

Public Employee Relations Board FY2017

FY2017 Performance Accountability Report

The Performance Accountability Report (PAR) measures each agency's performance for the fiscal year against the agency's performance plan and includes major accomplishments, updates on initiatives, and key performance indicators (KPIs).

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.

Summary of Services

PERB determines appropriate compensation and non-compensation bargaining units. PERB also certifies, decertifies, amends, clarifies and modifies labor organizations as exclusive bargaining representatives; facilitates and reviews election procedures and results concerning the selection of labor organizations as the exclusive bargaining representative; investigates and adjudicates unfair labor practices and standards of conduct complaints; reviews appeals of grievance arbitration awards; determines impasse status of collective bargaining between District government agencies and District government employee unions; facilitates Impasse arbitration bargaining between District government agencies and District government employee unions; determines negotiability of proposals submitted during collective bargaining contract negotiations between District government agencies and District government employee unions; mediates disputes submitted to PERB; issues subpoenas and conducts hearings; and adopts rules and regulations for conducting PERB business.

FY17 Top Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
We have decreased our backlog of Unfair Labor Practice and Standard of Conduct Cases by 90%. The backlog was from FY'08-FY'13	The accomplishment gives pride and a sense of accomplishment to PERB employees.	This accomplishment helps demonstrate to residents the improvements in the efficiency of the PERB operations.

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	Freq	Target	Q1	Q2	Q3	Q4	FY 2017	KPI Status	Explanation
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	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percentage of timely disposition of Representation cases	Annually	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percentage of timely disposition of Negotiability Appeal cases	Annually	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	50%	Met	This is a new measure that was affected by the completion of the older cases.
Percentage of timely disposition of Arbitration Review Requests.	Annually	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	62.5%	Met	
Percentage of timely disposition of Compensation Negotiation Impasse cases	Annually	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percentage of timely disposition of Non-Compensation negotiation Impasse cases.	Annually	50%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Arbitration Review Requests Filed Prior To FY '17	Annually	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	14	Met	N/A
Resolve all FY '08- FY '13 ULP and SOC cases	Annually	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	23	Met	
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	Annually	80%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	
Percentage of participants involved in training, outreach and facilitation activities	Annually	60%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Annual Measure	80%	Met	

We've revisited a project to standardize District wide measures for the Objective "Create and maintain a highly efficient, transparent and responsive District government." New measures will be tracked in FY18 and FY19 and published starting in the FY19 Performance Plan.

2017 Workload Measures

Measure	Freq	Q1	Q2	Q3	Q4	FY 2017
1 - Conduct Hearings (1 Measure)						
Number of ULP and SOC hearings scheduled within 60 days of FY'17 filing date	Annually	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%
1 - Decisions and Orders (1 Measure)						
Number of Decisions and Orders Issued	Annually	Annual	Annual	Annual	Annual	47.1%

	Measure	Measure	Measure	Measure		
2 - PERB Labor Relations Institute (1 Measure)						
Second Tuesdays at PERB	Annually	Annual Measure	Annual Measure	Annual Measure	Annual Measure	8
3 - Mediation (2 Measures)						
Number of cases settled in mediation	Annually	Annual Measure	Annual Measure	Annual Measure	Annual Measure	52%
Number of cases sent to mediation within 45 days of filing date	Annually	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%

2017 Strategic Initiatives

Title	Description	Complete to Date	Status Update	Explanation
AGENCY TRAINING (1 Strategic Initiative)				
Education	Provide training and workshops	Complete	This past year PERB held 8 training classes.	
LEGAL SUPPORT (2 Strategic initiatives)				
Alternative Dispute Resolution	Attempt by parties to resolve labor disputes prior to litigation	Complete	This past year, PERB settled 13 cases.	
Timely Opinions	To provide timely opinions to parties subject to a complaint or a petition filed with the agency.	Complete	This year, PERB issued 49 decisions.	