

**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Working for Oklahoma"

OPM 08-05

DATE: March 3, 2008

TO: All Appointing Authorities

FROM: Oscar B. Jackson, Jr., IPMA-CP, Administrator and
Cabinet Secretary of Human Resources and Administration



SUBJECT: "Grading the States 2008" Final Report Issued

Today, the Pew Center on the States and **Governing Magazine** issued *Grading the States 2008*, the only 50-state assessment of its kind that evaluates and grades each state based upon a range of areas. *Grading the States 2008* is the fourth in a series, the most recent issued in 2005. (Please see the attached press release.)

The national average grade among the 50 states was B-, which 18 states received. 13 states earned grades above the national average, and 19 states were below the national average. Oklahoma received an overall grade of C+ (Money B-, People C+, Infrastructure C-, and Information C). In the 2005 report, Oklahoma also received a C+ (Money B-, People B-, Infrastructure C-, and Information C). An analysis for Oklahoma may be viewed on page 79 of the 2008 Report.

States are not ranked against each other; but are graded based upon the following criteria:

Information

- The state actively focuses on making future policy and collecting information to support that policy direction.
- Elected officials, the state budget office and agency personnel have appropriate data on the relationship between costs and performance and use these data when making resource-allocation decisions.
- Agency managers have the appropriate information required to make program management decisions.
- The governor and agency managers have appropriate data that enable them to assess the actual performance of policies and programs.
- The public has appropriate access to information about the state, the performance of state programs and state services and is able to provide input to state policy makers.

People

- The state regularly conducts and updates a thorough analysis of its human-capital needs.
- The state acquires the employees it needs.
- The state retains a skilled workforce.

"We serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions."

- The state develops its workforce.
- The state manages its workforce-performance programs effectively.

Money

- The state uses a long-term perspective to make budget decisions.
- The state's budget process is transparent, easy to follow and inclusive.
- The state's financial management activities support structural balance between ongoing revenues and expenditures.
- The state's procurement activities are conducted efficiently and supported with effective internal controls.
- The state systematically assesses the effectiveness of its financial operations and management.

Infrastructure

- The state regularly conducts a thorough analysis of its infrastructure needs and has a transparent process for selecting infrastructure projects.
- The state has an effective process for monitoring infrastructure projects throughout their design and construction.
- The state maintains its infrastructure according to generally recognized engineering practices.
- The state comprehensively manages its infrastructure.
- The state creates effective intergovernmental and interstate infrastructure coordination networks.

The full 2008 Report and a 50 State Overall Summary may be accessed at:

Grading The States 2008 Report

<http://www.pewcenteronthestates.org/uploadedFiles/Grading-the-States-2008.pdf>

50 State Overall Summary

<http://www.pewcenteronthestates.org/uploadedFiles/Overall%20Performance.pdf>