

1 A bill to be entitled
2 An act relating to efficiency in government;
3 providing legislative intent; directing the
4 Department of Management Services to work with
5 executive agencies to reduce the layers of
6 management in agencies and to increase
7 agency-wide employee-to-supervisor ratios;
8 providing for reports; requiring notification;
9 directing the department to simplify the
10 state's job classification system; providing
11 for reports; providing an effective date.

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13 Be It Enacted by the Legislature of the State of Florida:

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15 Section 1. Initiatives for efficiency in state
16 government; span of control and layers of management; job
17 classification system and total quality management.--It is the
18 intent of the Legislature to restore the confidence of
19 citizens of Florida in the value of their investment in state
20 government, to improve efficiency and productivity of state
21 government, and to instill in all state employees pride in
22 their work. The Legislature supports the concept of total
23 quality management achieved through an incremental long-term
24 process involving employee teams examining and improving work
25 procedures, using databased problem-solving tools to analyze
26 work systems, and making improvements which enhance service to
27 the citizens of Florida. In order to accomplish these goals,
28 the following initiatives shall be performed:

29 (1) SPAN OF CONTROL AND LAYERS OF MANAGEMENT.--

30 (a) The Department of Management Services shall work
31 with the executive agencies to reduce the layers of management

1 in such agencies by a goal of 50 percent and increase
2 agency-wide employee-to-supervisor ratios by up to 50 percent
3 by July 1, 1999. The department shall present an interim
4 report to the Legislature by October 15, 1998, and a final
5 report by October 15, 1999, including past efficiency methods
6 undertaken by an agency to accomplish the intent of this
7 legislation and the progress of the department in completing
8 this task and its outcome.

9 (b) Prior to implementing any reduction in the layers
10 of management, the Department of Management Services shall
11 notify the legislative fiscal committee in each house of the
12 Legislature regarding the proposed reduction. The notification
13 shall include:

- 14 1. A description of the proposed reduction.
- 15 2. A list of the positions and employment
16 responsibilities to be eliminated or reduced.
- 17 3. A list of activities to be eliminated or reduced.
- 18 4. An estimate of savings expected to result from the
19 reduction of layers of management.
- 20 5. Another appropriate percentage should 50 percent be
21 detrimental to the improvement of services to the citizens of
22 Florida.

23 (2) JOB CLASSIFICATION SYSTEM.--The Department of
24 Management Services shall simplify the state's system of job
25 classification for state employees by reducing the number of
26 job classifications, providing for a technical skill-based
27 career path in state employment which does not depend on the
28 employee's gaining supervisory responsibility to gain
29 advancement, and providing incentives for state employees to
30 broaden their knowledge and skill base. The department shall
31 present an interim report to the Legislature by October 15,

1 1998, and a final report by October 15, 1999, regarding the
2 progress of the department in completing this task and its
3 outcome.

4 Section 2. This act shall take effect July 1 of the
5 year in which enacted.

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