PUBLIC EMPLOYEE RELATIONS BOARD

FY 2024 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 15, 2025

GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

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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 2023 ACCOMPLISHMENTS

Accomplishment	Impact on Agency	Impact on Residents
*		

3 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.

4 2024 OPERATIONS

Operation Title	Operation Description
Resolve cases efficiently to provide stable labor relations in District agencies.	
Decisions and Orders: Daily Service	Drafting opinions for Board approval.
Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies.	
Mediation: Daily Service	Dispute resolution that may reduce time and cost traditionally associated with labor disputes and identify mutually agreeable solutions.
Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.	
Trainings: Daily Service	PERB provides training sessions to promote better understanding and knowledge of labor relations and responsibilities of District government managers and union representatives.
Training Center: Key Project	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.
Maintain a system to allow public access to decisions rendered by PERB	
Publishing: Daily Service	PERB publishes Decisions and Orders in a timely fashion for public distribution.

5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
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	70%	68%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	78.5%	60%	Met	
Percent of cases not requiring a hearing that are resolved within 120 days	Up is Better	71.4%	90%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	67.6%	75%	Nearly Met	
Percent of cases referred to the Board with a Decision within 120 days	Up is Better	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	100%	Met	
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	New in 2022	Annual Measure	Annual Measure	Annual Measure	Annual Measure	26%	30%	Neutral Measure	
Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.											
Number of training sessions conducted	Up is Better	11	8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	9	8	Met	
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%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	100%	Met	
Percent of decisions uploaded to PERB's website within 60 days	Up is Better	100%	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	100%	Met	
Create and maintain a highly efficient, transparent, and responsive District government.											
Percent of new hires that are District residents	Up is Better	New in 2023	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	-	-	PERB didn't have any new hires in FY24.

Key Performance Indicators *(continued)*

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
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	New in 2023	0%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	0%	-	-	
Percent of employees that are District residents	Up is Better	New in 2023	62.5%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	42.9%	-	-	
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	No applicable incidents	-	-	
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	New in 2023	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	No data available	-	-	

Workload Measures

Measure	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024
Decisions and Orders							
Number of total cases closed in Fiscal Year	50	42	Annual Measure	Annual Measure	Annual Measure	Annual Measure	69
Number of total cases filed with PERB in Fiscal Year	48	35	Annual Measure	Annual Measure	Annual Measure	Annual Measure	101
Number of Arbitration Review Requests filed with PERB in Fiscal Year	9	7	Annual Measure	Annual Measure	Annual Measure	Annual Measure	17
Number of cases that held a hearing in Fiscal Year	5	11	Annual Measure	Annual Measure	Annual Measure	Annual Measure	8
Number of Representation cases filed with PERB in Fiscal Year	2	13	Annual Measure	Annual Measure	Annual Measure	Annual Measure	4
Number of Negotiability cases filed with PERB in Fiscal Year	2	0	Annual Measure	Annual Measure	Annual Measure	Annual Measure	14
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	2	2	Annual Measure	Annual Measure	Annual Measure	Annual Measure	2
Number of motions for reconsideration of Board decisions filed	5	6	Annual Measure	Annual Measure	Annual Measure	Annual Measure	10
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	5	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
Number of Enforcement Petitions filed in Fiscal Year	0	1	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1
Number of Standards of Conduct Complaints filed in Fiscal Year	5	10	Annual Measure	Annual Measure	Annual Measure	Annual Measure	3
Number of Unfair Labor Practice Complaints filed in Fiscal Year	22	12	Annual Measure	Annual Measure	Annual Measure	Annual Measure	47
Mediation							
Number of mediations conducted	New in 2022	New in 2022	Annual Measure	Annual Measure	Annual Measure	Annual Measure	23
Trainings							
Number of participants who completed training, outreach and facilitation activities	192	145	Annual Measure	Annual Measure	Annual Measure	Annual Measure	146
Publishing							
Number of cases published in the D.C. Register	24	27	Annual Measure	Annual Measure	Annual Measure	Annual Measure	34
Number of cases uploaded to PERB's website	23	27	Annual Measure	Annual Measure	Annual Measure	Annual Measure	38