

MAINE STATE LEGISLATURE

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116th MAINE LEGISLATURE

FIRST REGULAR SESSION-1993

Legislative Document

No. 409

H.P. 321

House of Representatives, February 9, 1993

Resolve, to Increase Efficiency and Reduce Costs for State Agencies.

Reference to the Committee on State and Local Government suggested and ordered printed.

A handwritten signature in cursive script that reads "Joseph W. Mayo".

JOSEPH W. MAYO, Clerk

Presented by Representative TREAT of Gardiner.
Cosponsored by Senator HARRIMAN of Cumberland and
Representatives: CARROLL of Gray, GEAN of Alfred, KILKELLY of Wiscasset,
TOWNSEND of Portland.

2 **Sec. 1. High performance work organization program established.**
3 **Resolved:** That the Department of Administrative and Financial
4 Services shall provide a program of high performance work
5 organization.

6 **1. Program.** The program shall consist of a compact made
7 between the Department of Administrative and Financial Services
8 and the participating state agency. All state agencies must
9 submit a proposal no later than October 1, 1993 for the
10 reorganization of a high performance work organization based on
11 the following principles:

12 A. A consumer-oriented approach to service delivery,
13 stressing ease of client access and quality of service.
14 This approach must include a plan of regular evaluation by
15 consumers of agency services;

16 B. A decrease in the number of management levels and an
17 increase of decision-making responsibilities of frontline
18 workers;

19 C. Full participation of agency employees in developing the
20 reorganization plan, including participation of affected
21 collective bargaining representatives;

22 D. A commitment to maintaining the jobs of workers who
23 participate in the reorganization process through
24 retraining, reassignment and other mechanisms and the
25 creation of job ladders; and

26 E. The use of professional facilitators to manage the
27 change process.

28 **2. Selection.** The Department of Administrative and
29 Financial Services shall select the Department of Human Services
30 and one additional agency to participate in the program based on
31 the plans submitted by agencies. Other state agencies may
32 volunteer to participate subject to approval of the Department of
33 Administrative and Financial Services.

34 **3. Goals established.** The Department of Administrative and
35 Financial Services shall assist selected agencies in the
36 reorganization process, including:

37 A. Facilitating necessary communication and cooperation
38 with other agencies;

39 B. Setting a target figure, in cooperation with the
40 selected agencies, for savings to be achieved through the
41 reorganization process; and

2 C. Allowing selected agencies to retain, for program
purposes, a specified percentage of any savings gained above
the target amount.

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6 4. Report. The Department of Administrative and Financial
Services shall report to the Joint Standing Committee on State
and Local Government on the progress of the high performance work
8 organization program, including legislation, by January 15, 1994.

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STATEMENT OF FACT

14 This resolve requires the Department of Administrative and
Financial Services to develop a program of high performance work
16 organization. All state agencies will be required to submit a
plan to the department and 2 will be selected to participate in a
18 pilot program, one of which will be the Department of Human
Services.

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