



Agenda Item 6a

October 15, 2012

ITEM NAME: 2012-2014 Business Plan Alignment with the 2012-2017 Strategic Plan

PROGRAM: Enterprise

ITEM TYPE: Information

EXECUTIVE SUMMARY

This agenda item outlines the continuing work to ensure alignment of the 2012-14 Business Plan with the 2012-17 Strategic Plan. Business Plan initiatives were mapped to the new Strategic Plan, and where gaps were identified, initiatives have been added.

BACKGROUND

In August 2012, the Board approved a new five-year Strategic Plan. Since that time, staff have communicated the Plan to both internal and external stakeholders, and have begun the process of developing performance measures and aligning the activities in the 2012-14 Business Plan with the Executive Team.

ANALYSIS

The process of aligning the 2012-14 Business Plan with the 2012-17 Strategic Plan ensures business activities address the three new strategic goals of the organization. The following changes are proposed to ensure this alignment:

Strategic Goal A: Improve long-term pension and health benefit sustainability

- Create a Business Plan initiative that expands member and employer access to information regarding the cost and quality of healthcare and ways to impact those trends
- Create a Business Plan initiative associated with the implementation of Assembly Bill 340, the California Public Employees' Pension Reform Act of 2013 (PEPRA), and related Public Employees Retirement Law (PERL) changes
- Create a Business Plan initiative to establish partnerships that increase public and private sector focus on wellness
- Create a Business Plan initiative that develops and administers an independent wellness platform that ensures the active engagement of employees and employers

Strategic Goal B: Cultivate a high-performing, risk-intelligent and innovative organization

- Create a Business Plan initiative that identifies methodologies that empower staff to quickly test, vet and refine ideas that improve internal and external performance and service
- Create a Business Plan initiative on the development of an enterprise talent management strategy
- Create a Business Plan initiative to develop a consolidated enterprise budget

Strategic Goal C: Engage in State and national policy development to enhance the long-term sustainability and effectiveness of our programs

- Create a Business Plan initiative to establish investment and market reform priorities and beliefs

Staff analysis confirmed that with these changes the 2012-14 Business Plan will align with the goals of the Strategic Plan. Attached is the 2012-14 Business Plan aligned to the 2012-17 Strategic Plan (Attachment 1) with the additional enterprise initiatives that support the three strategic goals.

New workload impacts arising from pension reform implementation may require revisions to the due dates of existing initiatives, particularly in the actuarial and customer services and support programs.

The Enterprise Strategy and Performance Division (ESPD) continues to work with Executive Staff to develop strategic performance measures to help gauge success in achieving the new 2012-17 Strategic Plan goals and objectives. The measures to support these aligned plans are being further developed by the executive team and management, and are scheduled for presentation to this Committee in November.

ATTACHMENTS

Attachment 1 – Alignment of 2012-14 Business Plan and 2012-17 Strategic Plan

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