

Approved

Stephen A. Wood
Date

MINUTES OF THE HOUSE COMMITTEE ON GOVERNMENTAL ORGANIZATION

The meeting was called to order by Ranking Minority Member Sughrue at ~~Chairperson~~

9:02 a.m./~~pm~~ on Wednesday, January 22, 1986 in room 522-S of the Capitol.

All members were present except:
Chairman Cloud - Excused
Vice Chairperson Barr - Excused
Representative Brown - Excused

Committee staff present:
Avis Swartzman - Revisor
Carolyn Rampey - Research Dept.
Russ Mills - Research Dept.

Conferees appearing before the committee:
Ron Green - Legislative Post Audit

The meeting of the House Governmental Organization Committee was called to order at 9:02 a.m. by Ranking Minority Member Sughrue. She introduced Ron Green, Legislative Post Audit, who was present to review the Post Audit Report entitled, "Reorganization of the Division of Environment".

Mr. Green began on page 2 of the audit by stating that prior to the reorganization of the Department, five main units reported to the Secretary. These units were: Administrative Services, Division of Health, Office of Laboratory Services, Division of Environment and Office of Health Facilities. After the reorganization the five main units became the Division of Administrative and Support Services, Division of Health, Laboratory Services and Research, Division of Environment and Division of Policy and Planning. The number of bureaus was reduced from eighteen to eight.

Mr. Green went on to page 4 and read through the chart which showed the changes in the bureaus under the Division of Environment. In answer to the first question addressed by Post Audit of what effect has reorganization had on the responsibilities and staffing of the Division of Environment, it was found that this did not substantially change the Division's overall responsibilities. Staff was either reassigned or transferred to other positions.

The second question Post Audit addressed was what effect did reorganization have on individual's job responsibilities. Each personnel transaction was examined which included personnel files and other pertinent records to see if regulations and policies of the Department had been carried out. On page 8, Mr. Green indicated the chart which showed what had happened to all personnel in the Division of Environment. He said that most of the Department's actions had followed all the requirements but there were some compliance problems. Performance evaluations were not completed on a timely basis, hiring records were not maintained as required by State affirmative action policies and a temporary bureau manager was not paid at the level required by State regulations. It was noted that the majority of the personnel transactions involved an increase in the individuals' job responsibilities.

In responding to the last questions that Post Audit addressed of has the Department's reorganization produced the expected improvements in the Division of Environment, Mr. Green noted that a survey was taken of all persons employed by the Division of Environment in August of 1985. Employees were asked to give their views on the reorganization and if what the reorganization had planned to do had been achieved. The results showed that, of the 120 persons employed by the Division for at least two years, 82 believed the goals the Department had tried to achieve had not been met. Mr. Green showed examples of employee comments contained in the Post Audit report. Mr. Green was asked to define his conception of generic management as it was contained in the comment on page 17 of the report. He replied that having the same kinds of management principles as the job demanded would be non-generic; persons coming into a position with credentials other than a job specifically called for would be generic.

Barbara Sabol, Secretary, Department of Health and Environment gave a response to the question by introducing the new Director of the Division of Environment, Sharad Bhatia. His background consists of training in engineering, work as a manager and a law degree. She stated that if this is generic, then that would relate to that person's comment. Secretary Sabol also introduced Gyula Kovach, Manager of the Bureau of Water Protection.

Unless specifically noted, the individual remarks recorded herein have not been transcribed verbatim. Individual remarks as reported herein have not been submitted to the individuals appearing before the committee for editing or corrections.

SRE

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON GOVERNMENTAL ORGANIZATION,
room 522-S, Statehouse, at 9:02 a.m./~~p.m.~~ on Wednesday, January 22, 1986

In response to the survey, Secretary Sabol said that the work is moving along, with employees gaining new perceptions of their jobs; they are more adjusted to their schedules. Most employees are very good ones who are committed to their work. Attitudes are changing for the better. There is a much more positive response than there was in the past. One will never get 100% or even 90% positive response from employees. The goals the Department has tried to attain have, in the eyes of Department officials, been met. Environmental issues are being dealt with and there is better coordination and communication within the Department. Unnecessary bureaucracy has been eliminated.

The Secretary said she would be happy to assist the subcommittees with their work.

Representative Sughrue thanked Mr. Green and Secretary Sabol for appearing. She received a round of applause for chairing the Committee. The meeting adjourned at 9:28 a.m.

