

Public Employee Relations Board FY2017

Agency Public Employee Relations Board

Agency Code CG0

Fiscal Year 2017

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.

2017 Strategic Objectives

Objective Number	Strategic Objective
1	Resolve cases efficiently to provide stable labor relations in District agencies.
2	Offer labor relations training and resources to managers and union representatives for a better understanding of their roles and responsibilities
3	Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies.
4	Create and maintain a highly efficient, transparent and responsive District government.**

2017 Key Performance Indicators

Measure	New Measure/ Benchmark Year	Frequency of Reporting	Add Data Fields (if applicable)	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY 2016 Actual	FY 2017 Target
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (8 Measures)									
Percentage of timely disposition of ULP and Standard of Conduct complaints by D&O, withdrawal, dismissal, or settlement.	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
Percentage of timely disposition of Representation cases	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
Percentage of timely disposition of Negotiability Appeal cases	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
Percentage of timely disposition of Arbitration Review Requests.	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
Percentage of timely disposition of Compensation Negotiation Impasse cases	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
Percentage of timely disposition of Non-Compensation negotiation Impasse cases.	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
Arbitration Review Requests Filed Prior To FY '17	<input type="checkbox"/>	Annually		Not available	Not available	Not available	Not available		4
Resolve all FY '08- FY '13 ULP and SOC cases	<input type="checkbox"/>	Annually		Not available	Not available	Not available	Not available		4
2 - Offer labor relations training and resources to managers and union representatives for a better understanding of their roles and responsibilities (2 Measures)									
Percentage of training, outreach and facilitation activities conducted	<input type="checkbox"/>	Annually		Not available	Not available	100%	100%		80%
Percentage of participants involved in training, outreach and facilitation activities	✓	Annually		Not available	Not available	Not available	Not available	New Measure	60%
3 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies. (2 Measures)									
Percentage of cases in which mandatory mediation service is conducted that are partially or totally resolved	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%

Percentage of cases in which an offer of a Hearing Examiner Settlement Program services are accepted by the parties that are partially or totally resolved	✓	Annually		Not available	Not available	Not available	Not available	New Measure	50%
4 - Create and maintain a highly efficient, transparent and responsive District government.** (9 Measures)									
Contracts/Procurement-Expendable Budget spent on Certified Business Enterprises	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Contracts/Procurement-Contracts lapsed into retroactive status	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Budget- Local funds unspent	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Budget- Federal Funds returned	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Customer Service-Meeting Service Level Agreements	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Human Resources-Vacancy Rate	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Human Resources-Employee District residency	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Human Resources-Employee Onboard Time	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
Performance Management-Employee Performance Plan Completion	✓			Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017

2017 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (3 Activities)			
LEGAL SUPPORT	Decisions and Orders	Drafting opinions for Board approval	Daily Service
LEGAL SUPPORT	Conduct Hearings	Fact Finding	Daily Service
LEGAL SUPPORT	Conduct Elections	Allow employees to choose union representation.	Daily Service
2 - Offer labor relations training and resources to managers and union representatives for a better understanding of their roles and responsibilities (1 Activity)			
AGENCY TRAINING	PERB Labor Relations Institute	The format to facilitate teaching labor relations to D.C. government managers labor relations specialists and union representative of D.C. government employees.	Daily Service
3 - Assist parties to reach mutually agreed resolutions of labor disputes to promote harmony between unions and District agencies. (1 Activity)			
LEGAL SUPPORT	Mediation	Dispute resolution that may reduce time and cost traditionally associated with these disputes and identify mutually agreeable solutions.	Daily Service

2017 Workload Measures

Measure	New Measure/Benchmark Year	Add Historical and Target Data (FY17)	Numerator Title	Units	Frequency of Reporting	FY 2014	FY 2015	FY 2016 Actual
1 - Conduct Hearings (1 Measure)								

Number of ULP and SOC hearings scheduled within 60 days of FY'17 filing date	<input type="checkbox"/>	Number of ULP and SOC hearings scheduled within 60 days of FY '17 filing date	Number of ULP and SOC cases filed in FY '17 that have been with the agency atleast 60 days	Annually	Not available	Not available	
1 - Decisions and Orders (1 Measure)							
Number of Decisions and Orders Issued	<input type="checkbox"/>	Number of cases closed by Board decision	Number of Closed Cases in FY '17	Annually	Not available	Not available	
2 - PERB Labor Relations Institute (1 Measure)							
Second Tuesdays at PERB	<input checked="" type="checkbox"/>	Number of Trainings Conducted	Number of Trainings Conducted	Annually	Not available	Not available	New Measure
3 - Mediation (2 Measures)							
Number of cases settled in mediation	<input type="checkbox"/>	Number of cases closed through settlement	Number of Cases sent to mediation	Annually	Not available	Not available	
Number of cases sent to mediation within 45 days of fling date	<input type="checkbox"/>	Number of FY '17 cases sent to mediation within 45 days of filing date	Number of FY '17 cases filed	Annually	Not available	Not available	

2017 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
AGENCY TRAINING (1 Strategic Initiative-Operation Link)		
Education	Provide training and workshops	09-30-2017
LEGAL SUPPORT (2 Strategic initiative-operation links)		
Alternative Dispute Resolution	Attempt by parties to resolve labor disputes prior to litigation	09-30-2017
Timely Opinions	To provide timely opinions to parties subject to a complaint or a petition filed with the agency.	09-30-2017