Public Employee Relations Board FY2022

Agency Public Employee Relations Board   **Agency Code** CG0   **Fiscal Year** 2022

Mission The District of Columbia Public Employee Relations Board (hereafter, "PERB") is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes.

⬇ Strategic Objectives

Objective Number	Strategic Objective
1	Resolve cases efficiently to provide stable labor relations in District agencies.
2	Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies
3	Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives.
4	Maintain a system to allow the public to have access to all decisions rendered by PERB

⬇ Key Performance Indicators (KPIs)

Measure	Directionality	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Target
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (3 Measures)					
Percent of cases requiring a hearing that are resolved within 300 days	Up is Better	63.2%	42.3%	72.2%	60%
Percent of cases not requiring a hearing that are resolved within 120 days	Up is Better	New in 2020	52.9%	70.8%	75%
Percent of cases referred to the Board with a Decision within 120 days	Up is Better	New in 2020	96.8%	100%	100%
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (1 Measure)					
Percentage of settlements resulting from mediation	Neutral	New in 2022	New in 2022	New in 2022	New in 2022
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. (1 Measure)					
Number of training sessions conducted	Up is Better	New in 2020	4	12	8
4 - Maintain a system to allow the public to have access to all decisions rendered by PERB (2 Measures)					
Percent of Board decisions published in the D.C Register within 60 days of issuance	Up is Better	New in 2020	54.8%	100%	100%
Percent of decisions uploaded to PERB's website within 60 days	Up is Better	New in 2020	74.2%	100%	100%

⬇ Operations

Operations Title	Operations Description	Type of Operations
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (2 Activities)		
Decisions and Orders	Drafting opinions for Board approval.	Daily Service
Information Technology	PERB will seek to modernize the Information Technology Infrastructure of the office.	Key Project

Operations Title	Operations Description	Type of Operations
2 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies (1 Activity)		
Mediation	Dispute resolution that may reduce time and cost traditionally associated with these disputes and identify mutually agreeable solutions.	Daily Service
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities to District government managers and union representatives. (2 Activities)		
Trainings	PERB will provide training sessions to promote better understanding and knowledge of labor relations and responsibilities to DC government managers and union representatives.	Daily Service
Training Center	PERB will create an in-house training center to further promote better understanding of labor relations and responsibilities to DC government managers and union representatives.	Key Project
4 - Maintain a system to allow the public to have access to all decisions rendered by PERB (1 Activity)		
Publishing	PERB will publish Decisions and Orders in a timely fashion for public distribution.	Daily Service

Workload Measures (WMs)

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual
1 - Decisions and Orders (12 Measures)			
Number of Enforcement Petitions filed in Fiscal Year	New in 2020	4	8
Number of total cases closed in Fiscal Year	58	47	71
Number of motions for reconsideration of Board decisions filed	New in 2020	6	7
Number of cases that held a hearing in Fiscal Year	12	9	6
Number of Representation cases filed with PERB in Fiscal Year	2	2	6
Number of total cases filed with PERB in Fiscal Year	51	55	58
Number of Negotiability cases filed with PERB in Fiscal Year	1	0	4
Number of Unfair Labor Practice Complaints filed in Fiscal Year	New in 2020	34	27
Number of Arbitration Review Requests filed with PERB in Fiscal Year	11	8	10
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	2	0	1
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	1	1	1
Number of Standards of Conduct Complaints filed in Fiscal Year	New in 2020	6	1
2 - Mediation (1 Measure)			
Number of mediations conducted	New in 2022	New in 2022	New in 2022
3 - Trainings (1 Measure)			
Number of participants who completed training, outreach and facilitation activities	253	73	235
4 - Publishing (2 Measures)			
Number of cases uploaded to PERB's website	New in 2020	29	38
Number of cases published in the D.C. Register	New in 2020	31	38

Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Information Technology (1 Strategic Initiative)		
In FY22, PERB will eliminate vendor-supplied, off-site document storage to decrease administrative cost.	The agency will achieve this administrative cost decrease by auditing stored paper files, destroying files not required by the agency's record retention policy, and temporarily relocating the required paper files to the agency's library.	09-30-2022