



OOD
PM 25-50
Effective: September 15, 2025

To: All of EOIR
From: Sirce E. Owen, Acting Director
Date: September 15, 2025

OCAHO CASE COMPLETION GOALS

PURPOSE:	Re-establish case completion goals for the Office of the Chief Administrative Hearing Officer (OCAHO)
OWNER:	Office of the Director
AUTHORITY:	8 C.F.R. 1003.0(b); 28 C.F.R. §§ 68.1, 68.53 and 68.54
CANCELLATION:	None

Following the issuance of Policy Memorandum (PM) 25-47, Case Priorities and Immigration Court Performance Measures (Sept. 12, 2025), this PM now re-establishes case completion goals for cases pending before EOIR's Office of the Chief Administrative Hearing Officer (OCAHO). *See* PM 25-47 at 3 n.4 (noting that new case completion goals for OCAHO may be set).

Proceedings before OCAHO "shall be conducted expeditiously, and the parties shall make every effort at each stage of a proceeding to avoid delay." 28 C.F.R. § 68.1. Consistent with this regulatory directive, OCAHO maintained case completion goals for its administrative law judges (ALJs) for many years and then formalized those goals in 2018. Those goals were rescinded on January 31, 2025, though EOIR noted at the time that it "may consider re-establishing such goals if either the CAHO recommends doing so or new goals are established for other EOIR adjudicators." PM 25-13, *Office of the Chief Administrative Hearing Officer* (Jan. 31, 2025). Now that new goals for Immigration Courts have been established, *see* PM 25-47, EOIR has determined that it also makes sense, for similar reasons, to establish new goals for OCAHO.

Accordingly, this PM memorializes and updates OCAHO's case completion goals to ensure that OCAHO continues to adjudicate cases fairly, expeditiously, and uniformly consistent with EOIR's mission.

As with the Immigration Court goals, the goals for OCAHO are prospective. Thus, for cases filed on or after the effective date of this PM—excluding any cases subject to an injunction or restraining order issued by a federal court and any cases subject to a stay of proceedings to address a potential

constitutional law issue regarding those proceedings¹—the following OCAHO adjudicatory goals will be tracked by EOIR and audited periodically to ensure that cases are being adjudicated in an efficient manner:

1. Ninety-five percent (95%) of worksite enforcement/employer sanctions cases under INA § 274A should be completed within 450 days of filing.
2. Ninety-five percent (95%) of immigration-related unfair employment practice cases under INA § 274B should be completed within 510 days of filing.
3. Ninety-five percent (95%) of immigration-related document fraud cases under INA § 274C should be completed within 450 days of filing.

Adjudicatory timeframes for review of ALJ decisions by the CAHO in cases arising under 8 U.S.C. §§ 1324a and 1324c are set by regulation and, thus, are unaffected by this PM. 28 C.F.R. §§ 68.53 and 68.54. Nevertheless, EOIR will also track compliance with those timeframes to ensure that reviews are being conducted efficiently.

This guidance is not intended to, does not, and may not be relied upon to create, any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person. Nothing in this memorandum should be construed as mandating a particular outcome in any specific case.

Please contact your supervisor if you have any questions concerning this memorandum.

¹ The Chief Administrative Hearing Officer (CAHO), in consultation with the Director, may establish further exceptions to these goals as appropriate.