
THANK YOU MRS. FELDMAN, GOOD AFTERNOON HONORABLE CHAIR, AND OTHER DISTINGUISHED MEMBERS OF THE COMMITTEE ON FINANCE. I AM ZANDRA E. PETERSEN, EXECUTIVE DIRECTOR AND HEARING OFFICER TO THE PERB. THANK YOU FOR THE OPPORTUNITY TO COME BEFORE YOU TODAY TO PRESENT PERB'S FISCAL YEAR 2017 BUDGET REQUEST.

MY WRITTEN SCRIPT IS LOCATED BEHIND TAB THREE (3) AND SUPPORTING DOCUMENTATION IS LOCATED THROUGHOUT YOUR BOOKLET, I WILL GUIDE YOU ACCORDINGLY. SPECIFICALLY, I WILL PROVIDE AN OVERVIEW OF PERB'S:

- ✓ ORGANIZATIONAL STRUCTURE;
- ✓ JUSTIFICATION OF OUR RECOMMENDED BUDGET FOR FISCAL YEAR 2017;
- ✓ HIGHLIGHTS OF OUR FISCAL YEAR 2016, ACCOMPLISHMENTS, TO DATE;
- ✓ AND, A BRIEF LOOK AT OUR TOP GOALS FOR FISCAL YEAR 2017.

ALL OTHER INFORMATION THAT MAY BE OF INTEREST, AND NOT PRESENTED IN MY TESTMONY, IS PROVIDED IN YOUR BOOKLET.

ORGANIZATIONAL STRUCTURE

THE ORGANIZATIONAL STRUCTURE OF THE PERB IS SHOWN ON THE CHART IMMEDIATELY FOLLOWING MY WRITTEN SCRIPT.

AS SHOWN, THE PERB IS COMPRISED OF THE CHAIRMAN AND FOUR (4) BOARD MEMBERS. WE ARE BUDGETED FOR TWELVE (12) FULL-TIME POSITONS; NINE (9) ON ST. CROIX AND THREE (3) ON ST. THOMAS. DURING THIS FISCAL YEAR, WE HAVE FILLED TWO (2) POSITIONS: SCANNING TECHNICIAN/SECURITY OFFICER ON ST. CROIX AND A LEGAL ADMINISTRATIVE COORDINATOR ON ST. THOMAS. WITH THESE NEWLY FILLED POSITIONS, I AM PROUD TO SAY THAT WE ARE NO LONGER COMPRISED OF AN **"ALL FEMALE STAFF!"**

HIGHLIGHTS OF FY 2016 ACCOMPLISHMENTS, TO DATE

ALTHOUGH WE SUBMITTED A LISTING OF OUR ACCOMPLISHMENTS DURING FISCAL YEAR 2016 TO POST AUDIT, I WOULD LIKE TO SHARE A FEW OF OUR SIGNIFICANT ACCOMPLISHMENTS THAT WE ARE VERY PROUD OF:

1. **UNDER OUR CASE LOAD STATISTICS (SHOWN AT TAB 2)**, AS OF MAY 31, 2016, 47 CASES WERE FILED, 67 WERE CLOSED, WHICH INCLUDES **CASES FROM FY 2015**, AND 87 CASES REMAIN PENDING, WHICH ALSO INCLUDES CASES FROM PREVIOUS FISCAL YEARS.

WHEN **COMPARED** TO OUR CASELOAD STATISTICS, AT THE SAME TIME FRAME IN 2015, THE NUMBER OF **CASES FILED** WAS REDUCED, THE **CASES CLOSED** WAS INCREASED AND OUR **PENDING CASELOAD** WAS **REDUCED** BY EIGHTEEN PERCENT!

2. IN OCTOBER **2015**, PERB PRESENTED A WORKPLACE VIOLENCE & ACTIVE SHOOTER TRAINING TO MEMBERS OF THE EDUCATORS ADMINISTRATION ASSOCIATION OR EAA, AND IN **APRIL 2016**, I WAS INVITED AND PROUD TO SPEAK TO THE FEMALE STUDENTS AT THE ST. CROIX CENTRAL HIGH SCHOOL, MY ALMA MATER, ON THE TOPIC OF SEXUAL HARASSMENT. AND, AS MRS. FELDMAN MENTIONED, THE PERB HOSTED THE ADMINISTRATIVE HEARING AND INTRODUCTION TO MEDIATION SEMINAR WHICH WAS HELD IN APRIL.
3. **SELECTED STAFF MEMBERS** ATTENDED VARIOUS PROGRAMS THROUGHOUT THE YEAR, TO INCLUDE; THE OSHA COMPLIANCE COURSE IN OCTOBER 2015, AND IN JANUARY 2016, THE ENTIRE STAFF COMPLETED THE REQUIRED FIRE EXTINGUISHER TRAINING BY MEMBERS OF THE VIRGIN ISLANDS FIRE SERVICE, WHO DID A GREAT JOB! I HAVE INCLUDED A FEW PICTURES IN YOUR BOOKLET.
4. **WE HAVE UPGRADED OUR OFFICES ON STT & STX, FOR EXAMPLE:**
 - A. AFTER A VERY LONG WAIT, IN JANUARY 2016 THE **VIDEO CONFERENCING SYSTEM WAS INSTALLED** ON BOTH ISLANDS! WE ARE NOW CAPABLE OF HOLDING MEETINGS, AND, WHEN NECESSARY, HEARINGS AND MEDIATIONS, VIA VIDEO CONFERENCING. ADDITIONALLY, WE OFFER THE USE OF THIS SYSTEM TO THE OFFICE OF COLLECTIVE BARGAINING AND THE UNIONS, AT A MINIMAL COST, IN OUR TRAINING CENTER ON ST. CROIX.
 - B. **IN JULY 2015, WE ADDED ADDITIONAL RENTAL SPACE**, ADJACENT TO THE MAIN OFFICE ON ST. CROIX THAT NOW HOUSES OUR FISCAL, HUMAN RESOURCES, IT AND SCAN TECH STAFF. AS A RESULT, THE ROOM PREVIOUSLY USED BY OUR FISCAL STAFF, IS NOW AVAILABLE FOR CAUCUSING AND PRIVATE MEETINGS/DISCUSSIONS FOR THE PARTIES, WHEN NEEDED.

C. WE UPGRADED THE CONFERENCE ROOMS ON STT AND STX. I TAKE THIS TIME TO THANK OUR LANDLORD, MR. ROBERT ARMSTONG OF CHRISTIANSTED PORT TERMINAL, WHO, DUE TO A FLOODING SITUATION IN OUR ST. CROIX OFFICE, OF FAULT BY THE PERB, PRESENTED US WITH A CUSTOM MADE MAHOGANY CONFERENCE TABLE, NEW CARPETING, AND ASSISTED WITH THE COST OF THE CHAIRS, AS SHOWN IN THE PICTURES BEHIND TAB 3. MR. ARMSTRONG ALSO PROVIDED THE CARPETING FOR THE CONFERENCE ROOM ON ST. THOMAS AS WELL. WE ARE VERY GRATEFUL FOR HIS CONTINUED GENEROSITY THROUGHOUT THE YEARS, WHERE HE HAS **SAVED THE PERB THOUSANDS OF DOLLARS IN RENTAL AND MAINTENANCE COSTS!**

5. IN MAY 2016 WE ENTERED INTO AN AGREEMENT WITH **THE OFFICE OF COLLECTIVE BARGAINING BY** ALLOWING THEM TO SHARE A SMALL SPACE IN OUR FILE ROOM FOR A TRIVIAL FEE.
6. IN MARCH 2016, AT THE ANNUAL ESGR BRIEFING WITH THE BOSS **LUNCHEON**, ON BEHALF OF THE MEMBERS OF THE BOARD, CHAIRMAN FELDMAN SIGNED THE EMPLOYER SUPPORT OF THE GUARD AND RESERVE STATEMENT OF SUPPORT, WHICH IN PART READS “...**APPRECIATES THE VALUES, LEADERSHIP, AND UNIQUE SKILLS SERVICE MEMBERS BRING TO THE WORKFORCE AND WILL ENCOURAGE OPPORTUNITIES TO HIRE GUARDSMEN, RESERVISTS, AND VETERANS...**” PERB CURRENTLY HAS TWO SERVICE MEMBERS ON STAFF. PICTURES OF THE SIGNING IS INCLUDED IN YOUR BOOKLET.
7. **IN LIGHT OF THE INCREASE OF WORKPLACE VIOLENCE INCIDENTS, TERRORISM, AND OTHER ACTIVE SHOOTER INCIDENTS THROUGHOUT OUR NATION, I AM COMPELLED TO TAKE A FEW MINUTES, OR LESS, TO BRIEFLY DISCUSS THE URGENT NEED FOR WORKPLACE VIOLENCE AND ACTIVE SHOOTER TRAINING THROUGHOUT OUR GOVERNMENT. PERB IS BEING PRO ACTIVE TO ADDRESS, AND HOPEFULLY PREVENT THESE TYPES OF INCIDENTS THAT CAN HAPPEN ANYWHERE, AT ANYTIME, BY ANYONE. FOR EXAMPLE:**

- A. IN 2015, THE PERB STAFF RECEIVED TRAINING IN WORKPLACE VIOLENCE, INCLUDING ACTIVE SHOOTER INCIDENTS.
- B. WE ARE CURRENTLY WORKING ON IMPLEMENTING VARIOUS POLICIES AND RESPONSE PLANS TO ADDRESS A VARIETY OF SECURITY RELATED INCIDENTS.
- C. WE HAVE PLACED “**NO WEAPONS ON PREMISES**” SIGNS IN VARIOUS LOCATIONS THROUGHOUT THE PERB FACILITIES.
- D. **IN FEBRUARY 2016**, WE HIRED AN EMPLOYEE, WHO HAS DUAL ROLES IN ADMINISTRATIVE DUTIES AND IN SECURITY.
- E. **OUR SECURITY OFFICER WILL BE RECEIVING TRAINING** AS A PUBLIC SAFETY OFFICER WHERE HE WILL LEARN TO USE A HAND HELD SCANNER, PAT-DOWN AND HANDCUFFING PROCEDURES. **PLEASE NOTE THAT LAW ENFORCEMENT OFFICERS**, HAVING BUSINESS WITH THE PERB, WILL BE REQUIRED TO STORE THEIR WEAPONS IN A GUN VAULT ON EACH ISLAND. THE VAULTS WILL BE INSTALLED SHORTLY.
- F. OTHER STAFF MEMBERS WHO HAVE **FIRST-LINE CONTACT** WITH THE PUBLIC, WILL ALSO RECEIVE TRAINING.
- G. **WE UPGRADED THE ST. CROIX OFFICE** BY INSTALLING A MAGLOCK TO WITHSTAND UP TO 600 POUNDS. THIS SYSTEM HAS A CODED KEYPAD WITH AN EXIT BUTTON AND MOTION SENSOR CAPABILITIES.
- H. **ON ST. THOMAS, WE HAVE UPGRADED THAT OFFICE AS WELL WITH ACCESS CONTROL** BY INSTALLING A MINI-DOME CAM AND LCD MONITOR THAT ALLOWS THE STAFF TO VIEW VISITORS REQUESTING ENTRY.
- I. AND, WE ARE ALSO LOOKING AT **INSTALLING CAMERAS** FOR ADDITIONAL SECURITY MEASURES.

SENATORS, AS YOU MAY RECALL, EACH YEAR I HAVE HIGHLY RECOMMENDED TO THIS BODY AND TO ALL GOVERNMENT ENTITIES THAT WORKPLACE VIOLENCE AND ACTIVE SHOOTER TRAINING SHOULD BE MANDATORY, I PRAY THAT THIS TYPE OF TRAINING WILL BE PLACED AS A **HIGH PRIORITY** DURING FY 2017, OR BEFORE. PERB AND THEIR TRAINING SPECIALISTS CAN BE AVAILABLE TO ASSIST WITH THIS PROGRAM.

J. **BEFORE COMPLETING THIS SECTION**, ON A HAPPIER NOTE, DURING OUR PRESENTATION LAST YEAR, I INTRODUCED THIS BODY TO OUR VERY TALENTED SUMMER STUDENTS, MISS DONELLY AND MISS RAVARIERE. MISS. **RAVARIERE**, WHO WAS ADMITTED ON AN EARLY ADMITTANCE PROGRAM DURING HER SENIOR YEAR AT UVI, RECENTLY GRADUATED AS THE **SALUTATORIAN** FROM THE SEVENTH DAY ADVENTIST SCHOOL ON ST. CROIX. WE JOIN HER MOTHER, LINDA, ONE OF OUR STAFF MEMBERS, ON HER DAUGHTERS ACCOMPLISHMENTS. AND LOOK FORWARD TO HER COMPLETING HER CAREER GOAL IN BECOMING A DOCTOR.

**FY 2016 BUDGET COMPARISON &
FISCAL YEAR 2017 RECOMMENDATION**

NOW TO TURN YOUR ATTENTION TO TAB 5, PAGE 2, THE PERB'S FY 2017 BUDGET REQUEST IS \$1,106,370.00. **PLEASE NOTE THAT THIS AMOUNT HAS REMAINED THE SAME OVER THE PAST FOUR (4) YEARS!**

THE CHART FOLLOWING, DEPICTS A TWO-YEAR BUDGET COMPARISON BETWEEN **FISCAL YEAR 2016 AND 2017**. AS SHOWN, THE RECOMMENDED FISCAL YEAR 2017 BUDGET, WHEN ALLOTTED, WILL DEFRAY COSTS FOR SALARIES, FRINGE BENEFITS, OPERATING SUPPLIES, OTHER SERVICES, AND UTILITIES.

A BREAKDOWN OF THIS AMOUNT IS SHOWN ON THE NEXT CHART, AS FOLLOWS:

- \$654,000.00 COVERS THE COSTS FOR **PERSONNEL**;
- \$274,168.50 COVERS ASSOCIATED **FRINGE BENEFIT COSTS**;
- \$10,000.00 IS BUDGETED FOR THE DAY TO DAY OFFICE AND **OPERATING SUPPLIES**;
- \$150,651.50 WILL COVER **OTHER SERVICES AND CHARGES** (SEE LAST PAGE) ON BOTH ISLANDS. **THIS AMOUNT INCLUDES:**
 - 1) **PROFESSIONAL SERVICES**, SUCH AS: PER DIEM FOR BOARD MEMBERS AND LEGAL CONTRACTUAL SERVICES;
 - 2) **COMMUNICATIONS**; INCLUDES, TELEPHONE, WIRELESS SERVICES AND INTERNET;
 - 3) BOARD MEMBERS AND STAFF **PROFESSIONAL DEVELOPMENT**;
 - 4) LEASE OF **OFFICE EQUIPMENT**;
 - 5) ADT SERVICES;

6) **INSURANCE COSTS FOR OUR TWO VEHICLES; AND**

7) **RENTAL OF OFFICE SPACE.**

PLEASE NOTE, THE AMOUNT UNDER OTHER SERVICES AND CHARGES **WILL NOT** COVER OUR FY 2017 OBLIGATIONS.

OUR FINAL BUDGET ITEM, PUBLIC UTILITIES, SHOWS AN AMOUNT OF \$17,550.00.

GOALS FOR FISCAL YEAR 2017

NOW TO HIGHLIGHT A FEW OF OUR SIGNIFICANT GOALS FOR FISCAL YEAR 2017:

1. UPON THE REVIEW AND APPROVAL OF THE NEW BOARD MEMBERS, WE WILL SUBMIT THE **REVISED PERB RULES & REGULATIONS** FOR APPROVAL BY THE GOVERNOR AND THIS BODY, FOR IMPLEMENTATION. WE LOOK FORWARD TO YOUR SUPPORT.
2. WE WILL COMPLETE THE MUCH NEEDED **INSTRUCTIONAL MANUAL FOR OUR GROWING SELF-REPRESENTED LITIGANTS.** THIS MANUAL WILL PROVIDE MUCH NEEDED ASSISTANCE TO PREPARE THEM TO COME BEFORE THE PERB.
3. **NEW BOARD MEMBERS AND PROFESSIONAL STAFF** WILL ATTEND PROFESSIONAL DEVELOPMENT TRAINING (*UPON THE AVAILABILITY OF FUNDING OF COURSE*).
4. UNDER OUR **TRAINING INITIATIVE PROGRAM**, WHEN TIME PERMITS, PERB WILL PROVIDE ESSENTIAL TRAINING, SUCH AS...
 - THE ARBITRATION PROCESS;
 - GRIEVANCE MEDIATION;
 - SEXUAL HARASSMENT; (*NOW CURRENTLY BEING SCHEDULED FOR THE LEGISLATURE STAFF*);
 - SEXUAL HARASSMENT/TRAIN-THE-TRAINER COURSE; CURRENTLY BEING SCHEDULED FOR THE DEPARTMENT OF EDUCATION;
 - WORKPLACE VIOLENCE;
 - AS WELL AS OTHER PROGRAMS, AS REQUESTED.

FY 2017 RECOMMENDED BUDGET AND GOALS SUMMARY

IN SUMMARY, DURING FY 2017, PERB WILL CONTINUE TO DO WHAT IS NECESSARY TO MEET ITS STATUTORY DUTIES WITHIN ITS BUDGETARY CONSTRAINTS, ESPECIALLY AS IT RELATES TO EFFECTIVE MANAGEMENT OF ITS CASELOAD. TO ASSIST US IN ACCOMPLISHING OUR GOALS, AS ALWAYS, WE ASK THAT YOU APPROVE OUR **BUDGET REQUEST OF \$1,106,370.00 AS A LUMP SUM, AVAILABLE UNTIL EXPENDED.**

SENATORS, I NOW CLOSE WITH A QUOTE BY ANDREW CARNEGIE, "TEAMWORK IS THE ABILITY TO WORK TOGETHER TOWARD A COMMON VISION. THE ABILITY TO DIRECT INDIVIDUAL ACCOMPLISHMENTS TOWARD ORGANIZATIONAL OBJECTIVES. IT IS THE FUEL THAT ALLOWS COMMON PEOPLE TO ATTAIN UNCOMMON RESULTS." AS SUCH, I TAKE THIS OPPORTUNITY TO SINCERELY THANK OUR **VERY TALENTED STAFF FOR THEIR DEDICATION AND LOYALTY THROUGHOUT THE YEARS; **WE ARE TRULY A DYNAMIC TEAM!****

THANK YOU FOR YOUR ATTENTION. WE ARE NOW PREPARED TO ADDRESS ANY QUESTIONS YOU MAY HAVE.