

AGENDA #9

STATE LEADERSHIP ACCOUNTABILITY ACT (SLAA) UPDATE

Kelly Madsen

Director of Enterprise Risk Management and Special Initiatives





State Leadership Accountability Act

- Mandate by law
- Due on December 31st of each odd numbered year
- Adequacy of the entity's internal control and monitoring practices
 - Control environment
 - Internal controls' effectiveness
 - Top enterprise risks
- Reports available for public review at the [California State Library](#) website





Enterprise Risk
Survey



Identify
Top Risks



Meet with
Stakeholders to
Gather
Mitigations and
Controls



Report
Development &
Review



Submit to
DOF



2023 Enterprise Risks



Workforce Development
& Talent Acquisition



Economic Volatility



Data Security

2025 Enterprise Risks



Economic Volatility



Workforce Development
& Talent Acquisition



Complex or Dynamic
Nature of Laws or
Regulations





Economic Volatility

Description: Changing market conditions impacting program participation and housing needs.

Mitigations:

- Diverse Product Offerings*
- Disciplined Underwriting and Lending Requirements*
- Financial Impact Analyses
- Strong Partnerships With Stakeholders
- Enhanced and Focused Outreach

Monitoring Success:

- Single Family and Multi Family production Numbers and Market Trends
- Public Presence and Publications
- Monitor Default Rates on a Regular Basis



Workforce Development and Talent Acquisition

Description: Challenges in attracting, developing, and retaining key personnel

Mitigations:

- Structured Onboarding
- Continuous Training
- Proactive Recruitment

Monitoring Success:

- Key Positions Filled
- Turnover Rate
- Funded Positions Filled
- Funded Vacancies
- Great Place to Work Survey Results



**Complex and
Dynamic
Nature of
Laws and
Regulations***

Description: Frequent and evolving legislative actions and policy shifts.

Mitigations:

- Proactive and Tenured Legal Function
- Open Communication With Policymakers
- Collaboration With Partner Entities

Monitoring Success:

- Turnover Rates
- Presence in Policy Conversations



Strategic Considerations

- Top risks in context of 3-year Strategic Plan development
- Focus and work plan for the Audit & Risk Management Committee