

1989

Session Law 89-195

Florida Senate & House of Representatives

Follow this and additional works at: <https://ir.law.fsu.edu/staff-analysis>



Part of the Legislation Commons

Recommended Citation

House of Representatives, Florida Senate &, "Session Law 89-195" (1989). *Staff Analysis*. 923.
<https://ir.law.fsu.edu/staff-analysis/923>

This Article is brought to you for free and open access by the Florida Legislative Documents at Scholarship Repository. It has been accepted for inclusion in Staff Analysis by an authorized administrator of Scholarship Repository. For more information, please contact efarrell@law.fsu.edu.

B
I
L
L

H
I
S
T
O
R
Y

H 729 GENERAL BILL/1ST ENG by Young; B.L. Johnson and others
(Identical CS/S 890)
Educ./Incentive Efficiency Program; authorizes Board of Regents to implement such program; provides for use of savings or revenue generated. Effective Date: 07/01/89.

03/10/89 HOUSE Prefiled

03/14/89 HOUSE Referred to Higher Education; Appropriations

04/04/89 HOUSE Introduced, referred to Higher Education; Appropriations -HJ 71; On Committee agenda—Higher Education, 04/06/89, 1:15 pm, 214-C—For referral to subcommittee

04/06/89 HOUSE Subreferred to Subcommittee on Administration and Finance

04/10/89 HOUSE On subcommittee agenda—Higher Education, 04/12/89, 3:30 pm, 214-C

04/12/89 HOUSE Subcommittee Recommendation: Favorable

04/13/89 HOUSE On Committee agenda—Higher Education, 04/17/89, 8:30 am, 214-C

04/17/89 HOUSE Preliminary Committee Action by Higher Education: Favorable with 1 amendment; Comm. Report: Favorable with 1 amendment(s) by Higher Education -HJ 233; Now in Appropriations -HJ 233

04/24/89 HOUSE Subreferred to Subcommittee on Education

05/08/89 HOUSE On Committee agenda—Appropriations, 05/10/89, 8:00 am, 21-HOB

05/10/89 HOUSE Preliminary Committee Action by Appropriations: Favorable

05/11/89 HOUSE Comm. Report: Favorable by Appropriations, placed on Calendar -HJ 480

05/16/89 HOUSE Placed on Special Order Calendar

05/18/89 HOUSE Read second time; Amendment adopted -HJ 530

05/19/89 HOUSE Read third time; Passed as amended; YEAS 118 NAYS 0 -HJ 543

05/22/89 SENATE In Messages

05/29/89 SENATE Received, referred to Higher Education; Appropriations -SJ 500; Withdrawn from Higher Education; Appropriations; Substituted for CS/SB 890; Passed; YEAS 38 NAYS 0 -SJ 507

05/29/89 Ordered enrolled

06/13/89 Signed by Officers and presented to Governor

06/28/89 Approved by Governor; Chapter No. 89-195

NOTES: Above bill history from Division of Legislative Information's *FINAL LEGISLATIVE BILL INFORMATION, 1989 SESSIONS*. Staff Analyses for bills amended beyond final committee action may not be in accordance with the enacted law. Journal page numbers (HJ & SJ) refer to daily Journals and may not be the same as final bound Journals.

STORAGE NAME: H0729.HE
DATE: April 7, 1989

File Copy
89-195

HOUSE OF REPRESENTATIVES
COMMITTEE ON HIGHER EDUCATION
STAFF ANALYSIS & ECONOMIC IMPACT STATEMENT

BILL #: HB 729

RELATING TO: Postsecondary Education

SPONSOR(S): Rep. Young

EFFECTIVE DATE: July 1, 1989 or upon becoming a law, whichever occurs later.

COMPANION BILL(S): SB 890

OTHER COMMITTEES OF REFERENCE: (1) Appropriations
(2)

I. SUMMARY:

A. PRESENT SITUATION:

Currently the Board of Regents is implementing a Meritorious Service Awards Program as authorized under s. 240.2111, F.S.. The Suggestion Component of the existing State University System (SUS) Meritorious Service Awards Program provides for the implementation of employee proposals that save costs, as well as generate revenue, or otherwise enhance university operations. The program cultivates employees' ideas for improving the quality of the SUS and provide monetary rewards for such efforts based on a percentage of savings. The current program, however, excludes all A & P employees. This exclusion is intended to parallel the Department of Administration's (DOA) Meritorious Service Awards Program authorized by Section 110.1245, F.S., which excludes employees exempted from the Career Service.

B. EFFECT OF PROPOSED CHANGES:

House Bill 729 would authorize the Board of Regents to implement an Incentive Efficiency Program (IEP) to stimulate the implementation of procedures to eliminate or reduce expenditures of the board or a university or to generate additional revenues. This would improve the efficiency and the reallocation of resources within each university.

The proposed IEP does not exempt A & P employees and will emphasize the role of managers because it is believed that the active encouragement and support of management in the development and implementation of cost-saving ideas is essential to the success of the program. It should be noted that the A & P Classification Plan does not include all the managers in the system, but does include a substantial number of professional staff who are not managers.

In addition to providing for the full participation of all SUS employees, the proposed IEP allows for a reward mechanism that benefits the entire work unit of the contributing employee. This element of the program is reflective of the "gainsharing" approach, where employees are encouraged to work together to solve problems, since there is a reward for cooperation and facilitation of an idea among the work unit.

The universities have not had success encouraging voluntary employee input into improving the quality of the System through the current suggestion program. The statutory language of the proposed IEP has been structured to allow design flexibility, so that alternative approaches for mobilizing the unique organizational structure of the universities and unique employee groups, such as faculty, may be attempted.

C. SECTION-BY-SECTION ANALYSIS:

II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT:

A. FISCAL IMPACT ON STATE AGENCIES/STATE FUNDS:

1. Non-recurring or First Year Start-Up Effects:

None

2. Recurring or Annualized Continuation Effects:

None

3. Long Run Effects Other Than Normal Growth:

None

4. Appropriations Consequences:

None

B. FISCAL IMPACT ON LOCAL GOVERNMENTS AS A WHOLE:

1. Non-recurring or First Year Start-Up Effects:

None

2. Recurring or Annualized Continuation Effects:

None

3. Long Run Effects Other Than Normal Growth:

None

C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:

1. Direct Private Sector Costs:

None

2. Direct Private Sector Benefits:

None

3. Effects on Competition, Private Enterprise, and Employment Markets:

None

D. FISCAL COMMENTS:

None

III. LONG RANGE CONSEQUENCES:

HB 729 complies with the State Comprehensive Plan.

IV. COMMENTS:

HB 729 is consistent with the Policy Statement of the 1989-1990 Legislative Issues Conference as follows:

BUSINESS GROWTH: IV. A. 3. 5.

V. AMENDMENTS:

None

VI. SIGNATURES:

SUBSTANTIVE COMMITTEE:

Prepared by:

Stanley T. Kyriacos

Staff Director:

Betty Tilton
Betty Tilton

SECOND COMMITTEE OF REFERENCE:

Prepared by:

Staff Director:

APPROPRIATIONS:

Prepared by:

Staff Director:

REVISED: _____

BILL NO. CS/SB 890DATE: May 17, 1989Page 1

SENATE STAFF ANALYSIS AND ECONOMIC IMPACT STATEMENT

<u>ANALYST</u>	<u>STAFF DIRECTOR</u>	<u>REFERENCE</u>	<u>ACTION</u>
1. <u>Harris</u>	<u>Cohen</u>	1. <u>HE</u>	<u>FAV/CS</u>
2. <u>Collins</u>	<u>Smith</u>	2. <u>AP</u>	<u>Favorable</u>
3. _____	_____	3. _____	_____
4. _____	_____	4. _____	_____

SUBJECT:

SUS Incentive Efficiency Program

BILL NO. AND SPONSOR:CS/SB 890 by Higher Education
and Senator Johnson**I. SUMMARY:****A. Present Situation:**

Section 240.2111, F.S., authorizes the Board of Regents to reward faculty members and university support personnel system (USPS) employees who propose ideas which result in increased efficiency, cost savings, or additional revenue for a university. Awards may not exceed \$2,000 or 10 percent of the first year's actual savings, whichever is greater. Advanced and professional (A&P) personnel system employees are not eligible to participate in this program.

B. Effect of Proposed Changes:

The proposed legislation would authorize the Board of Regents to implement an incentive efficiency program within the State University System. All classifications of university employees, including Board of Regents staff, would be eligible to participate in the program. Employees would be encouraged to develop and implement programs which result in cost savings or which generate additional revenue.

Savings or revenues realized would be used for employee incentive bonuses, for improvements to the program or organizational unit generating the savings or revenues, or for other purposes approved by the university president and the Board of Regents. Bonuses could be awarded only for incentives which generate permanent recurring savings. No individual could receive a bonus in excess of 10 percent of the actual savings resulting from the first year of complete implementation of the proposal, and no individual could receive a bonus in excess of 20 percent of the individual's salary.

II. ECONOMIC IMPACT AND FISCAL NOTE:**A. Public:**

None.

B. Government:

The state universities would benefit from any cost savings or added revenue resulting from this program.

III. COMMENTS:

None.

IV. AMENDMENTS:

None.