DIGEST

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Richard HB No. 306

Abstract: Establishes the State Government Employment Reduction Program to provide for reducing the number of employment positions in the executive branch of state government by at least 5,000 for each of three successive fiscal years, beginning with FY 2011-2012 and reducing personnel expenditures by $500 million by the beginning of FY 2014-2015. Provides relative to such program and implementation and oversight thereof.

Proposed law establishes the State Government Employment Reduction Program to reduce the number of employment positions in the executive branch of state government by a minimum of 5,000 positions for each of three successive fiscal years, beginning with FY 2011-2012. Also provides for a reduction of personnel expenditures by $500 million by the beginning of FY 2014-2015. Provides for such program as follows:

(1) Requires that the commissioner of administration establish the baseline number of positions for each employment reduction unit and the reduction factor applicable to each employment reduction unit by not later than Sept. 15, 2011. Provides that the baseline number of positions is the total number of positions that were authorized and appropriated for each employment reduction unit as of June 30, 2011. Provides that the reduction factor is the percentage of all authorized and appropriated positions for the executive branch of state government as of June 30, 2011, that were authorized and appropriated for each employment reduction unit on that date.

(2) Provides for reduction of positions in each employment reduction unit based on the proportion of total positions that are attached to each unit. Requires that for each of the three fiscal years beginning with FY 2011-2012, each employment reduction unit shall reduce the baseline number of positions for the employment reduction unit by abolishing a number of positions at least equal to 5,000 multiplied by the reduction factor for the employment reduction unit.

(3) Requires that the commissioner of administration establish baseline personnel expenditures by determining the total expenditures related to personnel costs for all employment reduction units contained in the executive budget and supporting document submitted for FY 2011-2012, including salaries, related benefits, and other compensation charges, including but not limited to classified and unclassified salaries, wages, overtime, students, and instructors. Provides that the personnel expenditure reduction factor for each employment reduction unit shall be determined by the percentage of baseline personnel expenditures that are attributable to personnel costs for each employment

reduction unit.

(4) Provides for reduction in baseline personnel expenditures in the executive budget and supporting document for the following fiscal years by the amount indicated:

(a) For FY 2012-2013, personnel expenditures shall be at least $166,666,666 less than baseline personnel expenditures.

(b) For FY 2013-2014, personnel expenditures shall be at least $333,333,333 less than baseline personnel expenditures.

(c) For FY 2014-2015, personnel expenditures shall be at least $500,000,000 less than baseline personnel expenditures.

(5) Identifies each of the following as a separate employment reduction unit:

(a) Each of the 20 departments of the executive branch of state government, including all offices, agencies, and governmental entities or units included in each, except that the Dept. of Education shall not include those entities included in (b) below.

(b) Each of the following postsecondary education entities is a separate employment reduction unit:

(i) The Board of Regents and all postsecondary education agencies and entities that are not part of one of the postsecondary education systems of the state.

(ii) The LSU board of supervisors and system offices and administration.

(iii) Except as provided in (iv) through (vii) below, each postsecondary education institution under the jurisdiction of the LSU board of supervisors. (Postsecondary education institution also shall include but not be limited to the Pennington Biomedical Research Center, the LSU Agricultural Center, the Paul M. Hebert Law Center, and the LSU School of Veterinary Medicine.)

(iv) Except as provided in (v) below, the LSU Health Sciences Center at New Orleans, including the Health Care Services Division.

(v) Each medical center under the jurisdiction of the LSU Health Sciences Center at New Orleans.

(vi) Except as provided in (vii) below, the LSU Health Sciences Center at Shreveport.

(vii) Each medical center under the jurisdiction of the LSU Health Sciences Center at Shreveport.

(viii) The Southern University board of supervisors and system offices and administration.

(ix) Each postsecondary education institution under the jurisdiction of the Southern University board of supervisors.

(x) The University of La. System board of supervisors and system offices and administration.

(xi) Each postsecondary education institution under the jurisdiction of the University of La. System board of supervisors.

(xii) The Board of Supervisors of Community and Technical Colleges and La. Community and Technical College System offices and administration.

(xiii) Each postsecondary education institution under the jurisdiction of the Board of Supervisors of Community and Technical Colleges.

(c) The division of administration and all agencies and entities under the jurisdiction of the division of administration, including but not limited to those agencies placed in the governor's office by R.S. 36:4.1.

(d) The office of the governor and all agencies and entities within the office of the governor, excluding those included in (c) above.

(e) The office of the lieutenant governor and all agencies and entities within the office of the lieutenant governor, excluding the Dept. of Culture, Recreation and Tourism.

(6) Defines terms, including:

(a) "Administrative head" – the official within the employment reduction unit who has the authority to abolish positions and cause the preparation of reorganization studies and plans for the employment reduction unit. If there is more than one, "administrative head" means all such officials acting jointly for the employment reduction unit.

(b) "Position" – each authorized/appropriated position as provided in the General Appropriation Act or as set by the commissioner of administration as authorized by the General Appropriation Act.

(7) Requires that the required reduction of positions shall be accomplished by attrition only,

that is that each position abolished shall be a position that is vacant at the time it is abolished.

(8) Also requires that the reduction of positions and personnel expenditures be accomplished without any reduction in the quality or quantity of the work product of the employment reduction unit. Requires the unit's administrative head to notify the governor and the commissioner of administration if he determines that the required abolition of positions and reduction of personnel expenditures cannot be accomplished without reducing the quality or quantity of the unit's work product. If so notified, requires the governor to take steps available to him to assure that the required reductions are made without any reduction in quality or quantity of work product.

(9) Further requires the administrative head of each employment reduction unit to accomplish the required reduction by planned reorganization and management. Requires each such administrative head to conduct reorganization studies and develop reorganization plans necessary to accomplish required reductions without any reduction in the quality or quantity of the work product of the unit. Requires that such studies and plans address how the unit will abolish positions and not fill abolished positions while maintaining the quality and quantity of work product. Requires that such studies and plans address such matters as layers of management, span of control, clerical staffing levels, unit consolidation, process reengineering, retraining for enhanced skills, and headquarters staffing reductions. Requires that, at a minimum, such plans and studies provide for:

(a) Reduction of management layers to a maximum of six, for each employment reduction unit having a baseline number of positions in excess of 3,000. Requires the unit's reorganization plans to detail how this is to be accomplished.

(b) Supervision of no less than 10 persons by each manager, or not more than five for highly technical or non-repetitive functions. Requires reorganization plans to justify the necessity for a manager to supervise less than 10 persons.

(c) Consolidation of organizational entities within an employment reduction unit that have two to five positions into larger and more efficient entities and consolidation of regional administration to the extent possible. Requires that position reductions at central and regional headquarters of the employment reduction unit exceed the number of position reductions not at such headquarters.

(10) Requires the commissioner of administration to provide for the implementation of proposed law and authorizes him to promulgate rules necessary therefor.

(11) Requires the Joint Legislative Committee on the Budget to oversee implementation of proposed law. Requires that each employment reduction unit submit reports at least annually to the committee and at other times the committee requires, such reports at a minimum to include a summary of reorganization studies and plans, an account of positions abolished and personnel expenditure reductions, and other information the

committee may require.

(12) Requires that the executive budget contain a summary of actual employee and personnel cost reductions by department and budget unit since FY 2011-2012 for the Fiscal Years 2012-2013 through 2015-2016.

Effective upon signature of governor or lapse of time for gubernatorial action.

(Adds R.S. 39:84.2)

Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Appropriations to the original bill.

1. Changed the date for determining baseline personnel from June 30, 2011, to July 1, 2011.

2. Added provisions requiring the reduction in personnel expenditures by $500 million by the beginning of FY 2014-2015, phased in over three years.

3. Added requirement that the executive budget contain a summary of actual employee and personnel cost reductions by department and budget unit since FY 2011-2012 for the Fiscal Years 2012-2013 through 2015-2016.