



PERFORMANCE MANAGEMENT COUNCIL

AGENDA

Performance Management Council

Meeting 37

Thursday, June 18, 2015, 9 – 10:30 a.m.

**University of Southern California State Capital Center
1800 I Street, Sacramento, CA**

Welcome and Introductions

- Thank You to USC. Last meet at the facility on I Street, unless otherwise notified. Currently looking at sites at DGS, LHC, CalTech, OES or FTB.
- Next meeting will be in September.
- Update on Wiki-State Library no longer will support. CalTech is currently discussing hosting, but may be down temporarily.

Civil Service Reform (CSR) Update

Stuart Drown, Deputy Secretary, gave an update on the Civil Service Improvement Effort.

- First statewide employee engagement survey sent out to 5,000 random, stratified group of state employees. Survey closes July 30th, 2015.
- CalHR Conference in June had over 1,000 attendees at the Convention Center. Included presentations on CSI efforts, including updates to workforce planning framework, statewide leadership philosophy, and HR credentialing program.
- Group including Retired Annuitants working to abolish classifications. Over 1,000 total classifications identified for elimination. Group has recommended 250 classifications for abolishment so far.
- Lean Academy will release additional training options, including white and green belt certifications in January.
- New plans for 80 hr supervisor training and additional management and executive trainings. State Personnel Board will audit supervisor training requirements and potentially add sexual harassment and ethics trainings to the requirements.
- CalHR and Government Operations are working with the Governor to address legislative rules for list eligibility requirements to simplify hiring practices.

Group Discussion -Questions & Answers

Team Leads from the CSI work stream, Strategic Planning, provided updates to their team efforts.

- Julie Whitten is working with multiple state departments including, SCO, DoF, CalHR, EDD and CalPERS to coordinate workforce planning data.
- Grace Koch provided the PMC with an updated glossary, Performance Management Terms and Definitions, and a draft Civil Service

Improvement Project Team 10.4 Methodology and Resources Summary. Grace is looking to wrap up the summary document by the end of June and is looking for feedback from the PMC. Team members from 10.4 will join teams 10.5 and 10.6 to complete the CSI effort.

- Melissa Cheever Azevedo and Tina Campbell updated the PMC on the proposal team 10.5 is currently working on with Government Operations to establish a statewide operational performance management office. The budget proposal will be submitted for fiscal year 2016-17.
- Tamar Lazarus provided an update on team 10.6 efforts to develop a training and performance support strategy. Their goals will focus on creating awareness, providing state employees with training to design and implement organization performance management systems, and providing state employees with ongoing support—including the formalization of the PMC as an advisory group.

Thank you for participating.