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City Attorney's Office

## OAKLAND CITY COUNCIL

RESOLUTION NO. 87688 C.M.S.

INTRODUCED BY COUNCILMEMBER LOREN TAYLOR

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RESOLUTION DIRECTING THE CITY ADMINISTRATOR TO DEVELOP RECOMMENDATIONS FOR APPLYING THE BEST PRACTICES OF PERFORMANCE MANAGEMENT, MEASUREMENT, AND REPORTING TO INCREASE EMPLOYEE SATISFACTION AND RETENTION THROUGH INCREASED STAFF EMPOWERMENT AND ACCOUNTABILITY, AND TO INCREASE PUBLIC CONFIDENCE THROUGH GREATER TRANSPARENCY AND CONSISTENT REPORTING AND TO REPORT BACK TO THE CITY COUNCIL ON SEPTEMBER 9, 2019

**WHEREAS**, economical, efficient, and effective City government programs fortify the confidence of citizens in their local government and enhance the government's ability to address vital public needs; and

**WHEREAS**, City departments and divisions responsible for the management of City programs must render a full account of their activities by providing appropriate reports to the public and to those to whom they are accountable; and

**WHEREAS**, the efforts of managers to improve program efficiency and effectiveness are substantially aided by proper alignment and linkage among the planning, budgeting, and assessment processes, and by adequate information on program performance; and

**WHEREAS**, performance measurement and reporting systems are the basis for providing accountability to the public, determining whether quality services are being provided at a reasonable cost, facilitating City Council decision making and communication with citizens, improving City management and service delivery, and enhancing citizens' understanding of government performance; and

**WHEREAS**, increasing national interest shown in government performance measurement and reporting, including interest by the U.S. General Accounting Office, the U.S. Office of Management and Budget, the National State Auditor's Association, the National Academy of Public Administration, the Governmental Accounting Standards Board, the Government Finance Officers Association, and the international City/County Management Association, encourage local governments to strengthen their performance measurement and reporting systems; and

**WHEREAS**, the City Administrator identified the need to continually strengthen the City's performance measurement and reporting process, particularly regarding measuring and reporting program efficiency, quality, and results; and

**WHEREAS**, the City Council expressed a strong commitment to the concepts of performance measurement upon which policies and spending decisions will be informed, and to overseeing the achievements of City departments and programs in contributing to these City Council policy objectives and priorities; and

**WHEREAS**, the City needs to continuously enhance and strengthen its measurement and reporting systems for programs funded through federal and state monies, to meet increasing external requirements for performance results and to demonstrate relevance to City priorities and indicators; now, therefore, be it

**RESOLVED:** That the City directs the City Administrator to develop recommendations applying the best practices of performance management to increase public confidence through greater transparency and consistent reporting and to report back to the City Council on September 9, 2019.

IN COUNCIL, OAKLAND, CALIFORNIA,

**MAY 21 2019**

PASSED BY THE FOLLOWING VOTE:

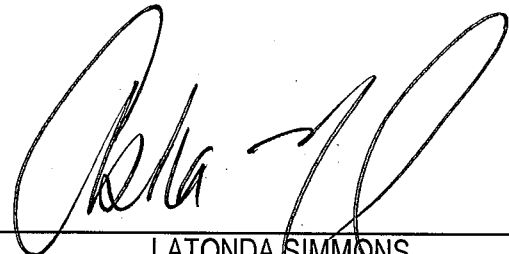
AYES - FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND PRESIDENT KAPLAN — 8

NOES - 0

ABSENT - 0

ABSTENTION - 0

ATTEST:



LATONDA SIMMONS  
City Clerk and Clerk of the Council of the  
City of Oakland, California