Public Employee Relations Board FY2025

Agency Public Employee Relations Board **Agency Acronym** PERB **Agency Code** CG0 Agency Glossary

To edit agency and POC information press your agency name (underlined and in blue above).

Agency Performance POCs Crystal Davis **Agency Budget POCs** Paul Blake **Fiscal Year** 2025 Add Current Quarter Data

Add FY25 Targets Add FY25 Projects

2025 Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations	Add Key Performance Indicator	Add Operations
1	Resolve cases efficiently to provide stable labor relations in District agencies.	3	1	Add Key Performance Indicator	Add Operations
2	Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies.	1	1	Add Key Performance Indicator	Add Operations
3	Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.	1	2	Add Key Performance Indicator	Add Operations
4	Maintain a system to allow public access to decisions rendered by PERB	2	1	Add Key Performance Indicator	Add Operations
5	Create and maintain a highly efficient, transparent, and responsive District government.	5	0	Add Key Performance Indicator	Add Operations
TOT		**12**	**5**		

2025 Key Performance Indicators

Measure	New Measure/ Benchmark Year	Directionality	Frequency of Reporting	FY2021 Target	FY2021 Actual	FY2022 Target	FY2022 Actual	FY 2023 Target	FY2023 Actual	FY 2024 Target	FY 2025 Target
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (3 Measure records)											
Percent of cases requiring a hearing that are resolved within 300 days	☐	Up is Better	Annually	50%	72.2%	60%	70%	60%	68%	60%	60%
Percent of cases not requiring a hearing that are resolved within 120 days	☐	Up is Better	Annually	75%	70.8%	75%	71.4%	75%	90%	75%	75%
Percent of cases referred to the Board with a Decision within 120 days	☐	Up is Better	Annually	90%	100%	100%	100%	100%	100%	100%	100%
2 - Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies. (1 Measure)											
Percentage of settlements resulting from mediation	☐	Neutral	Annually	New in 2022	New in 2022	New in 2022	60%	No Target Set	0%	30%	30%
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives. (1 Measure)											
Number of training sessions conducted	☐	Up is Better	Annually	8	12	8	11	8	8	8	8
4 - Maintain a system to allow public access to decisions rendered by PERB (2 Measure records)											
Percent of Board decisions published in the D.C Register within 60	☐	Up is Better	Annually	100%	100%	100%	100%	100%	100%	100%	100%

Measure	New Measure/ Benchmark Year	Directionality	Frequency of Reporting	FY2021 Target	FY2021 Actual	FY2022 Target	FY2022 Actual	FY 2023 Target	FY2023 Actual	FY 2024 Target	FY 2025 Target
days of issuance											
Percent of decisions uploaded to PERB's website within 60 days	☐	Up is Better	Annually	100%	100%	100%	100%	100%	100%	100%	100%
5 - Create and maintain a highly efficient, transparent, and responsive District government. (5 Measure records)											
Percent of new hires that are District residents	☐	Up is Better	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	100%	Needs Update	Needs Update
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	☐	Up is Better	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	0%	Needs Update	Needs Update
Percent of employees that are District residents	☐	Up is Better	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	62.5%	Needs Update	Needs Update
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	☐	Up is Better	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	No Applicable Incidents	Needs Update	Needs Update
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	☐	Up is Better	Annually	New in 2023	New in 2023	New in 2023	New in 2023	New in 2023	Not Available	Needs Update	Needs Update

2025 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure
1 - Resolve cases efficiently to provide stable labor relations in District agencies. (1 Activity)				
PERFORMANCE MANAGEMENT	Decisions and Orders	Drafting opinions for Board approval.	Daily Service	Add Workload Measure
2 - Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies. (1 Activity)				

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure
LEGAL SUPPORT	Mediation	Dispute resolution that may reduce time and cost traditionally associated with labor disputes and identify mutually agreeable solutions.	Daily Service	Add Workload Measure
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives. (2 Activity records)				
Training	Trainings	PERB provides training sessions to promote better understanding and knowledge of labor relations and responsibilities of District government managers and union representatives.	Daily Service	Add Workload Measure
PUBLIC EMPLOYEE RELATIONS BOARD	Training Center	PERB will create an in-house training center to further promote better understanding of labor relations and responsibilities to DC government managers and union representatives.	Key Project	Add Workload Measure
4 - Maintain a system to allow public access to decisions rendered by PERB (1 Activity)				
Information Distribution	Publishing	PERB publishes Decisions and Orders in a timely fashion for public distribution.	Daily Service	Add Workload Measure

2025 Workload Measures

Measure	New Measure/ Benchmark Year	Frequency of Reporting	FY2021	FY2022	FY2023
1 - Decisions and Orders (12 Measure records)					
Number of total cases closed in Fiscal Year		Annually	71	50	42
Number of total cases filed with PERB in Fiscal Year		Annually	58	48	35
Number of Arbitration Review Requests filed with PERB in Fiscal Year		Annually	10	9	7
Number of cases that held a hearing in Fiscal Year		Annually	6	5	11
Number of Representation cases filed with PERB in Fiscal Year		Annually	6	2	13
Number of Negotiability cases filed with PERB in Fiscal Year		Annually	4	2	0
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year		Annually	1	2	2
Number of motions for reconsideration of Board decisions filed		Annually	7	5	6
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year		Annually	1	5	1
Number of Enforcement Petitions filed in Fiscal Year		Annually	8	0	1
Number of Standards of Conduct Complaints filed in Fiscal Year		Annually	1	5	10
Number of Unfair Labor Practice Complaints filed in Fiscal Year		Annually	27	22	12
2 - Mediation (1 Measure)					
Number of mediations conducted		Annually	New in 2022	20	15
3 - Trainings (1 Measure)					
Number of participants who completed training, outreach and facilitation activities		Annually	235	192	145
4 - Publishing (2 Measure records)					
Number of cases published in the D.C. Register		Annually	38	24	27
Number of cases uploaded to PERB's website		Annually	38	23	27

Update Notes

Add Note

Section	Note for Publication	Publish in
No Note records found		

Administrative Information

Record ID# 1177

Performance Plan ID 1177

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