



Public Employee Relations Board PERB (CGO)

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.

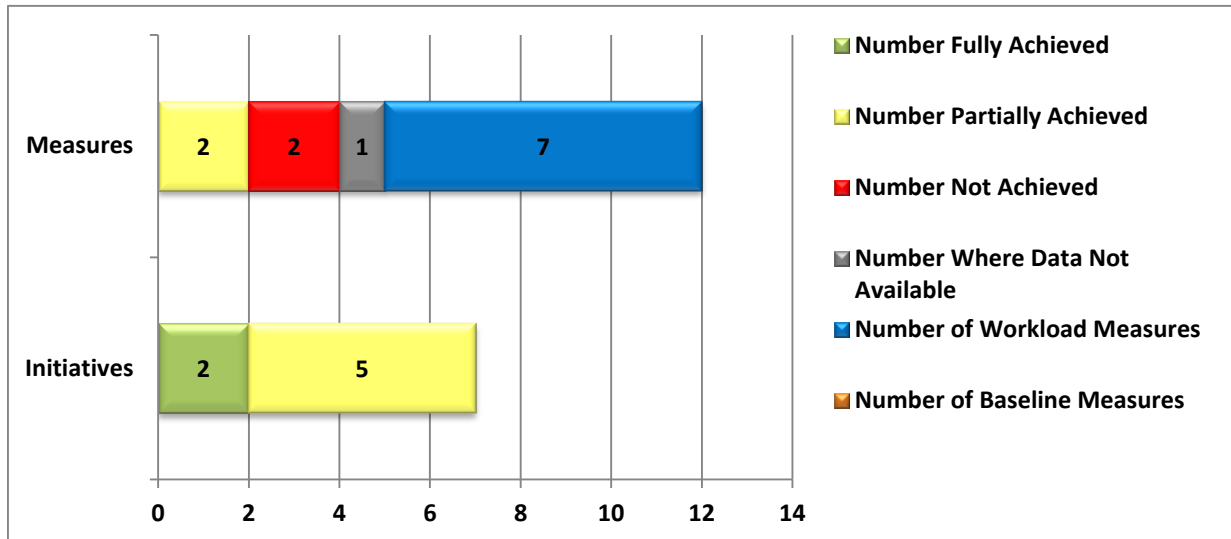
ACCOMPLISHMENTS

- ✓ Introduced electronic case management application Reduced number of open cases by 34%
- ✓ Increased number of successful mediations

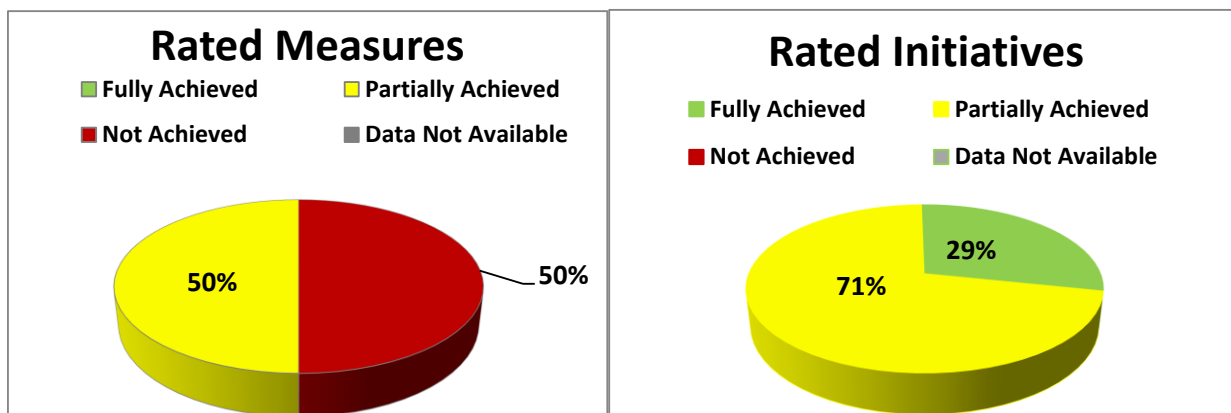


OVERALL AGENCY PERFORMANCE

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


Adjudication

OBJECTIVE 1: Efficiently resolve labor management disputes between District agencies and labor organizations.


INITIATIVE 1.1: Reduce the backlog of cases caused by the lack of a Board quorum from June 2008 through Jun 2009.

-  **This initiative was partially achieved.** PERB set a goal of reducing backlog cases. At the beginning to FY14, PERB had 255 open cases. At the end, of FY14, PERB had 170 open cases; closing 66%. Some were closed after determining that the cases were moot.

INITIATIVE 1.2: Acquire and adopt an electronic case management system.


-  **This initiative was fully achieved.** The Board acquired an electronic case management application that has improved the ability to organize, track, associate contacts, parties, and documents to a case.

INITIATIVE 1.3: Integrate the electronic case filing system with the electronic case management system.


-  **This initiative was partially achieved.** The integration of the two systems has not been as seamless as the Board wanted but case management between the two systems is more manageable. Ideally, the agency wanted the ability to automatically transfer documents from its filing application, File&ServeExpress, to its case tracking application, TimeMatters. Staff at this time must scan complaints into the case tracking application.

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

INITIATIVE 2.1: Identify cases previously filed with the Board for voluntary mediation and provide the parties with information regarding the benefits of mediation.

-  **This initiative was fully achieved.** In FY14, PERB consistently evaluated older cases from its backlog to determine whether in-house mediation was appropriate in an attempt to resolve those cases without further litigation. Twenty cases were mediated. Only six resulted in settlement.

INITIATIVE 2.2: Identify newly filed cases for mandatory mediation.

-  **This initiative was partially achieved.** In FY14, while PERB could identify the newly filed cases for mandatory mediation, PERB experimented with a voluntary mediation program because of the additional burden on the staff and the low number of cases actually resolved by 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.

- **The initiative was partially achieved.** Outside counsel was retained mid-year to handle cases on appeal. While we maintained a high rate of success, it was with out-side counsel. PERB had 15 appealed cases closed this fiscal year; the Superior Court affirmed or dismissed nine cases in favor of PERB and the Court of Appeals affirmed or dismissed two. Note; one case in the Court of Appeals was withdrawn by the opposing party.

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: Amend rules to achieve consistency with statutory mandates.

- **This initiative was partially achieved.** PERB has identified rules that need revisions or deficiencies requiring the promulgation of a clarifying rule. PERB anticipates publishing rule changes in the second quarter of FY15.



Performance Indicators – Details

Performance Assessment Key:

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

	KPI	Measure Name	FY 2013 YE Actual	FY 2014 YE Target	FY 2014 YE Revised Target	FY 2014 YE Actual	FY 2014 YE Rating	Budget Program
●	1.1	Percent of cases decided within 120 days of submission to the Board	8.9%	60%		8.23%	13.20%	ADJUDICATION
●	1.2	Percent of decisions transmitted to the D.C. Register for publication within 60 days of issuance	100%	100%		97.83%	98.21%	ADJUDICATION
●	1.3	Number of cases filed	72	Not Applicable		57	Not Rated Workload Measure	ADJUDICATION
●	1.4	Number of cases issued	90	Not Applicable		128	Not Rated Workload Measure	ADJUDICATION
●	1.5	Number of active cases	199	Not Applicable		170	Not Rated Workload Measure	ADJUDICATION
●	1.6	Number of cases published	123	Not Applicable		56	Not Rated Workload Measure	ADJUDICATION
●	1.7	Percentage of compensation impasse cases arbitrated within 45 days	100%	100%		NA	NA ¹	ADJUDICATION
●	2.1	Number of mediations conducted	23	Not Applicable		20	Not Rated Workload Measure	ADJUDICATION
●	3.1	Number of cases appealed to D.C. Superior Court	12	Not Applicable		9	Not Rated Workload Measure	ADJUDICATION

¹ This measure is not applicable because PERB arbitrated a total of zero impasse cases in FY14.



	KPI	Measure Name	FY 2013 YE Actual	FY 2014 YE Target	FY 2014 YE Revised Target	FY 2014 YE Actual	FY 2014 YE Rating	Budget Program
●	3.2	Number of cases appealed to D.C. Court of Appeals	2	Not Applicable		6	Not Rated Workload Measure	ADJUDICATION
●	3.3	Percent of cases upheld by the D.C. Superior Court upon appeal	100%	100%		73.33%	73.33%	ADJUDICATION
●	3.4	Percent of cases upheld by the DC Court of Appeals upon appeal	100%	100%		80%	80%	ADJUDICATION