



The State Bar *of California*

OPEN SESSION AGENDA ITEM JULY 2019 FINANCE AND PLANNING COMMITTEE III.B

DATE: July 11, 2019

TO: Members, Finance and Planning Committee

FROM: Leah T. Wilson, Executive Director

SUBJECT: Review of Metrics for Offices Within Finance and Planning Committee Purview

The 2019 May Metrics Report has been submitted to the Board of Trustees as an attachment to the Executive Director's July 11 report. This agenda item addresses those metrics under the purview of the Finance and Planning Committee where identified performance targets were not met.

FINANCE AND PLANNING COMMITTEE METRICS PERFORMANCE

- Metric HR2, Performance evaluations processed within 30 days of due date
 - Target, 100 percent; May Performance 75 percent

Timely performance evaluation completion is a primary and essential management responsibility. With that in mind, members of the Leadership Team have discussed additional steps that can be taken to improve performance on this metric. A new policy has been promulgated reflecting these discussions; effective July 2, 2019, executive merit increases will be directly tied to timely performance evaluations. Specifically, executives who do not complete subordinate evaluations within 60 days of their respective due dates will be ineligible for any merit salary increase for the given evaluation cycle.