

Priorities of the Office of Research, Planning, and Performance

Jeff Barnickol
Director

Presentation to State Water Resources
Control Board

January 18, 2007

Functions in ORPP

- Research
- Strategic Planning/Organizational Development
- Training Academy
- Economic Evaluations
- Clean Beaches Initiative
- Executive Support
- Performance

Performance Management

Applicability of performance management system models to:

- Better incorporate performance considerations into our planning processes
- Improve the performance information used
- Improve overall performance

Management System Models

Common elements

- Mission/Vision
- Goals/Objectives
- Strategies/Projects
- Measures/Reports

Performance Pilots

- Water Recycling
- Clean Beaches Initiative
- Training Academy



Water Recycling Funding Program Strategic Plan

January 18, 2006



Claudia E. Villacorta, P.E.

Division of Financial Assistance

California State Water Resources Control Board

Problem Description

- California recycles 10% of total municipal wastewater
- Potential to recycle 30% of total municipal wastewater generated by 2030
- Capital investment of \$300 million annually needed to achieve this potential
- Current funding is one-third of this amount

Strategy

Promote meeting our water recycling future potential by funding economically feasible projects that result in a statewide public benefit

Vision

Achieve maximum reuse of treated municipal wastewater for beneficial uses in California

Mission

Promote the beneficial reuse of treated municipal wastewater (water recycling) in order to augment fresh water supplies in California by providing technical and financial assistance to agencies and other stakeholders in support of water recycling projects and research

Strategic Goal

- To increase the state water supply by promoting and funding economically feasible water recycling projects that result in a statewide public benefit, while making effective use of our funding resources

Objectives

1. Funded projects are economically feasible
2. Funded projects result in a statewide public benefit
3. Funded projects achieve planned target recycled water deliveries

Key Strategic Projects

- Develop an Economic/Financial Analyses Guidance
- Develop a Beneficiary Pays Framework
- Perform Project Performance Analysis

Key Strategic Projects

- Develop Standard Operating Procedures
- Develop Training Program
- Promote, Coordinate and Finance Water Recycling Statewide Efforts

Key Performance Measures

Measure	Target
1) Total volume of actual water recycling deliveries from funded projects	175,000 AFY by 2010
2) Percentage of planned deliveries resulting in actual deliveries	>70%
3) Project Economic Analysis	100% of projects economically feasible

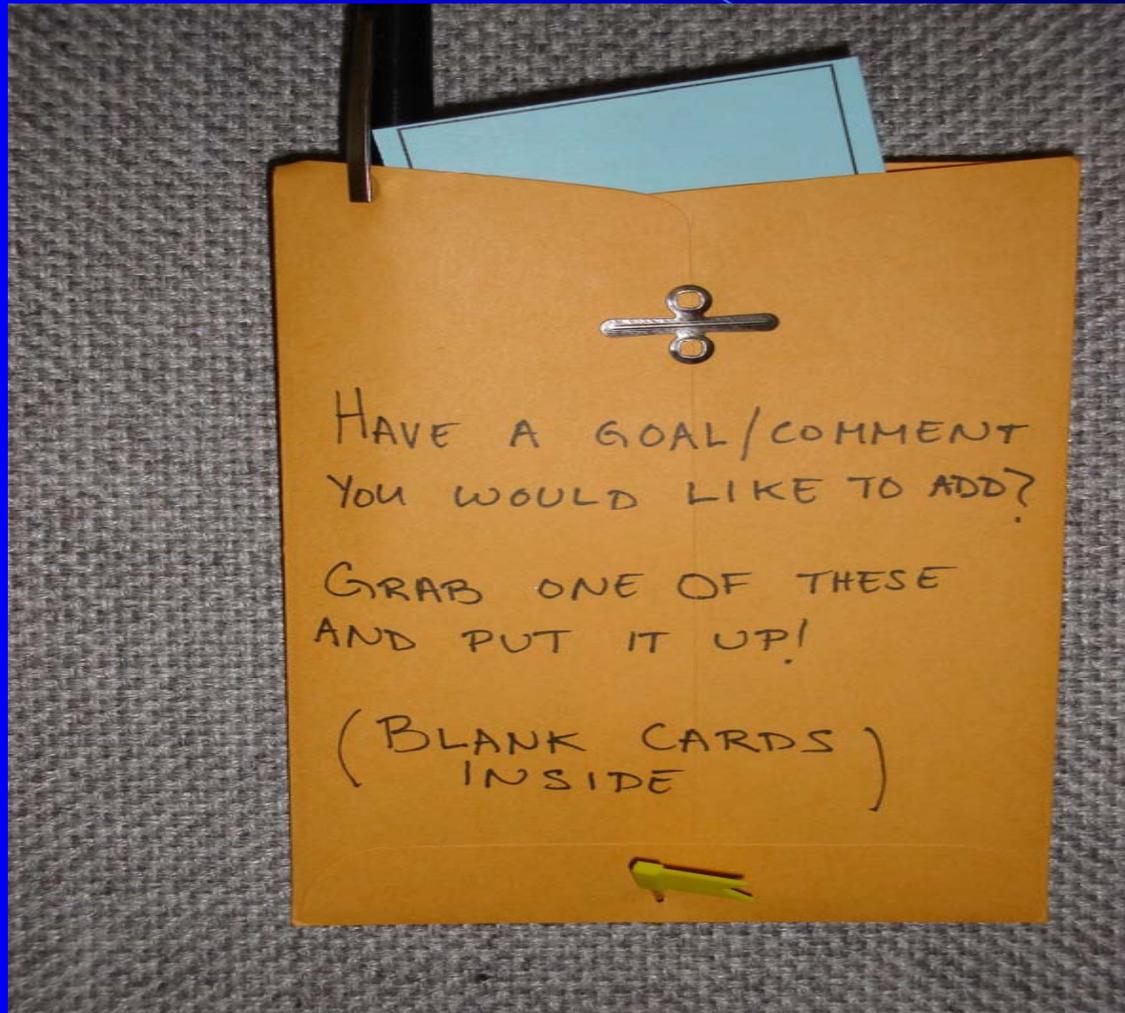
Key Performance Measures

Measure	Target
4) Statewide benefits	100% of projects result in statewide benefits
5) Time to perform completeness review of applications received	30 days
6) Time to issue approval to advertise from date design submitted	60 days

Reporting

- Reporting to Division staff and management:
 - Quarterly via email and/or meetings
 - Annual written report

Questions?

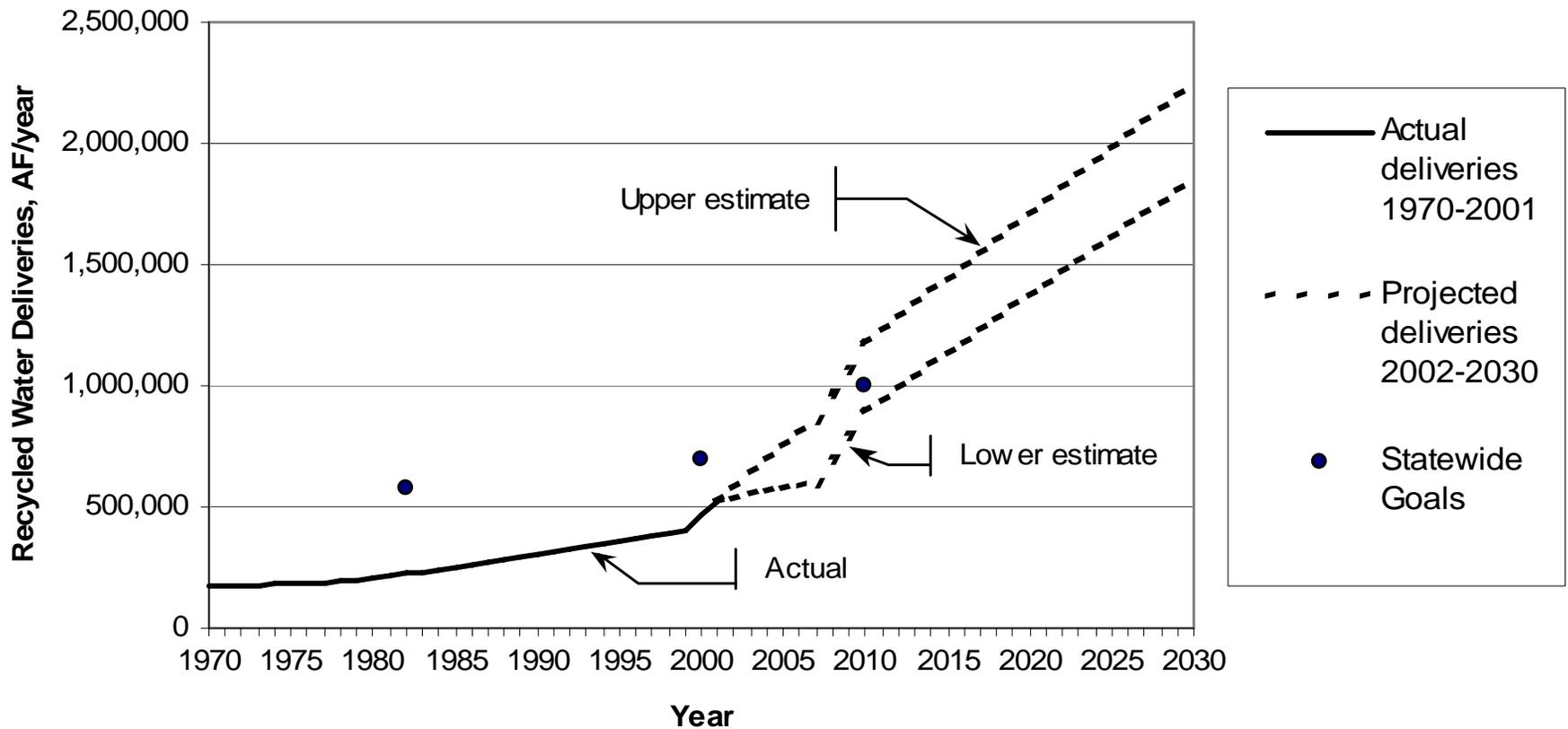


HAVE A GOAL/COMMENT
YOU WOULD LIKE TO ADD?

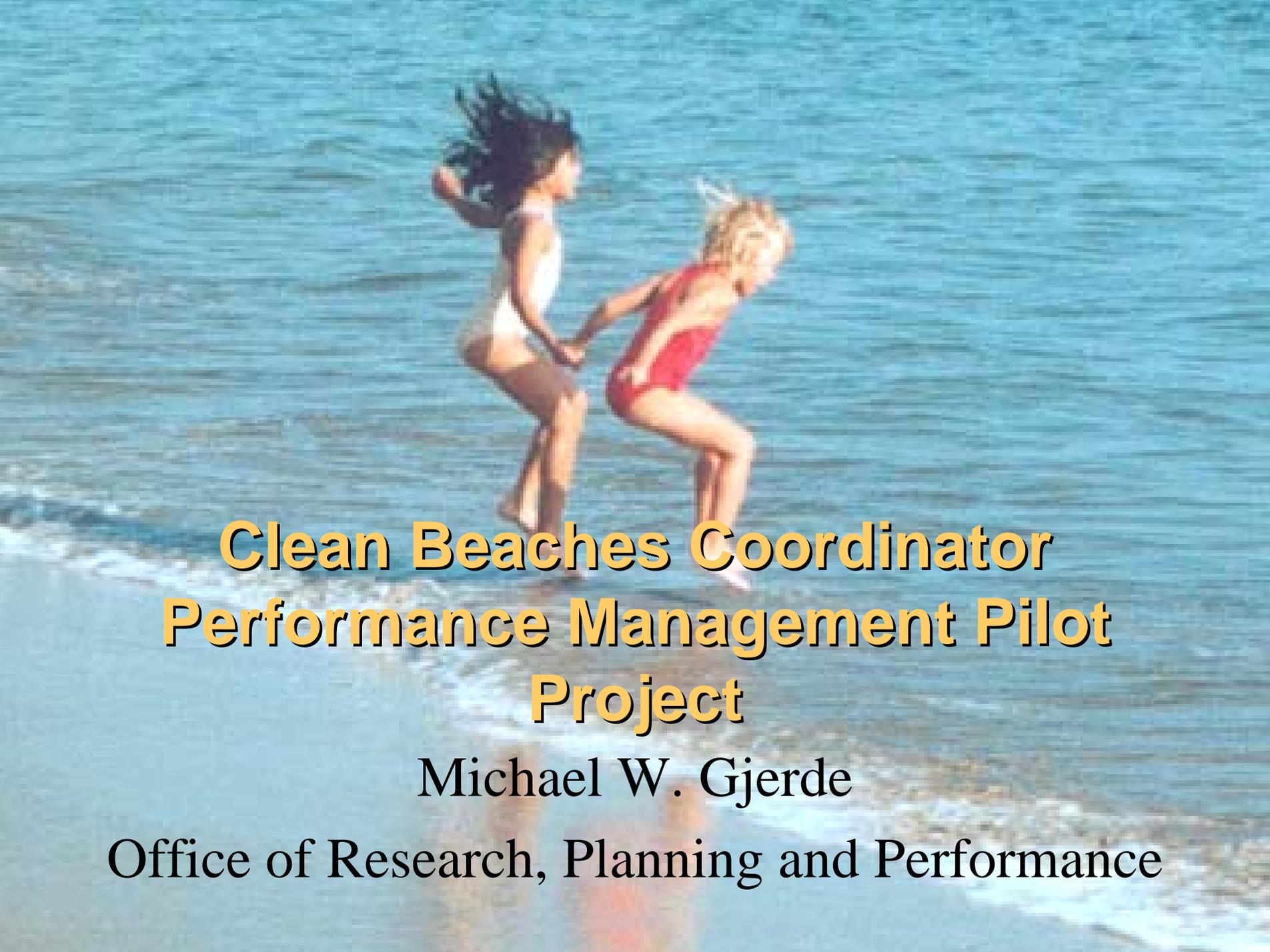
GRAB ONE OF THESE
AND PUT IT UP!

(BLANK CARDS)
INSIDE

Actual and Projected Recycled Water Deliveries, 1970-2030





A photograph of two young girls running on a sandy beach. The girl on the left is wearing a white swimsuit and has her hair flying in the wind. The girl on the right is wearing a red swimsuit. They are both smiling and appear to be enjoying their time at the beach. The background is a clear blue ocean with gentle waves.

**Clean Beaches Coordinator
Performance Management Pilot
Project**

Michael W. Gjerde

Office of Research, Planning and Performance

A background image showing two people in swimwear running through ocean waves. The person on the left is wearing a pink bikini, and the person on the right is wearing a blue bikini. They are both running towards the right, with their arms outstretched, enjoying the water. The ocean is a deep blue, and the sky is a light blue.

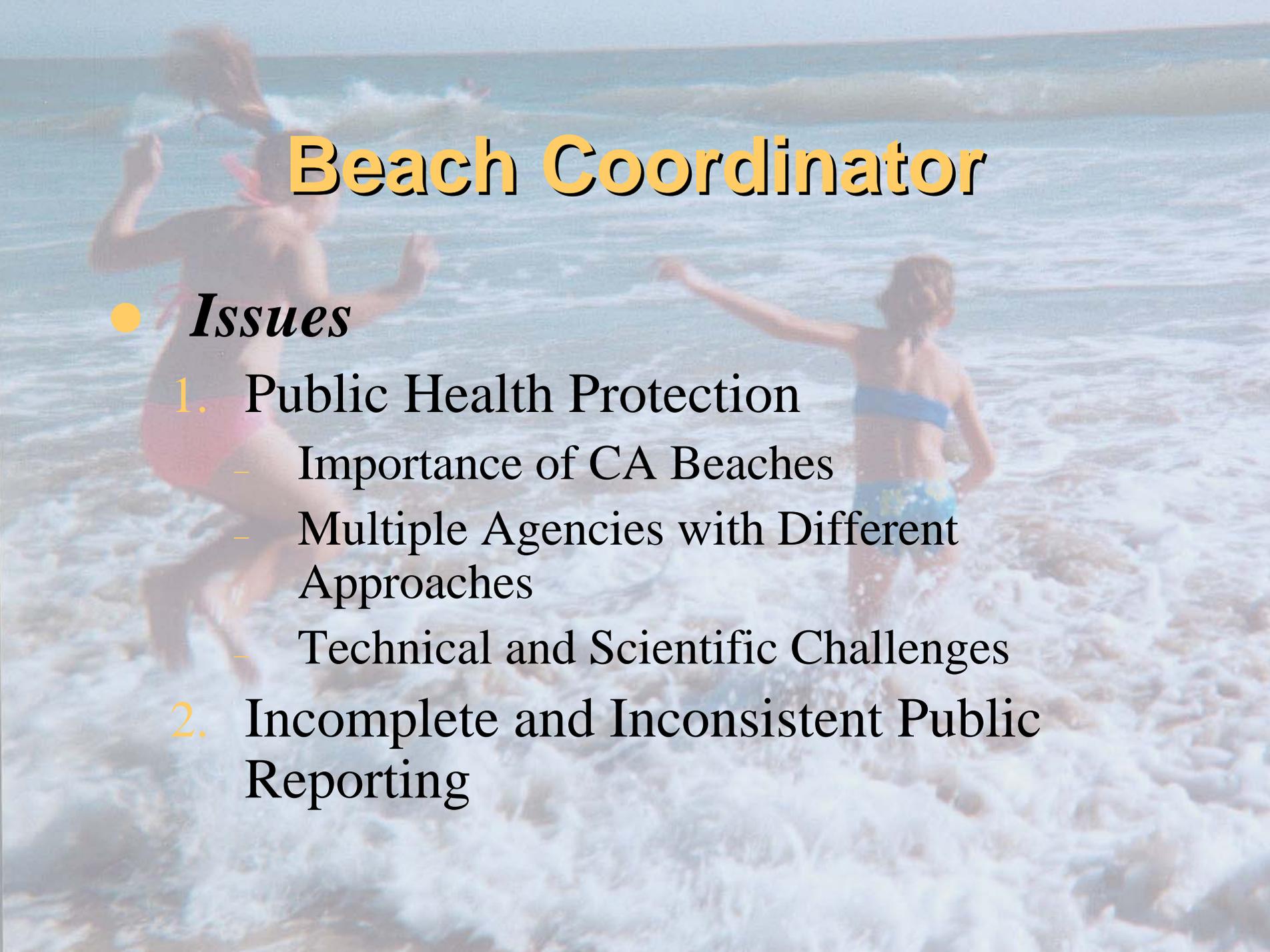
Beach Coordinator

- *Vision*

- A California where the beaches are clean and safe for swimming and all other recreational uses.

- *Mission*

- Facilitate effective collaboration and communication
- Promote science and technology
- Improve California beach water quality
- Protect public health



Beach Coordinator

- *Issues*

1. Public Health Protection

- Importance of CA Beaches
- Multiple Agencies with Different Approaches
- Technical and Scientific Challenges

2. Incomplete and Inconsistent Public Reporting

Goals

1. Increase effectiveness of beach postings and closures to enhance public health protection.
2. Provide accurate and understandable statewide and historical information on coastal beach water quality and beach availability .

Objectives

1. Coordinate organizations and agencies that are responsible for beach water quality, monitoring, and public notification.
2. Improve data quantity and quality in Beach Watch and prepare reports on coastal beach water quality.

Goal 1 – Strategies

- Facilitate Meeting Forums
 - Voluntary Group of Experts
 - Beach Water Quality Workgroup
 - Northern CA Workgroup
 - Projects
 - Rapid Indicators
 - Epidemiological Studies
 - Information Sharing
- Coordination with DFA Beach Grants Program

A background image showing a beach scene with waves crashing onto the shore. In the foreground, a person in a red swimsuit is running towards the water, and another person in a blue swimsuit is standing in the shallow surf. The overall tone is bright and sunny.

Goal 2 – Strategies

- Beach Watch Database Management Activities
 - Training 17 County Agencies
 - QA/QC data
- Reporting Activities
 - Legislative Report
 - Web Reports
- National Data Activities
 - USEPA Annual Data Upload
 - National Beaches Conference

Goal 1 – Measures of Success

- Environmental Outcome –
 - Beach Mile Days
- Behavioral Outcomes
 - Rapid Indicator Implementation
 - Epidemiological Study Success

Goal 2 – Measures of Success

- Information Outcomes
 - Visits to webpages
 - Links to webpages
- Information Outputs
 - Reports on web
 - Data Requests and Downloads
- National Data Activities Output
 - Annual Data to USEPA

Questions





CALIFORNIA

Water Boards

Training Academy

STATE WATER RESOURCES CONTROL BOARD

REGIONAL WATER QUALITY CONTROL BOARDS



Water Board Training Academy

- Academy established 2001 in response to Strategic Plan objectives:
 1. Provide training and necessary tools for staff successful job performance
 2. Retain qualified staff
- Issue:
 - Staff lack knowledge and skills for their work or skills become outdated
 - Causes: Technology changes, expertise loss, content not included in academic programs, legislation changes



Mission/Vision

- **Mission:**

Provide **statewide training** and related services that **promote staff**, program, and organizational **development in support of the Boards' mission.**

- **Vision:**

All Water Board **staff have the knowledge, skills**, and program development resources **to effectively and efficiently protect water quality and water resources.**



Goal

- All Water Board employees have **timely access** to high-quality training, and specific related tools and services, **to enhance knowledge and skills for successful job performance.**



Objectives/Strategies

- Objectives
 - Identify **training needs**
 - Promote 3 competency areas -- **leadership, technical, and administrative**
 - Create Academy **infrastructure** to support training development and delivery
- Strategies
 - **External** expertise acquired through UC Davis Extension
 - **Internal** staff expertise



Measures of Success

Outcome Measures:

- **Delivered training enhances** knowledge and skills that promote employee success in **job performance**
- All Water Board **employees have access** to Academy courses

Output Measures:

- Delivered training courses are **responsive and timely**
- **Instruction** is provided by well-qualified instructors
- Delivered training meets **appropriate level of instruction**



Monitoring Progress and Reporting

- Various levels --
 - Course **evaluations**
 - Course **summaries**
 - **Automated** learning management **system**
 - Management briefings
- Findings provide **opportunity for adjustments**



Observations about the Pilots

- Changing our management approach is feasible and can help us improve
- The new approach helped managers focus on priorities and results, and clarified their contributions to board-wide goals
- It takes time and commitment to adjust to this planning/management approach

Recommended Next Steps

With your approval:

- Expand performance management into larger program and organizational areas, particularly ones that include the Regional Water Boards
- Integrate performance management into our Strategic Plan update