



**PUBLIC EMPLOYEE RELATIONS BOARD
FY 2024 PERFORMANCE PLAN**

DECEMBER 4, 2023

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1 PUBLIC EMPLOYEE RELATIONS BOARD

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.

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 related to 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 labor organizations; facilitates impasse arbitration bargaining between District government agencies and labor organizations; determines negotiability of proposals submitted during collective bargaining contract negotiations between District government agencies and labor organizations; mediates disputes submitted to PERB; issues subpoenas and conducts hearings; and adopts rules and regulations for conducting PERB business.

2 2024 OBJECTIVES

Strategic Objective

Resolve cases efficiently to provide stable labor relations in District agencies.

Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies

Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.

Maintain a system to allow public access to decisions rendered by PERB

Create and maintain a highly efficient, transparent, and responsive District government.

3 2024 OPERATIONS

Operation Title	Operation Description	Type of Operation
Resolve cases efficiently to provide stable labor relations in District agencies.		
Decisions and Orders	Drafting opinions for Board approval.	Daily Service
Maintain a system to allow public access to decisions rendered by PERB		
Publishing	PERB publishes Decisions and Orders in a timely fashion for public distribution.	Daily Service
Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies		
NA	NA	NA
Provide training sessions and resources that promote better understanding and knowledge of labor relations		
NA	NA	NA
NA	NA	NA

4 2024 STRATEGIC INITIATIVES

Title	Description	Proposed Completion Date
Office Relocation	The agency will relocate to 899 North Capital St. NE, Washington, D.C.	10/1/2024
Online Pro Se Filing Form	Create and provide an online pro se filing form with detailed instructions on how to access File and Serve Express and PERB's pro se services.	4/1/2024

5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023	FY 2024 Target
Resolve cases efficiently to provide stable labor relations in District agencies.					
Percent of cases requiring a hearing that are resolved within 300 days	Up is Better	72.2%	70%	68%	60%
Percent of cases not requiring a hearing that are resolved within 120 days	Up is Better	70.8%	71.4%	90%	75%
Percent of cases referred to the Board with a Decision within 120 days	Up is Better	100%	100%	100%	100%
Maintain a system to allow public access to decisions rendered by PERB					
Percent of Board decisions published in the D.C Register within 60 days of issuance	Up is Better	100%	100%	100%	100%
Percent of decisions uploaded to PERB's website within 60 days	Up is Better	100%	100%	100%	100%
Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies					
Percentage of settlements resulting from mediation	Neutral	New in 2022	60%	0%	30%
Provide training sessions and resources that promote better understanding and knowledge of labor relations					
Number of training sessions conducted	Up is Better	12	11	8	8

Workload Measures

Measure	FY 2021	FY 2022	FY 2023
Decisions and Orders			
Number of total cases closed in Fiscal Year	71	50	42
Number of total cases filed with PERB in Fiscal Year	58	48	35
Number of Arbitration Review Requests filed with PERB in Fiscal Year	10	9	7
Number of cases that held a hearing in Fiscal Year	6	5	11
Number of Representation cases filed with PERB in Fiscal Year	6	2	13
Number of Negotiability cases filed with PERB in Fiscal Year	4	2	0
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	1	2	2
Number of motions for reconsideration of Board decisions filed	7	5	6
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	1	5	1
Number of Enforcement Petitions filed in Fiscal Year	8	0	1
Number of Standards of Conduct Complaints filed in Fiscal Year	1	5	10
Number of Unfair Labor Practice Complaints filed in Fiscal Year	27	22	12
Mediation			
Number of mediations conducted	New in 2022	20	15
Trainings			
Number of participants who completed training, outreach and facilitation activities	235	192	145
Publishing			
Number of cases published in the D.C. Register	38	24	27
Number of cases uploaded to PERB's website	38	23	27