

1 Ongoing Core Departmental Goals

**strong,
workable,
and
enforceable
laws**

**strengthened
compliance
guidance and
meaningful
public
disclosure
through
enhanced tools
and outreach**

**fair, thorough,
and timely
audits,
investigations,
and
enforcement**

**operational
excellence
and
continuous
improvement**

...to advance the voters' mandate for ethical, transparent, and accountable government

2 FY18 & FY19 Goals: Building Capacity

- ✓ Structure and Staffing aligned with organizational priorities
- ✓ New technologies and program tools
- ✓ Process Improvements *(e.g., Enforcement Regs updated; Advice & Opinion Regs created)*
- ✓ New disclosures implemented in digital environment
- ✓ Improving transparency of & accountability for our own work
- ✓ Core Hours Policy; Self-Service Time Entry
- ✓ Cybersecurity & Mobile Device Use
- ✓ Modernization of Office Space
- ✓ Telework Policy Implemented

*...by transforming
our work*

3

FY20 Goal: Broadening Program Impact

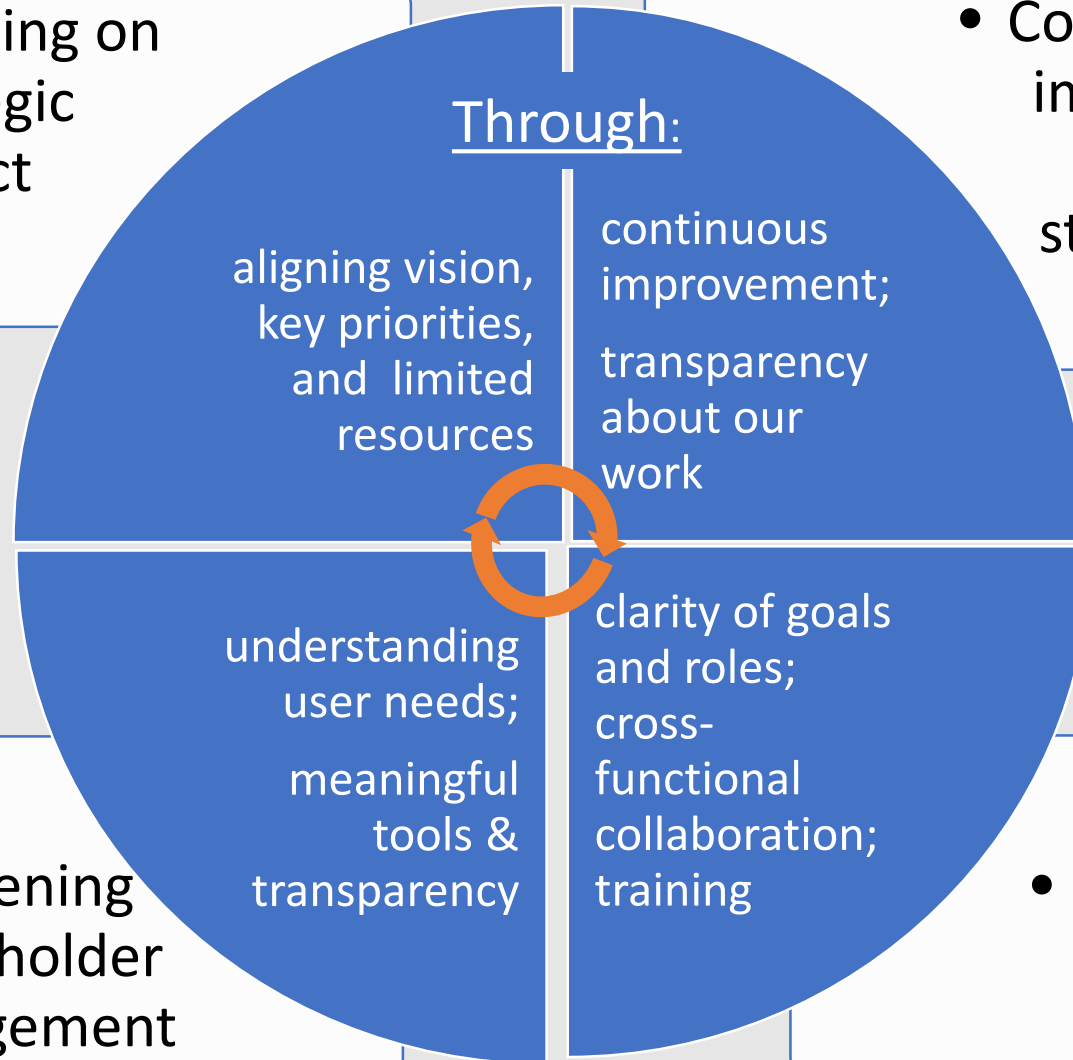
strengthening our effectiveness by...

- Focusing on strategic impact

- Continuing to improve and adapt our structures & systems

- Deepening Stakeholder Engagement

- Developing our team



4

2019 PPAR Process

*Aligning goals for
organizational and
individual
achievement*

REVIEW FY19 WORK PERFORMANCE

- Review job duties, division goals, and performance objectives
- Perform a self-assessment of FY19 job performance
- Review core and FY20 organizational goals to ID individual FY20 objectives

FY19 PERFORMANCE REVIEW DISCUSSIONS *(August 5 – 15)*

- Meeting with supervisor to discuss FY19 performance
- Annual one-on-one with Executive Director

SETTING OF FY20 PERFORMANCE OBJECTIVES *(August 20 – 30)*

- Meeting with supervisor to review FY20 division goals and set individual performance objectives for the fiscal year