

PRINCIPLES AND VALUES

The Committee on Performance Excellence

Committee Members

Fred King
Chair
(Public Member)

Larry Williams
Vice Chair
(SEIU)
Oregon Bureau of
Labor and Industries

Jim Adams:
Trial Court
Administrator
Jackson County

Elizabeth Harchenko
Director
Oregon Department
of Revenue

Dr. Rita Hartley
Department of
Corrections
(AFSCME)

Dwayne Johnson
(Public Member)

Senator Frank Morse

Representative
Chuck Riley

Executive Branch
Member—vacant

Background

The 2008 Legislature passed Senate Bill 1099 which included the following:

WHEREAS THE STATE CANNOT LEGISLATE EXCELLENCE, BUT CAN EXPECT IT, SUPPORT IT AND ACKNOWLEDGE IT WHEN IT OCCURS; AND

WHEREAS EXCELLENCE IS A PASSION, AND WHERE IT EXISTS THE LEGISLATIVE ASSEMBLY SHOULD SUPPORT IT FULLY; AND

WHEREAS INNOVATION INVOLVES CALCULATED RISK TAKING THAT SHOULD BE SUPPORTED WHEN IT OCCURS; AND

WHEREAS THE PURPOSE OF THIS LEGISLATION IS TO CREATE A PROCESS THAT WILL OVERSEE THE JOURNEY TO EXCELLENCE AND WILL ENCOURAGE THE MOST VITAL ASPECTS OF OREGON STATE GOVERNMENT TO BE MANAGED AT A WORLD-CLASS LEVEL.

The bill establishes a nine-member Committee on Performance Excellence to assist state agencies in reaching performance excellence.

Mission

The Committee will focus on:

- ✘ Establishing a shared performance management framework that provides a “line-of-sight” from high-level outcomes to employee performance and a common vocabulary;
- ✘ Identifying and developing avenues for recognition and reinforcement of outstanding performance management efforts planned or already underway;
- ✘ Supporting education and training and/or projects that enhance the capacity of state government to identify and execute continuous improvement efforts;
- ✘ Communicating to educate and stimulate continuous improvement practices; and
- ✘ Gathering and using data to assess what is working and what is not.

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Inquires should be
directed to:

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Oregon Department of
Administration (DAS)
Performance
Management Coordinator
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503-373-7643 (Fax)
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Statutory Charge

The Committee will establish criteria for submission and review of continuous improvement projects and make grant approval recommendations to the Legislative Assembly or Emergency Board. The Legislative Assembly may appropriate moneys to the Emergency Board to fund continuous improvement projects.

The bill requires state agencies audited by the Secretary of State under ORS 297.070 or 297.210 to identify and report on audit recommendations that present an opportunity for continuous improvement and to report their plan for addressing these opportunities. The Committee shall make periodic public reports. The Department of Administrative Services (DAS) shall provide administrative support, and DAS and the Legislative Fiscal Office (LFO) shall jointly provide professional support to the committee.

Guiding Principles and Points of Focus

The Committee is committed to the following guiding principles and values:

Collaboration

Clarity of Communication

Transparency

Pursuit of Excellence

Practical Measured Results

Shared Vision