

By Representative Valdes

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 supervisor-to-employee 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 at least 50 percent by July 1, 2001, and  
2 increase agency-wide supervisor-to-employee ratios by up to 50  
3 percent by July 1, 2001. The department shall present an  
4 interim report to the Legislature by October 15, 2000, and a  
5 final report by March 15, 2001, regarding the progress of the  
6 department in completing this task and its outcome.

7 (b) Prior to implementing any reduction in its layers  
8 of management, an executive agency shall notify the  
9 legislative fiscal committee in each house of the Legislature  
10 regarding the proposed reduction. The notification shall  
11 include:

- 12 1. A description of the proposed reduction.
- 13 2. A list of the positions and employment  
14 responsibilities to be eliminated or reduced.
- 15 3. A list of activities to be eliminated or reduced.
- 16 4. An estimate of savings expected to result from the  
17 reduction of layers of management.

18 (2) JOB CLASSIFICATION SYSTEM.--The Department of  
19 Management Services shall simplify the state's system of job  
20 classification for state employees by reducing the number of  
21 job classifications, providing for a technical skill-based  
22 career path in state employment which does not depend on the  
23 employee's gaining supervisory responsibility to gain  
24 advancement, and providing incentives for state employees to  
25 broaden their knowledge and skill base. The department shall  
26 present an interim report to the Legislature by October 15,  
27 2000, and a final report by October 15, 2001, regarding the  
28 progress of the department in completing this task and its  
29 outcome.

30 Section 2. This act shall take effect July 1, 2000.  
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HOUSE SUMMARY

Provides for initiatives for efficiency in state government. Directs the Department of Management Services to work with executive branch agencies to reduce layers of management and to increase agency-wide supervisor-to-employee ratios. Directs the department to simplify the state's job classification. See bill for details.