseph Lim

Joseph E. Lim, Esq.

Senior Administrative Judge

³ WebEx is a software program that enables participants to engage in a hearing or meeting remotely via an electronic device.