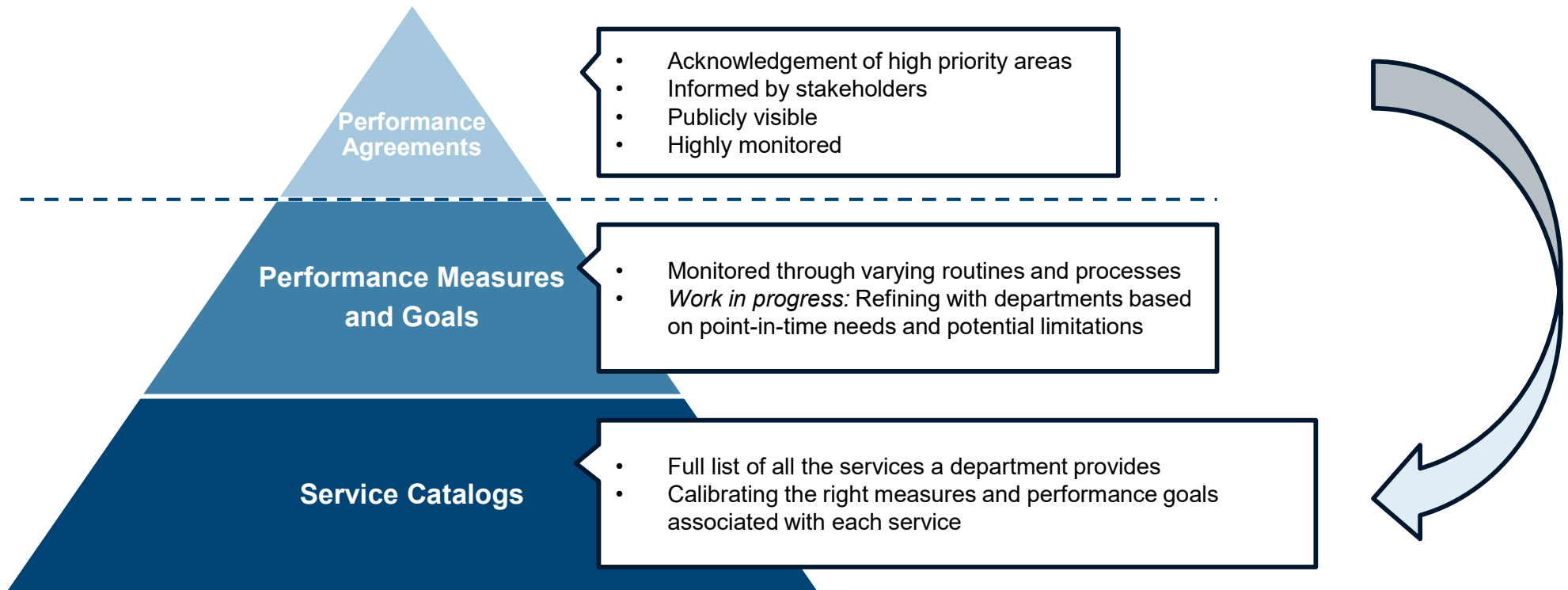


FY 2027 Performance Management & Performance-Based Budgeting Update

PERFORMANCE MANAGEMENT

The City's approach for setting goals, monitoring performance, supporting decision making, and identifying (and solving for) improvement opportunities.



IMPROVING PERFORMANCE MANAGEMENT

Performance Management is growing and building sustainable processes and routines that support its institutionalization, making our City more accountable, outcomes-driven, and efficient.

Including Longitudinal Data

The inclusion of longitudinal data within performance management routines represents a heightened commitment to the program as well as indication of growth and progress.

The Executive Performance Review Process has Grown

Six additional departments participated in Executive Performance Reviews this year, bringing the number to 15 departments.

Including Capital Deployment within Performance Management

Cincy on Track was included in the Executive Performance Review meetings this year and OPDA will be including a shared measure on capital deployment in FY27 Performance Agreements.

Institutionalizing and Leveraging Performance Management within Departments

The expansion of operational dashboards for targeted staff below senior leadership is bringing more employees into the performance management space and institutionalizing the utilization of data for improvement.

Resident Feedback on Priority Services

Data from the Community Perceptions Survey provides a foundation for priority setting by identifying the services residents want the City to emphasize over the next two years. Trends show residents continue to prioritize streets and sidewalks, police services, and code enforcement.

PERFORMANCE-BASED BUDGETING (PBB)

Performance-based budgeting (PBB) is the incorporation of performance into resource allocation decision-making to better achieve the City's goals and objectives.

Why It Works:

- **Focus on Outcomes:** PBB uses performance measure data as one of the tools to allocate finite resources based on outcomes and a determination of core services.
- **Flexible:** PBB encourages continuous improvement through regular performance reviews and allows the City to adapt its resource allocations to address opportunities, challenges, and new priorities.
- **Transparent:** PBB demonstrates how taxpayer money should be used to achieve City goals and holds the City accountable for service performance by tying the budget to outcomes.

What It is Not:

- **Punishment or Reward:** PBB is not intended to be punitive, but instead to concentrate on progress toward measurable goals and priority outcomes during the budget process.
- **Formulaic:** PBB is not an official formula that determines whether a department or particular service receives funding.

PERFORMANCE BASED BUDGETING PROCESS

Executive Finance Review

Executive Performance Review

Executive Budget Review - Capital

Executive Budget Review

An opportunity for departments to **review current fee schedules and charges for services** considering the true cost of services and to provide better revenue estimates.

An opportunity for departments to **tell their performance story** by highlighting achievements and communicating challenges and begin to discuss potential budget scenarios as they relate to performance.

An opportunity for departments to **justify their capital budget requests with a particular focus on Cincy on Track (COT)** spending for service delivery needs, neighborhoods, and underserved areas.

An opportunity for departments to **justify their budget requests** for baseline services and request exceptions to supplement existing services or request new services.

Who: CMO, Department Directors, Finance Department

Who: CMO, Department Directors, OPDA

Who: CMO, Department Directors, EBR team, Procurement

Who: CMO, Department Directors, EBR team

What: Review Historical Actual Revenues, Current Revenue Trends, Benchmark Data, and Fee Schedules

What: Performance Dashboard, CSRs, HR/ Workforce, Community Survey, other data points as desired.

What: Performance Overlay, Executive Budget Review - Capital Packet

What: Performance Overlay, Executive Budget Review Packet

Why: Provides an understanding of revenue estimates and expected growth for the following fiscal year budget.

Why: Provides an understanding of operational and/ or resource challenges to drive continuous improvement and potential exception requests.

Why: Provides an understanding of departmental deployment of existing capital funding, capital budget requests, changes to the six-year Capital Improvement Program (CIP) and provides City Manager with information for resource allocation decisions. Initial focus will be on COT spending plus fleet and equipment.

Why: Provides an understanding of departmental performance, budget requests, planned services and operations, and provides City Manager with information for resource allocation decisions.

When: December/January (Around Tentative Tax Budget [TTB])

When: Late January/ Early February

When: Early February

When: Late March/ Early April

BUDGET, FINANCE & GOVERNANCE

Department presentations will include:

- Mission Statement and Services
- Budget and FTE History
- FY 2026 Performance Agreement
- FY 2026 Performance Measures
- FY 2027 Proposed Performance Agreement Measures
- FY 2027 Budget Reduction Impact on Performance
- Other Service Delivery Challenges
- Accomplishments

THANK YOU



@CincyInsights



/CincyStat



cincinnati-oh.gov/manager/opda



cincystat@cincinnati-oh.gov