

By the Fiscal Responsibility Council and Representative  
Lacasa

1                                   A bill to be entitled  
2           An act relating to human resource management;  
3           amending s. 110.116, F.S.; authorizing the  
4           Department of Management Services to contract  
5           with a vendor to provide a personnel  
6           information system; amending s. 110.201, F.S.;  
7           providing for the responsibility of the state  
8           to maintain certain personnel records;  
9           providing for the use of a contracted vendor;  
10          amending ss. 110.406 and 110.606, F.S.;  
11          authorizing a contracted vendor to assist in  
12          compiling certain personnel data; amending s.  
13          215.92, F.S.; redefining the term "functional  
14          owner"; amending s. 215.93, F.S.; deleting  
15          reference to the Cooperative Personnel  
16          Employment Subsystem and replacing that term  
17          with the term "personnel information system";  
18          amending s. 215.94, F.S.; authorizing the  
19          department to contract with a private sector  
20          company to provide the personnel information  
21          system and services required of the system;  
22          providing an effective date.

23  
24 Be It Enacted by the Legislature of the State of Florida:

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26           Section 1. Section 110.116, Florida Statutes, is  
27 amended to read:

28           110.116 Personnel information system; payroll  
29 procedures.--The Department of Management Services shall  
30 establish and maintain, in coordination with the payroll  
31 system of the Department of Banking and Finance, a complete

1 personnel information system for all authorized and  
2 established positions in the state service, with the exception  
3 of employees of the Legislature. The Department of Management  
4 Services may contract with a vendor to provide the personnel  
5 information system.The specifications shall be developed in  
6 conjunction with the payroll system of the Department of  
7 Banking and Finance and in coordination with the Auditor  
8 General. The Department of Banking and Finance shall determine  
9 that the position occupied by each employee has been  
10 authorized and established in accordance with the provisions  
11 of s. 216.251. The Department of Management Services shall  
12 develop and maintain a position numbering system that will  
13 identify each established position, and such information shall  
14 be a part of the payroll system of the Department of Banking  
15 and Finance. With the exception of employees of the  
16 Legislature, this system shall include all career service  
17 positions and those positions exempted from career service  
18 provisions, notwithstanding the funding source of the salary  
19 payments, and information regarding persons receiving payments  
20 from other sources. Necessary revisions shall be made in the  
21 personnel and payroll procedures of the state to avoid  
22 duplication insofar as is feasible. A list shall be organized  
23 by budget entity to show the employees or vacant positions  
24 within each budget entity. This list shall be available to the  
25 Speaker of the House of Representatives and the President of  
26 the Senate upon request.

27 Section 2. Paragraph (e) of subsection (1) and  
28 subsection (5) of section 110.201, Florida Statutes, are  
29 amended to read:

30 110.201 Personnel rules, records, and reports.--  
31 (1)

1           (e) It is the responsibility of the ~~state employing~~  
2 ~~agency~~ to maintain these records and all other records and  
3 reports prescribed in applicable rules on a current basis. A  
4 contracted vendor responsible for maintenance of the personnel  
5 data may assist the state in maintaining these records.

6           (5) The department shall develop a workforce report  
7 that contains data representative of the state's human  
8 resources and may use the assistance of a contracted vendor  
9 responsible for maintenance of the personnel data. The report  
10 should identify trends for planning and improving the  
11 management of the state's human resources. The department  
12 shall submit this report annually to the Governor, the  
13 President of the Senate, and the Speaker of the House of  
14 Representatives.

15           Section 3. Subsection (1) of section 110.406, Florida  
16 Statutes, is amended to read:

17           110.406 Senior Management Service; data collection.--

18           (1) The department shall annually compile data  
19 regarding the administration of the Senior Management Service.  
20 The contracted vendor responsible for maintenance of the  
21 personnel data may assist the department in compiling the  
22 data.

23           Section 4. Subsection (1) of section 110.606, Florida  
24 Statutes, is amended to read:

25           110.606 Selected Exempt Service; data collection.--

26           (1) The department shall annually compile data  
27 regarding the administration of the Selected Exempt Service.  
28 The contracted vendor responsible for maintenance of the  
29 personnel data may assist the department in compiling the  
30 data.

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1           Section 5. Subsection (6) of section 215.92, Florida  
2 Statutes, is amended to read:

3           215.92 Definitions relating to Florida Financial  
4 Management Information System Act.--For the purposes of ss.  
5 215.90-215.96:

6           (6) "Functional owner" means the agency, or the ~~that~~  
7 part of the judicial branch, that ~~which~~ has the legal  
8 responsibility to ensure that a subsystem is designed,  
9 implemented, and operated in accordance with design,  
10 ~~implement, and operate an information subsystem as provided by~~  
11 ss. 215.90-215.96.

12           Section 6. Paragraph (e) of subsection (1) and  
13 subsection (2) of section 215.93, Florida Statutes, are  
14 amended to read:

15           215.93 Florida Financial Management Information  
16 System.--

17           (1) To provide the information necessary to carry out  
18 the intent of the Legislature, there shall be a Florida  
19 Financial Management Information System. The Florida Financial  
20 Management Information System shall be fully implemented and  
21 shall be upgraded as necessary to ensure the efficient  
22 operation of an integrated financial management information  
23 system and to provide necessary information for the effective  
24 operation of state government. Upon the recommendation of the  
25 coordinating council and approval of the board, the Florida  
26 Financial Management Information System may require data from  
27 any state agency information system or information subsystem  
28 or may request data from any judicial branch information  
29 system or information subsystem that the coordinating council  
30 and board have determined to have statewide financial  
31 management significance. Each functional owner information

1 subsystem within the Florida Financial Management Information  
2 System shall be developed in such a fashion as to allow for  
3 timely, positive, preplanned, and prescribed data transfers  
4 between the Florida Financial Management Information System  
5 functional owner information subsystems and from other  
6 information systems. The principal unit of the system shall be  
7 the functional owner information subsystem, and the system  
8 shall include, but shall not be limited to, the following:

9 (e) ~~Cooperative~~ Personnel information system  
10 ~~Employment Subsystem.~~

11 (2) Each information subsystem shall have a functional  
12 owner, who may establish additional functions for the  
13 subsystem unless specifically prohibited by ss. 215.90-215.96.  
14 However, without the express approval of the board upon  
15 recommendation of the coordinating council, no functional  
16 owner nor any other agency shall have the authority to  
17 establish or maintain additional subsystems which duplicate  
18 any of the information subsystems of the Florida Financial  
19 Management Information System. Each functional owner shall  
20 solicit input and responses from agencies utilizing the  
21 information subsystem. Each functional owner may contract with  
22 the other functional owners or private sector entities for  
23 ~~assistance~~ in the design, development, and implementation of  
24 their information systems and subsystems. Each functional  
25 owner shall include in its information subsystem functional  
26 specifications the data requirements and standards of the  
27 Florida Financial Management Information System as approved by  
28 the board. Each functional owner shall establish design teams  
29 that shall plan and coordinate the design and implementation  
30 of its subsystem within the framework established by the  
31 board. The design teams shall assist the design and

1 coordination staff in carrying out the duties assigned by the  
2 board or the coordinating council. The coordinating council  
3 shall review and approve the work plans for these projects.

4 Section 7. Subsection (5) and paragraph (c) of  
5 subsection (6) of section 215.94, Florida Statutes, are  
6 amended to read:

7 215.94 Designation, duties, and responsibilities of  
8 functional owners.--

9 (5) The Department of Management Services shall be the  
10 functional owner of the ~~Cooperative~~ personnel information  
11 system ~~Employment Subsystem~~. The department shall ensure that  
12 the system is designed, implemented, and operated ~~design,~~  
13 ~~implement, and operate the subsystem~~ in accordance with the  
14 provisions of ss. 110.116 and 215.90-215.96. The department  
15 may contract with a private sector company or companies to  
16 provide the system and services required of the personnel  
17 information system. The subsystem shall include, but shall not  
18 be limited to, functions for:

19 (a) Maintenance of employee and position data,  
20 including funding sources and percentages and salary lapse.  
21 The employee data shall include, but not be limited to,  
22 information to meet the payroll system requirements of the  
23 Department of Banking and Finance and to meet the employee  
24 benefit system requirements of the Department of Management  
25 Services.

26 (b) Recruitment and selection ~~examination~~.

27 (c) Time and leave reporting.

28 (d) Collective bargaining.

29 (6)

30 (c) The Auditor General shall specify those additional  
31 features, characteristics, controls, and internal control

1 measures deemed necessary to carry out the provisions of this  
2 subsection. Further, it shall be the responsibility of each  
3 functional owner to ensure installation and incorporation of  
4 ~~install and incorporate~~ such specified features,  
5 characteristics, controls, and internal control measures  
6 within each information subsystem.

7 Section 8. This act shall take effect upon becoming a  
8 law.

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11 HOUSE SUMMARY

12 Authorizes the Department of Management Services to  
13 contract with a vendor to provide a personnel information  
14 system. Replaces the Cooperative Personnel Employment  
15 Subsystem with such a personnel information system. See  
16 bill for details.

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