Public Employee Relations Board FY2024

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** 2024 Add Current Quarter Data

FY2024 Agency Accomplishments

Please add up to 3 agency accomplishments to be shared out in your Agency's Performance Accountability Report. Add Accomplishment

What is the accomplishment that your agency wants to highlight?	How did this accomplishment impact residents of DC?	How did this accomplishment impact your agency?
No Accomplishment records found		

2024 Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations
1	Resolve cases efficiently to provide stable labor relations in District agencies.	3	1
2	Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies.	1	1
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
4	Maintain a system to allow public access to decisions rendered by PERB	2	1
5	Create and maintain a highly efficient, transparent, and responsive District government.	5	0
TOT		**12**	**5**

2024 Key Performance Indicators

Measure	New Measure/ Benchmark Year	Directionality	Frequency of Reporting	FY 2020 Target	FY 2020 Report	FY 2021 Target	FY 2021 Report	FY 2022 Target	FY 2022 Report	FY 2023 Target	FY 2023 Report	FY 2024 Target	FY 2024 Quarter 1	FY 2024 Quarter 2	F 2 Q 3
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%	42.3%	50%	72.2%	60%	70%	60%	68%	60%	Annual Measure	Annual Measure	Ar M
Percent of cases not requiring a hearing that are resolved within 120 days	☐	Up is Better	Annually	New in 2020	52.9%	75%	70.8%	75%	71.4%	75%	90%	75%	Annual Measure	Annual Measure	Ar M
Percent of cases referred to the Board with a Decision within 120 days	☐	Up is Better	Annually	New in 2020	96.8%	90%	100%	100%	100%	100%	100%	100%	Annual Measure	Annual Measure	Ar M
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	New in 2022	New in 2022	60%	No Target Set	0%	30%	Annual Measure	Annual Measure	Ar M
3 - Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union repre															
Number of training sessions conducted	☐	Up is Better	Annually	New in 2020	4	8	12	8	11	8	8	8	Annual Measure	Annual Measure	Ar M
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 days of issuance	☐	Up is Better	Annually	New in 2020	54.8%	100%	100%	100%	100%	100%	100%	100%	Annual Measure	Annual Measure	Ar M
Percent of decisions uploaded to PERB's website within 60 days	☐	Up is Better	Annually	New in 2020	74.2%	100%	100%	100%	100%	100%	100%	100%	Annual Measure	Annual Measure	Ar M

Measure	New Measure/ Benchmark Year	Directionality	Frequency of Reporting	FY 2020 Target	FY 2020 Report	FY 2021 Target	FY 2021 Report	FY 2022 Target	FY 2022 Report	FY 2023 Target	FY 2023 Report	FY 2024 Target	FY 2024 Quarter 1	FY 2024 Quarter 2	F 2 Q 3
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	New in 2023	New in 2023	100%	Needs Update	Annual Measure	Annual Measure	Ar M
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	New in 2023	New in 2023	0%	Needs Update	Annual Measure	Annual Measure	Ar M
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	New in 2023	New in 2023	62.5%	Needs Update	Annual Measure	Annual Measure	Ar M
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	New in 2023	New in 2023	No Applicable Incidents	Needs Update	Annual Measure	Annual Measure	Ar M
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	New in 2023	New in 2023	Not Available	Needs Update	Annual Measure	Annual Measure	Ar M

2024 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	Add Workload Measure	Add Strategic Initiative
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	Add Strategic Initiative
2 - Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies. (1 Activity)					
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	Add Strategic Initiative
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	Add Strategic Initiative
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	Add Strategic Initiative
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	Add Strategic Initiative

2024 Workload Measures

Measure	New Measure/ Benchmark Year	Frequency of Reporting	FY 2021 Report	FY 2022 Report	FY 2023 Report	FY 2024 Quarter 1	FY 2024 Quarter 2	FY 2024 Quarter 3	FY 2024 Quarter 4	FY 2024 Report
1 - Decisions and Orders (12 Measure records)										
Number of total cases closed in Fiscal Year		Annually	71	50	42	Annual Measure	Annual Measure	Annual Measure	Annual Measure	69
Number of total cases filed with PERB in Fiscal Year		Annually	58	48	35	Annual Measure	Annual Measure	Annual Measure	Annual Measure	101
Number of Arbitration Review Requests filed with PERB in Fiscal Year		Annually	10	9	7	Annual Measure	Annual Measure	Annual Measure	Annual Measure	17
Number of cases that held a hearing in Fiscal Year		Annually	6	5	11	Annual Measure	Annual Measure	Annual Measure	Annual Measure	8
Number of Representation cases filed with PERB in Fiscal Year		Annually	6	2	13	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4
Number of Negotiability cases filed with PERB in Fiscal Year		Annually	4	2	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	14
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year		Annually	1	2	2	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Number of motions for reconsideration of Board decisions filed		Annually	7	5	6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	10
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year		Annually	1	5	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
Number of Enforcement Petitions filed in Fiscal Year		Annually	8	0	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
Number of Standards of Conduct Complaints filed in Fiscal Year		Annually	1	5	10	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
Number of Unfair Labor Practice Complaints filed in Fiscal Year		Annually	27	22	12	Annual Measure	Annual Measure	Annual Measure	Annual Measure	47
2 - Mediation (1 Measure)										
Number of mediations conducted		Annually	New in 2022	20	15	Annual Measure	Annual Measure	Annual Measure	Annual Measure	23
3 - Trainings (1 Measure)										
Number of participants who completed training, outreach and facilitation activities		Annually	235	192	145	Annual Measure	Annual Measure	Annual Measure	Annual Measure	146
4 - Publishing (2 Measure records)										
Number of cases published in the D.C. Register		Annually	38	24	27	Annual Measure	Annual Measure	Annual Measure	Annual Measure	34
Number of cases uploaded to PERB's website		Annually	38	23	27	Annual Measure	Annual Measure	Annual Measure	Annual Measure	38

2024 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date	Add Initiative Update
Publishing (1 Strategic Initiative)			
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.	04-01-2024	
Training Center (1 Strategic Initiative)			
Office Relocation	The agency will relocate to 899 North Capital St. NE, Washington, D.C.	10-01-2024	

2024 Initiative Updates

Strategic Initiative Title	Initiative Status Update	% Complete to date	Confidence in completion by end of fiscal year (9/30)?	Status of Impact	Supporting Data	Reporting Quarter
Office Relocation (2 Initiative Update records)						
Office Relocation	Plans are ongoing, and PERB anticipates moving into its new location in Q4 of FY24.	0-24%	High	None		Q1
Office Relocation	PERB moved into its new location at 899 North Capitol Street.	Complete		None		Q4
Online Pro Se Filing Form (2 Initiative Update records)						
Online Pro Se Filing Form	PERB is on track to complete the Pro Se filing form and instruction by April 1, 2024.	75-99%	High	Demonstrable		Q1
Online Pro Se Filing Form	PERB completed Pro Se fling form in FY24.	Complete		Demonstrable		Q4

2023 Unfinished Initiatives

Title	Description	% Complete from Prior FY	Status Update	Explanation	Anticipated Completion Date	Add Initiative Update
No Strategic Initiative records found						

2023 Unfinished Initiative Updates

Strategic Initiative Title	Anticipated completion date	New Initiative Created for FY24	No Longer an Initiative	Initiative Status Update	% Complete to date	Confidence in completion by anticipated completion date?	Status of Impact	Explanation of Impact (Limited to 550 Characters)	Supporting Data	Reporting Quarter
No Initiative Update records found										

2024 ARP Key Performance Indicators

Measure	New Measure/ Benchmark Year	ARPA: Required by Treasury	Directionality	ARPA Expenditure Code	ARPA Initiative	ARPA Sub-Initiative	ARPA Project Name	FY 2020 Target	FY 2020 Report	FY2021 Target	FY 2021 Report	FY2022 Target	FY 2022 Report	FY 20 Tar
No Measure records found														

2024 ARP Workload Measures

Measure	ARPA Project Name	New Measure/ Benchmark Year	ARPA: Required by Treasury	ARPA Expenditure Code	ARPA Initiative	ARPA Sub-Initiative	FY 2021 Report	FY 2022 Report	FY 2023 Report	FY 2024 Quarter 1	FY 2024 Quarter 2	FY 2024 Quarter 3	FY 2024 Quarter 4	FY 2024 Report
No Measure records found														

Update Notes

Add Note

Section	Note for Publication	Publish in
No Note records found		

Administrative Information

Record ID# 1095

Performance Plan ID 1095

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