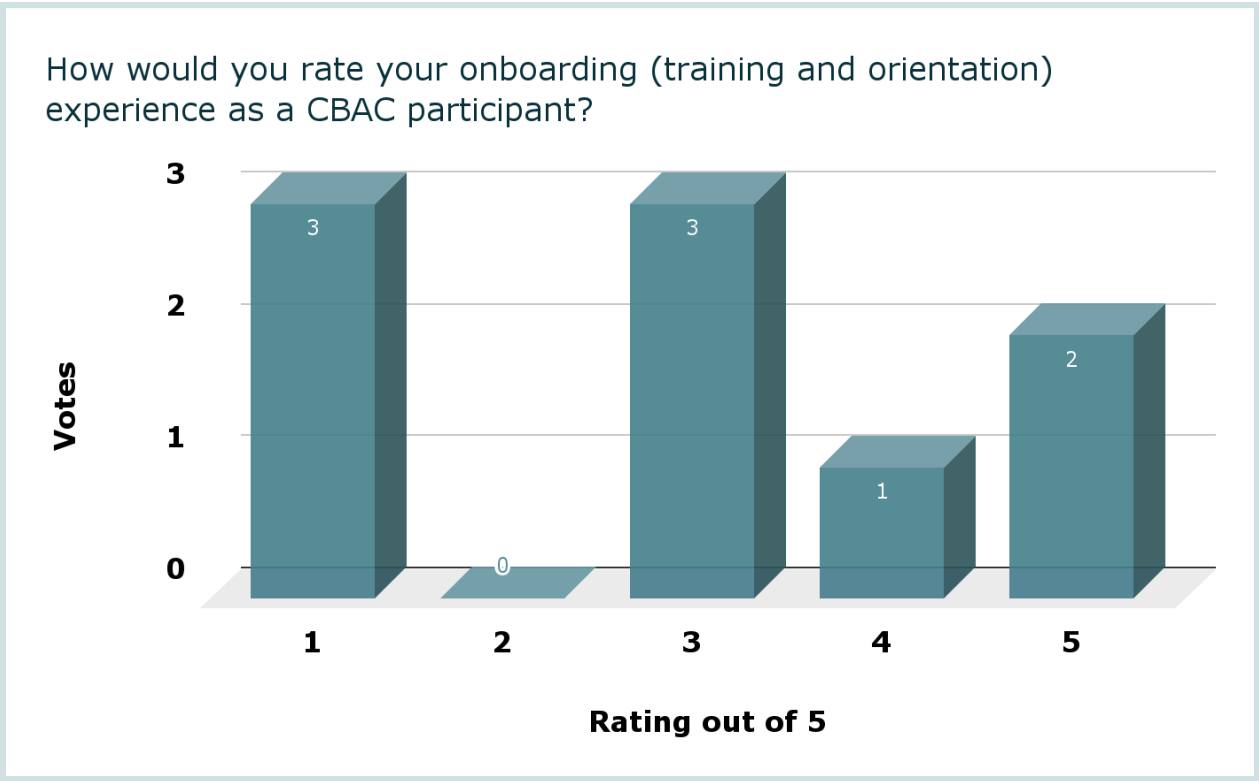


FY 25-26 Central CBAC

Participant Evaluation Survey Results - 01.22.25

Onboarding (Orientation and Training)

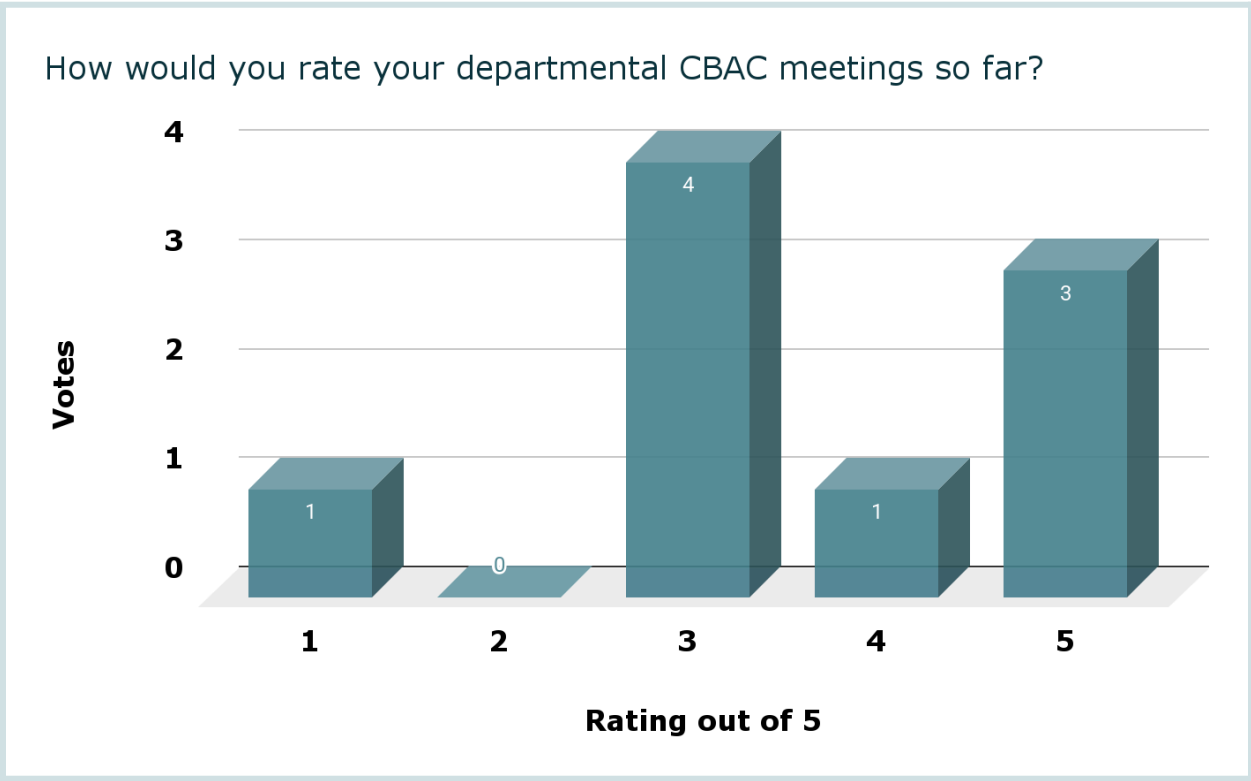


What went well in your CBAC onboarding (training and orientation) experience?
Positive Feedback
<p>“My CBACs onboarding process was extremely comprehensive, and included plenty of time for content review and discussion prior to meeting the memo deadlines. We had 3-4 meetings starting in the fall/early winter solely focused on onboarding and expectation setting, which meant all participants were ready to contribute effectively when it came time for budget review and memo writing.</p> <p>Our CBAC participants were selected in the summer/fall prior to onboarding, and all CBAC meetings (onboarding and memo development) were scheduled based on participants reported availability via Doodle Poll, as opposed to a regular standing date/time to ensure full participation. In the event someone was unable to make a meeting, the CBAC coordinator (a county employee) worked directly with that person to make up what they missed.”</p>
“Overview and objectives are clear and concise.”
“High quality DCHS staff presentations on various programs / departments.”
“It did give a start to what we were looking at as a task and as a volunteer.”
“Everyone was friendly and accepting, helpful with filling me in on how it works”
“Overview and objectives are clear and concise.”
Improvement Feedback
“I didn't have any training or onboarding for this year or last year. Our first meeting however did provide back ground information about our CBAC.”
“I think the overall general onboarding is fine - but too broad. I think a lot of the CBAC work is very department focused. So while it's good to get a high-level overview of the process, timeline, etc, the department specific onboarding needs to be longer before the budget cycle begins. Additionally, the timeline since onboarding has been shortened.”
“I really can't say. Time and time again we've talked about how to improve this process and if anything things have continued to decay. Surely with an onboarding/training we could do some kind of pre/post testing/quizzing to determine whether the training actually improved people's understanding of the issues? This is basic curriculum design. If we're not interested in evaluating whether we actually taught what's important, what are we doing? Ritual? Rubber-stamping?”
Indirect/General Feedback
“Not yet applicable”

What would improve your CBAC onboarding (training and orientation) experience?
Positive Feedback
“Honestly, nothing!”

Improvement Feedback
“Actually having onboarding and training be a requirement. Possibly a certificate of completion and understanding that you have to earn that way we know folks in the room are actually contributing to their best ability with historical context and understanding of the budgeting process. Also providing a detailed overview of each department they are reviewing budgets for that way they know what programs they are potentially cutting.”
“Appointments in the summer followed by a good orientation program prior to budget kickoff.”
“Just an amount of time, because in the first meeting we see the depth of the data and the problems we are facing, and as mirrored by other cbac members, it may be that CBAC should be year round, and if needed find ways to get people to show up looking through stipends if need be.”
“Longer! I know it's a volunteer committee, but assembling just before the holidays and then kicking off the budget season with really tight timelines makes it feel like we're just checking the CBAC box instead of putting together meaningful recommendations.”
“Definitely more time to understand the whole thing prior.”
“The crux of the issue appears to be the transparency of the timing and manner in which departments release their program offers for consideration. Program offers do not appear to be standardized in the manner presented and so CBAC time appears to be taken by adjusting to different presentation styles and formats rather than on substance.”
“County staff admitted to being unaware of requirements established in the County Code.”
Indirect/General Feedback
“Not yet applicable”

Department CBAC Meetings

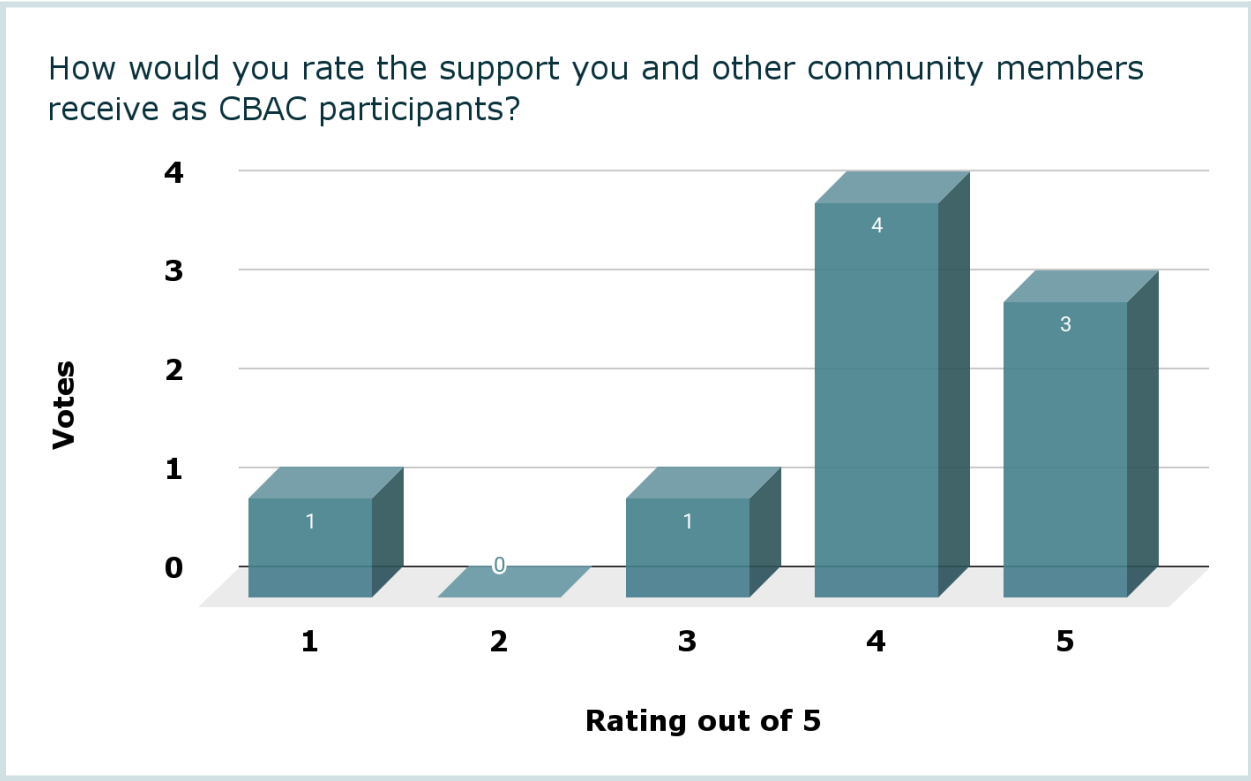


What is going well in your departmental CBAC meetings?
Positive Feedback
“#1 win: timing! Our meetings do not feel rushed because they are done well in advance of actual decisions or deliverable deadlines. We also had all members selected before onboarding began, so that everyone has access to the same material. Content is applicable, valuable, and engaging; meetings are scheduled based on availability of participants; guest speakers are knowledgeable and enthusiastic.”
“Our team developed a shared document for notes, questions, and next steps. We debrief at the end which helps set the stage for the next meeting.”
“Staff seems very dedicated to the CBAC process and provides good program updates.”
“We have a group that is active and listening, some have past experience and some are new, our new members have been sitting in since December meetings, and generally we are meeting two weeks with new people, sometimes two or three discussions a meeting.”
“They are happening! And they seem to be focused on how to help ramp us up, but also knowing we can't change the timelines and the "newness" or our entire committee.”
“Communication, well organized, team seems to work well together, and is open to suggestions of others”

“Respectful space for open sharing and honest feedback”
Improvement Feedback
“Department Directors deserve credit for being present and available for questions.”
“The meetings are being put together in a way that is noncompliant. We are not discussing the actual important issues our department faces.”
Indirect/General Feedback

What would improve departmental CBAC meetings?
Positive Feedback
“Again, nothing of note here!”
“Nothing I can think of really”
Improvement Feedback
“They need to be year long. The time frame to do this work is too tight. This process needs to be taken seriously with a number of absences allowed before being dismissed from the CBAC and you have to wait till next year or more to join again. Also, a training should be required with cert. Quorum for each meeting or reschedule for days where decisions are made. I also believe that there should be a longer time allowed to sit on a single CBAC. My thoughts almost extend to it being a position you apply for and then sit on for x amount of years by signing a contract.”
“Year-round program with time for site visits and other department orientation activities outside of the compressed budget timeline.”
“Time. and not the herb.(thyme)”
“Better planning or more of a template? The most recent one felt very finger pointy of "this is the OCIs lack of organization" when in reality, OCI doesn't have any more resources than the individual departments do.”
“Transparency in the politics of Program offers. It is clear that departments are being great advocates for their teams and services. At the same time it can come across, intentionally or unintentionally, that the Department purposefully present program offers in a manner that makes it politically difficult for the Commissioners to edit or cut.”
“Additionally it is difficult to digest some of the offers when due to labor contracts so much of the budget is functionally not debatable or negotiable. This appears to be a habitual concern.”
“Let the CBAC membership lead.”
Indirect/General Feedback
“too soon to tell”

Supporting Participation



What best supports your participation in the CBAC?

Positive Feedback

“County staff dedicated to coordination! This is absolutely essential.”

“Knowing i'm helping make decisions about what best fits my community. Resume builder as well. Having running notes from each meeting.”

“DCHS staff clearly committed to the CBAC process.”

“There is a lot of good getting the questions out and making sure everyone is on the same page so the logistics of our meetings have been very good.”

“Having an engaging group and people who are willing to teach.”

“Strong facilitation and actual Directors speaking to their budget.”

“Clear communication and encouraged to ask questions and share”

Improvement Feedback

“Zero in-meeting presentations. We're wasting precious volunteer time that could be used for deliberating and setting committee priorities. Frankly it's deeply condescending to assemble a body to represent our "community" and then didactically decide what information is important, what values we as a community have, and how we as a duly-appointed public body should conduct our meetings.”

What support would be more helpful as a CBAC participant?

Improvement Feedback

“Maintaining compliance with public record rules is difficult, particularly as participants take notes, prepare content for a memo, look at budgets/data, etc. Access to a shared file management system (such as Google Drive/Gsuite) would be huge in helping participants feel comfortable and empowered in memo creation.”

“Standard Operation Procedures for all and then specific CBAC's.”

“The most basic ones, time to look more in depth and...”

“I'm not quite sure. Again - more time would help ramp up for the department specifically, but it's also a challenge with a new DA, etc. It's also not helpful that the whole CBAC is new, so there isn't that ingrained knowledge from longer term committee members like there is on the CIC.”

“In the current era it would be helpful to allow for more questions focused on the actual soft spots of the budget as opposed to getting stuck on items that are functionally outside CBAC purview.”

“One week before every meeting every CBAC participant should receive an email with the information that otherwise would have been presented during the meeting (under current practices). This could include documents, videos etc.

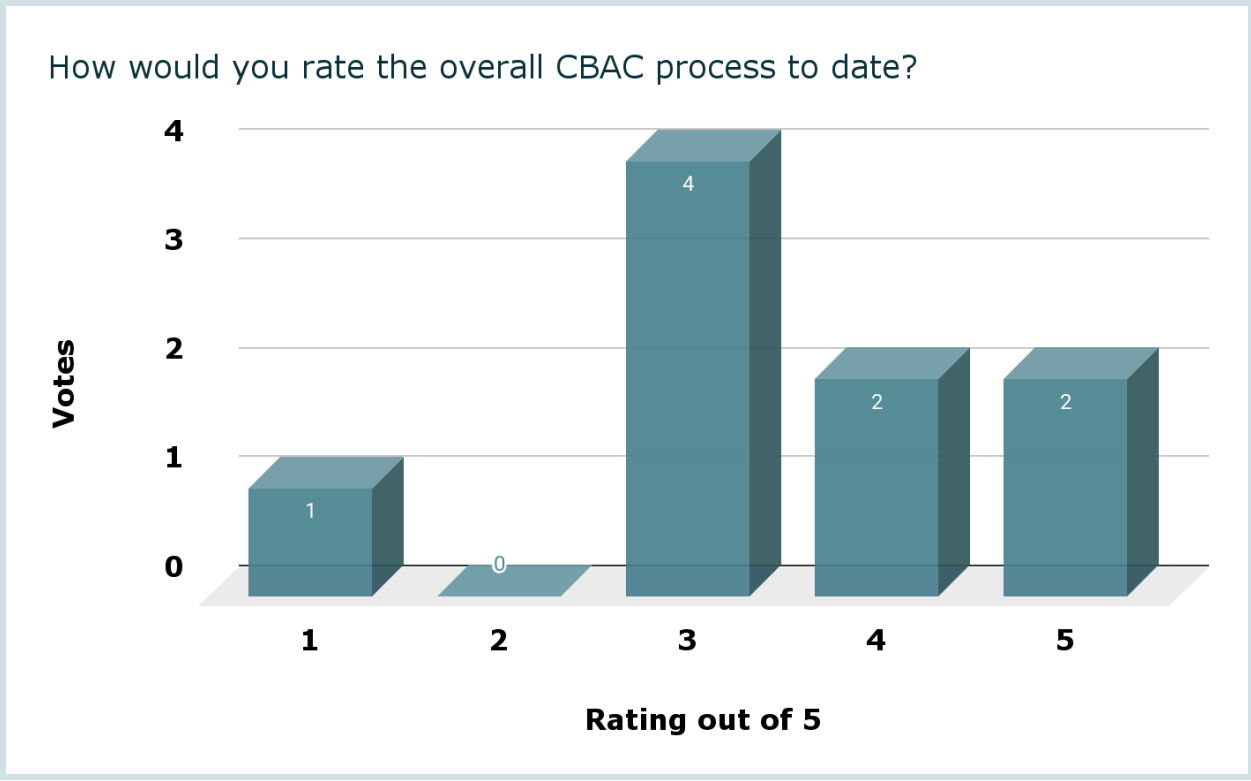
Then, in the meeting, the committee can jump right into asking questions, deliberating and moving to take action. Additionally, we need to use Robert's Rules. That county staff intervened to prevent our committee from adopting Robert's rules on the basis that it could be racially discriminatory is deeply disappointing and condescending – our own Board of Commissioners uses Robert's Rules!”

Indirect/General Feedback

“I'm not sure”

“Not yet applicable”

Overall CBAC Process to Date



What about the CBAC process is going well?
Positive Feedback
“Pretty much everything!”
“Good DCHS commitment to the process. Good staff presentations.”
Improvement Feedback
“Informative and it is getting into nuts and bolts of the programs and how this county machine works.”
“The organizational piece of our department seems wonderful and everyone appears to be on the same page as far as helping and participating”
“Great participation from committee members and Directors Office support is strong and consistent.”
“Information sharing, historical context, supportive environment”

What could be improved in the CBAC process?
Positive Feedback
“Not much, aside from what was mentioned previously.”
“”
Improvement Feedback
“onboarding, orientation, historical context, commitment/contract.”
“Year-round timeline. Better orientation.”
“Finding ways to say thank you to the volunteers would make them feel more appreciated.”
“The onvoarding overall was A LOT and all at once.”
“Examples of how previous constraint cycles operated optimally.”
“All CBACs should meet year round. All CBACs should return to using parliamentary procedure and allowing their membership to drive the conduct of their committees. If anything CBACs need *less* support.”
Indirect/General Feedback
“Too soon to provide meaningful suggestions.”

Any other additional comments?
"I have been participating in Central CBAC meetings monthly since last budget cycle, and received a lot of orientation, clarification, guidance, and goal setting context for the purpose of this group, which has empowered me to feel able to assist. I fear that many folks on tonight's (1/22) call have not had that same experience, and may feel underwater with how quickly they are being thrown into Central CBAC processes, without the same prior context I received."
"Continuing to build on transparency and trust. Big shout out to the tableau tool as a fantastic resource."
"I am deeply skeptical of our ability as a committee to drive meaningful change to improve this process. Is there any evidence that any CBAC in the last three years has actually driven a change in our budget or in county policy? How can OCI demonstrate that our work here is actually meaningful and worthwhile? And why isn't the County Chair joining us?"