



## **Public Employee Relations Board PERB (CG)**

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### **MISSION**

The District of Columbia Public Employee Relations Board (“Board” or “PERB”) is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes between agencies of the District government and labor organizations representing employees of the various District of Columbia agencies.

### **SUMMARY OF SERVICES**

- Determines appropriate compensation and non-compensation bargaining -units;
- 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 unit representative;
- Investigates and Adjudicates unfair labor practice and standards of conduct complaints;
- Reviews appeals of grievance arbitration awards;
- Determines impasse status of collective bargaining between District of Columbia agencies and District of Columbia employee unions;
- Facilitates Impasse arbitration bargaining between District of Columbia agencies and District of Columbia employee unions;
- Determines negotiability of proposals to submitted during negotiations for a collective bargaining agreement between District of Columbia agencies and District of Columbia employee unions;
- Conducts mandatory mediation of disputes submitted to the Board;
- Issues subpoenas and conducts hearings; and
- Adopts rules and regulations for conducting the business of PERB.

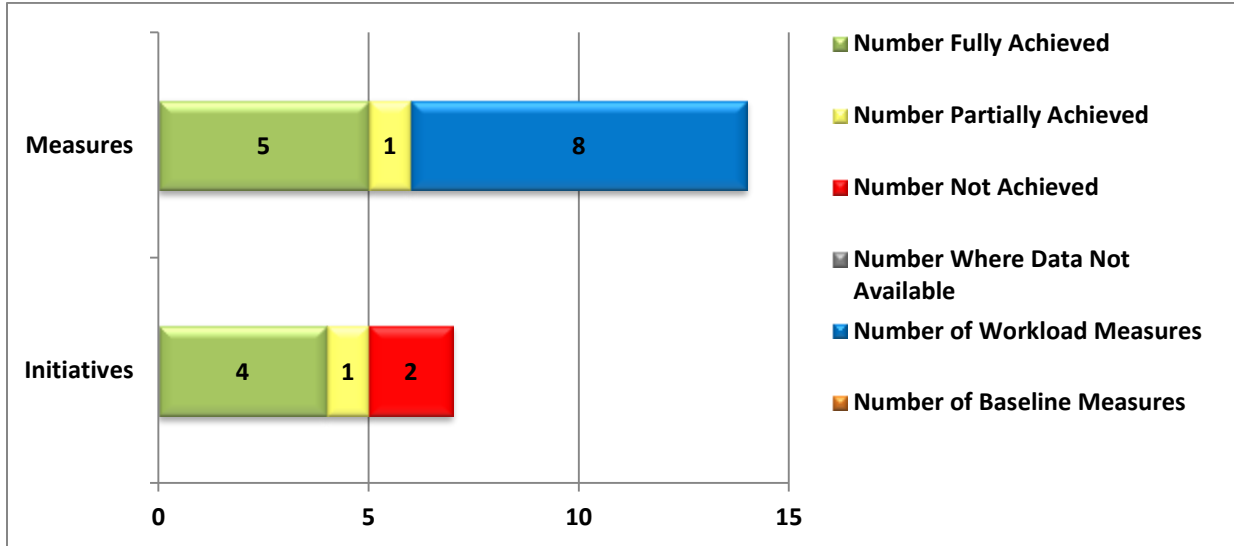
### **ACCOMPLISHMENTS**

- ✓ Shrunk backlog of cases from over 600 cases to approximately 75 cases.
- ✓ Hired and trained two additional attorney advisors.
- ✓ Expanded capacity of mandatory mediation program by training four additional staff mediators.

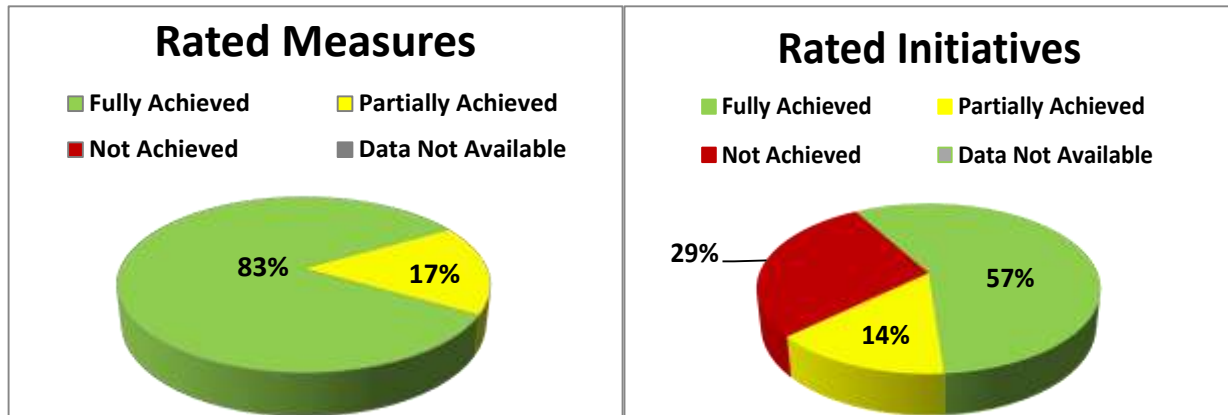


# OVERALL AGENCY PERFORMANCE

## TOTAL MEASURES AND INITIATIVES



## RATED MEASURES AND INITIATIVES



**Note:** Workload and Baseline Measurements are not included

Default KPI Rating:	
$\geq 100\%$	Fully Achieved
75 - 99.99%	Partially Achieved
$< 75\%$	Not Achieved



## Performance Initiatives – Assessment Details

### Performance Assessment Key:

- Fully achieved      ● Partially achieved      ● Not achieved      ● Data not reported

### Agency Management

#### OBJECTIVE 1: Satisfy statutory responsibilities

##### INITIATIVE 1.1: Increase number of decisions submitted to the Board at monthly meetings

- **This initiative was fully achieved.** PERB has successfully increased the number of cases heard by the Board at monthly meetings by 50% in FY 13.

##### INITIATIVE 1.2: Improve agency operations by acquiring and adopting a new case management system

- **This initiative was not achieved.** Throughout FY 2013, PERB worked with OCTO to choose and modify a database software program to serve as PERB's case management system. Due to unanticipated challenges in collaborating with OCTO, the adoption of an electronic case management system is still ongoing, to date.

##### INITIATIVE 1.3: Improve agency operations through implementation of an electronic filing system.

- **This initiative was not achieved.** Due to the aforementioned unanticipated challenges in collaborating with OCTO, resulting in PERB's current lack of an electronic case management system, currently, PERB has been unable to integrate the agency's electronic filing system with the electronic case management system.

#### OBJECTIVE 2: Maintain and/or increase the number of matters that are settled through the voluntary "mediation program."

##### INITIATIVE 2.1: Identify cases for voluntary and mandatory mediation and provide the parties with information regarding the benefits of mediation.

- **This initiative was fully achieved.** In FY 2013, PERB consistently evaluated older cases from its backlog to determine whether in-house mediation was appropriate in an attempting to resolve these cases without further litigation. This resulted in approximately 31 older cases being sent to mediation.

##### INITIATIVE 2.2: Identify newly filed cases for PERB's mandatory mediation

- **This initiative was fully achieved.** In FY 2013, PERB evaluated every newly filed case for the application of mandatory mediation, this resulted in approximately 35 newer cases out of 72 being sent to mediation.



**OBJECTIVE 3: Maintain a high rate of success concerning matters that are appealed to either the D.C. Superior Court or the D.C. Court of Appeals**

**INITIATIVE 3.1: PERB will utilize in-house General Counsel to maintain the same high rate of success in appeals before the D.C. Superior Court or the D.C. Court of Appeals.**

**This initiative was fully achieved.** In FY 2013, PERB hired a paralegal to assist its General Counsel in appellate work before the D.C. Superior Court and D.C. Court of Appeals. The

- the paralegal has aided in completing necessary administrative tasks related to appellate work, and has assisted the General Counsel in defending all PERB decisions appealed to the D.C. Superior Court and D.C. Court of Appeals. PERB has maintained a high standard of success before these courts in FY 2013.

**OBJECTIVE 4: Continue to review PERB's rules in order to determine if PERB needs to amend its rules or promulgate new rules**

**INITIATIVE 4.1: PERB will amend rules in FY 13 to achieve consistency with statutory mandates and rules adopted in FY 12.**

- **This initiative was partially achieved.** PERB legal staff engages in an ongoing effort to identify weaknesses in its current rules and propose new rules to improve the agency's efficiency and its delivery of services.



## Key Performance Indicators – Details

### Performance Assessment Key:

● Fully achieved   
 ● Partially achieved   
 ● Not achieved   
 ● Data not reported   
 ● Workload Measure

	KPI	Measure Name	FY 2012 YE Actual	FY 2013 YE Target	FY 2013 YE Revised Target	FY 2013 YE Actual	FY 2013 YE Rating	Budget Program
●	1.1	Percent of cases decided within 120 days of submission to the Board	21.26%	100%		11.24%	11.24%	AGENCY MANAGEMENT PROGRAM
●	1.2	Percent of decisions transmitted to the D.C. Register for publication within 60 days of issuance	100%	100%		100%	100%	AGENCY MANAGEMENT PROGRAM
●	1.3	Percent of compensation impasse cases resolved by mediation within 30 days	100%	100%		100%	100%	AGENCY MANAGEMENT PROGRAM
●	1.4	Percent of cases upheld by D.C. Superior Court upon appeal	100%	100%		100%	100%	AGENCY MANAGEMENT PROGRAM
●	1.5	Number of cases filed	66	Target Not Required		72	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	1.6	Number of hearings conducted	9	Target Not Required		8	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	1.7	Number of mediations conducted	5	Target Not Required		23	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	1.8	Number of cases issued	75	Target Not Required		123	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	1.9	Number of active cases	357	Target Not Required		199	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM



	KPI	Measure Name	FY 2012 YE Actual	FY 2013 YE Target	FY 2013 YE Revised Target	FY 2013 YE Actual	FY 2013 YE Rating	Budget Program
●	<b>1.10</b>	Number of cases published	162	Target Not Required		123	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	<b>1.11</b>	Number of cases appealed to D.C. Superior Court	20	Target Not Required		12	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	<b>1.12</b>	Number of cases appealed to D.C. Court of Appeals	3	Target Not Required		2	Workload Measure Not Rated	AGENCY MANAGEMENT PROGRAM
●	<b>1.13</b>	Percent of compensation impasse cases arbitrated within 45 days	100%	100%		100%	100%	AGENCY MANAGEMENT PROGRAM
●	<b>1.14</b>	Percent of cases upheld by D.C. Court of Appeals upon appeal	100%	100%		100%	100%	AGENCY MANAGEMENT PROGRAM