



State of California

PERFORMANCE MANAGEMENT COUNCIL

Performance Management Council

Meeting 21

Thursday, February 16, 2012, 9 – 10:30 a.m.

Legislative Council Conference Room

925 L Street, Lower Level, Sacramento, CA

Meeting Purpose: At the last meeting, the Performance Management Council heard about experiences in building a performance management culture in Washington State from Mr. Joseph Dear. At this meeting we will discuss next steps for the Council, including changes in leadership.

9:00 – 9:05 a.m. Welcome and Introductions

9:05 – 9:15 a.m. Announcements and Updates

▪ **Governor's Executive Order**

- Developing response. Not a one-size fits all. Looking at zero-based budgeting, using perf. Measures. Will put out a report in March to describe where going.

▪ **Legislative committees**

- Assembly Budget Subcommittee. Hearing on February 2 with Caltrans. Committee directed legislature staff, LAO, finance and Caltrans to develop template of what key performance measures would look like if presented every year to budget – trying to narrow down Caltran's measures from 50-something to a critical key few (condition of state's highways, congestion, project delivery). Will develop something to be discussed at Caltrans budget hearing next month.

▪ **The Government Performance and Accountability Act**

- Sponsors: California Forward and the Think Long Committee of California.
- Initiative would: 1) Create a two-year state budget cycle; 2) Require performance reviews of all state agencies; 3) Mandate that all bills be published at least three days prior to a legislative vote; 4) Prohibit the Legislature from creating expenditures of greater than \$25 million unless offset by spending cuts or identified funding streams; 5) Require performance goals in state and local government; and, 6) Provide incentives for local governments to work together to streamline government and improve results.
- Status: Measure was filed with the Attorney General in November; sponsors are gathering signatures for the 2012 ballot.

▪ **PMC Work**

- Grace facilitated a wonderful strategic planning session for EDD/Tina Campbell on 2/6... it was for their Human Resources Services Division – great feedback!—they now have good drafts of their Values, vision and mission
- Bev conducts a webinar on 3/21 @ 1000 – “communicating and implementing the organizational vision

9:15 – 10:00 a.m. Discussion: PMC Leadership Changes

To date, the Little Hoover Commission has volunteered staff time to plan and organize the Performance Management Council; however, staff changes will no longer permit the Commission to serve this role going forward.

Some questions to consider:

- What type of leadership is needed to maintain the Council?
- Does one organization need to coordinate the group, or can multiple?

Some options to consider:

- Identify one or two leads to co-chair the Council
- Identify a core of active members to lead the Council through rotating chairs
- USC contributions
- Disband the Council

10:00 – 10:25 a.m. Discussion: Future Meeting Options

- Best Practices Workshop Series with Department of Public Health (Others?)
- PMC as a consultant to:
 - The new Department of State Hospitals
 - The Delta Vision Foundation
- Implement PMC goals:
 - Identify options for staffing performance management teams: How do different departments staff their teams (numbers of staff/classification levels)? Do current classifications work?

10:25 – 10:30a.m. Wrap-up

Thank you for participating.