

# The Culture Wars: Performance vs. Past Practice

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ICMA Conference Presenter



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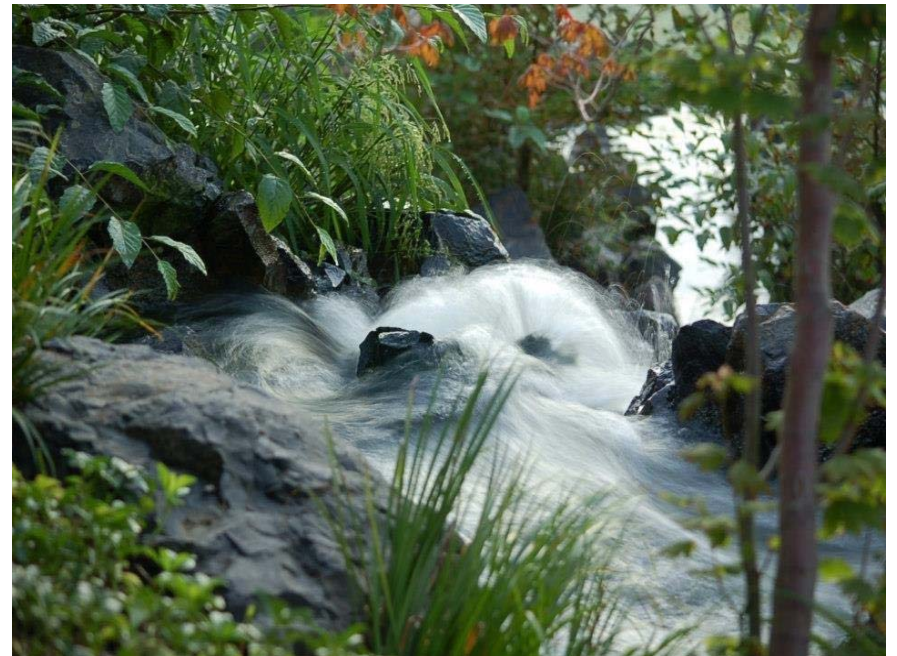


Why Am I Here?

**Albany's long term commitment  
to strategic planning and  
performance measurement**

# What Will I Accomplish?

## Share Albany's lessons and stories



# What Will You Glean from Listening to Me?

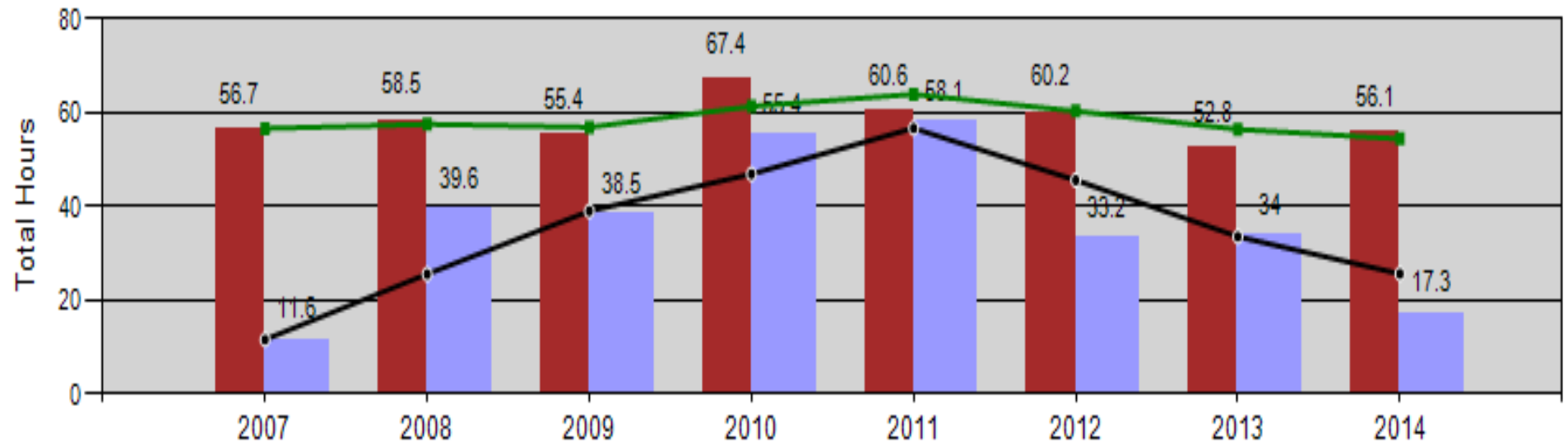
- **Things to think about**
- **Problems to avoid**
- **Things that worked**

# Links

- <http://www.cityofalbany.net/images/stories/citymanager/coa-strategicplan.pdf>
- <http://data.cityofalbany.net>
- [http://www.cityofalbany.net/images/stories/transparency/city\\_council\\_coa\\_report\\_out\\_11072014-final.pdf](http://www.cityofalbany.net/images/stories/transparency/city_council_coa_report_out_11072014-final.pdf)

### Discretionary Sick Leave Per FTE with 2 Yr Moving Averages

■ City-Wide Avg.    ● City-Wide Moving Avg.    ■ CM Average    ● Dept Moving Avg.



Name	Jul	Nov	Dec	Jan	Mar	May	Jun	Total	Z Score
Employee 1		4			12			16	-0.885
Employee 2	4	8			4	23	10	49	-0.199
Employee 3	2.5	2				2.25	1	7.75	-1.057
Employee 4			2	4				6	-1.094
Total	6.5	14	2	4	16	25.25	11	78.75	
	Jul	Nov	Dec	Jan	Mar	May	Jun		



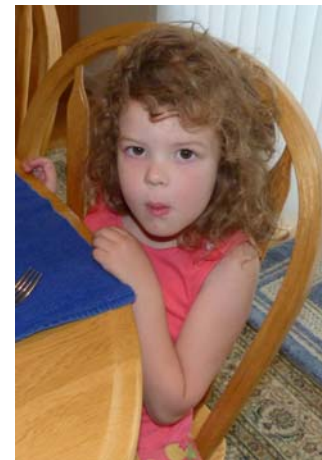


Questions?



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