

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # B-8

Urgent

Routine

CEO Concurs with Recommendation YES  NO

(Information Attached)

AGENDA DATE August 19, 2008

4/5 Vote Required YES  NO

SUBJECT:

Approval to Accept the Second Annual Report on Effective Partnerships Goals and Performance Measures

STAFF RECOMMENDATIONS:

Accept the second annual report on Effective Partnerships goals and performance measures.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

BOARD ACTION AS FOLLOWS:

No. 2008-598

On motion of Supervisor Monteith, Seconded by Supervisor O'Brien  
and approved by the following vote,

Ayes: Supervisors: O'Brien, Grover, Monteith, DeMartini and Chairman Mayfield

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

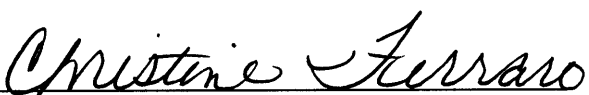
1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:



ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

## **DISCUSSION:**

### Background

The Board of Supervisors adopted new priorities for Stanislaus County in April 2005. Department Heads were assigned to teams responsible for developing goals and performance measures to successfully support the priorities. The teams identified measures of success for one year, five years and ten years. The annual measures included the implementation steps to initiate the work required by the goals. The Board of Supervisors adopted the goals and performance measures in October 2005 and directed the priority teams to present an annual report on their performance. This report represents the second annual report of goals and performance measures for the Effective Partnerships.

### Overview

The members of the Effective Partnerships priority team include the Agricultural Commissioner, Auditor-Controller, Chief Executive Office Economic Development and Office of Emergency Services, Child Support Services, Community Services Agency, Department of Environmental Resources and the Stanislaus County Library. The team recommended two goals: 1) Evaluate new opportunities for effective partnerships; and 2) Evaluate existing partnerships. Exhibit A outlines the outcomes that the Effective Partnerships priority team expected to achieve in Fiscal Year 2007-2008 and the actual outcomes achieved. Exhibit A also provides a discussion of Lessons Learned over the past year for each measure.

To evaluate new public/private partnerships using the partnership criteria, the priority team focused on inventorying and evaluating new partnerships according to the criteria, as well as updating the Partnership database. The team also targeted incorporating the criteria into agenda items, providing training to departments and including a discussion on Board priorities in New Employee Orientation. The team also recommended conducting an annual recognition event before the Board of Supervisors to highlight and encourage exceptional partnerships, and developing a template to highlight effective partnerships in the budget document. To evaluate existing public/private partnerships using the partnership criteria, the priority team developed similar outcomes, including all departments would evaluate 50% of their existing partnerships and agenda items would incorporate the partnership criteria. The team also focused on providing training to departments and including a discussion on Board priorities in New Employee Orientation. The team also recommended conducting an annual recognition event before the Board of Supervisors to highlight exceptional partnerships, and developing a template to highlight effective partnerships in the budget document.

## Conclusion

During Fiscal Year 2007-2008, the Effective Partnerships priority team accomplished many of their objectives. Departments continue to evaluate their new and existing partnerships according to the criteria and update the partnership database. The policy section of every Board agenda item describes how the item supports the Board priorities. An online tutorial is available on the County's Intranet for departmental training opportunities. All new employees receive information on the Board priorities in the recently redesigned New Employee Orientation. A draft document regarding a Recognition Committee has been completed and shared with department heads, and a template to highlight effective partnerships in the budget document is in progress.

While there have been many successes, the priority team has also identified some Lessons Learned and opportunities for improvement. The team focused on the Recognition award and realized the annual event should be simple but meaningful. Aware of how job duties may change within departments, the team acknowledged that ongoing training on the partnership database and the use of the tutorial is necessary. Fostering awareness with departments on the criteria, the database and the need to evaluate partnerships annually is critical. Ongoing training will be provided through an online tutorial to assist departments in entering partnership information into the database.

## **POLICY ISSUE:**

The report on the goals and performance measures for Effective Partnerships provides the Board of Supervisors with a progress report on the efforts to support the Board commitment to partnerships.

## **STAFFING IMPACT:**

There are no staffing impacts associated with this item.



**GOALS AND PERFORMANCE MEASURES**

**BOARD PRIORITY**

The Stanislaus County Board of Supervisors is committed to providing excellent community services and we charge the organization to effectively manage public resources, encourage innovation and continuously improve business efficiencies.

**In collaboration with public and private partnerships we strive for:**

**Effective partnerships**

**PRIORITY TEAM**

- Auditor Controller
- Chief Executive Office – Emergency Services
- Child Support Services
- Community Services Agency
- Department of Environmental Resources
- Library

**GOAL 1**

**Evaluate new opportunities for effective partnerships**

**MEASURE 1**

Evaluate new public/private partnerships using the partnership criteria

<b>EXPECTED OUTCOMES FOR FISCAL YEAR 2007-2008</b>	<b>ACTUAL OUTCOMES THROUGH JUNE 2008</b>
All departments will inventory and evaluate new partnerships according to the criteria;	Departments continue to evaluate new partnerships according to the criteria;
All departments will update the Partnership database;	Departments continue to update the partnership database. In fiscal year 2008-09 ongoing training will provide assistance to departments to promote utilization of the database more fully;
Agenda items will incorporate the partnership criteria;	The policy section of every Board Agenda item describes how the item supports the Board Priorities;
Training will be provided to departments;	An online tutorial is available on the County's intranet;
New Employee orientation will include discussion on the Board Priorities;	All new employees receive information on the Board Priorities in the redesigned New Employee Orientation (NEO);
An annual recognition event highlighting exceptional partnerships will be conducted before the Board of Supervisors; and	A draft document detailing the annual recognition application process, scoring criteria and Recognition Committee membership description has been completed. The information was shared with department heads at the July department head meeting and a timeline created for implementation.

	It is anticipated that the Annual awards process will begin in Fiscal year 2008-09; and
A template will be developed to highlight effective partnerships in the budget document.	The template is in progress and is anticipated to be included in future budget documents.

## GOAL 2

### Evaluate existing partnerships

#### MEASURE

Evaluate existing public/private partnerships using the partnership criteria

EXPECTED OUTCOMES FOR FISCAL YEAR 2007-2008	ACTUAL OUTCOMES THROUGH JUNE 2008
All departments will evaluate 50% of their existing partnerships;	Departments continue to evaluate new partnerships according to the criteria;
Agenda items will incorporate the partnership criteria;	The policy section of every Board Agenda item describes how the item supports the Board Priorities;
Training will be provided to departments;	An online tutorial is available on the County's intranet;
New Employee Orientation will include discussion on the Board Priorities;	All new employees receive information on the Board Priorities in the redesigned New Employee Orientation (NEO);
An annual recognition event highlighting exceptional partnerships will be conducted before the Board of Supervisors; and	A draft document detailing the annual recognition application process, scoring criteria and Recognition Committee membership description has been completed. The information was shared with department heads at the July department head meeting and a timeline created for implementation. It is anticipated that the Annual awards process will begin in Fiscal year 2008-09;
A template will be developed to highlight effective partnerships in the budget document.	The template is in progress and is anticipated to be included in future budget documents.

#### LESSONS LEARNED:

The underlying goal of this priority is to ensure partnerships are a part of the organizational culture. Starting with department heads and continuing through employee orientation is the key to promoting the goals.

The priority team focused on the Recognition Award process. Based upon discussions, the team realized that the annual event should be simple, but meaningful.

Fostering awareness with departments on the criteria, the database, and the annual evaluation of partnerships is critical. Ongoing training will be provided through an online tutorial to assist departments in entering partnership information into the database.