

The [Re]imagined SCO



Our Purpose

Moving California forward through **fiscal oversight and transparency**. We are transforming communities, empowering families and individuals, and strengthening businesses so that **everyone thrives**.

Our Values

T . R . U . S . T . E . D .

Transform with Intentionality

Remedy Constituent Needs

Uphold Honesty and Integrity

Strengthen Accountability

Team Over Self

Embrace Equity and Inclusion

Deliver Excellence

Our Mission

Independently oversee and manage California's financial resources with integrity and transparency to build trust

Our Vision

Shaping California's future through best-in-class financial management to foster equity and economic growth

Our Strategic Priorities

Equipping our workforce for optimal performance and impact

Our People



Streamlining operations through standardization

Our Processes



Modernizing our work environment and ways of working

Our Infrastructure



Optimizing technology to transform data into insights

Our Technology



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Our Strategic Initiatives

Our People (Pe)

- Pe1** Design and implement employee incentive and retention program
- Pe2** Invest in our workforce through leadership development and skills-based training
- Pe3** Refresh career planning and performance management
- Pe4** Refine and diversify recruiting and talent sourcing strategy

Our Processes (Pr)

- Pr1** Evaluate, redesign, document, and automate critical processes (e.g. ACFR)
- Pr2** Centralize customer service operations
- Pr3** Enable efficient workflow and document management with state agencies

Our Technology (T)

- T1** Book of record functionality migration (BFM) go-live within FISCAL
- T2** Modernize California State Payroll System (CSPS)
- T3** Refresh SCO website
- T4** Develop and refine data strategy, architecture, and governance
- T5** Evaluate and roll out CRM software

Our Infrastructure (I)

- I1** Simplify operating model, including governance, org. structure, roles, and responsibilities
- I2** Refine flexible work policies and invest in mobility requirements
- I3** Launch an external branding, awareness, and communications campaign