

Senate committee on General government accountability April 5, 2017
SB 629.

Require state agencies to carry out delegated duties and least costly manner.

Act is added to and made part of ORS chapter 183, section 2. (1)(a) an agency shall carry out the duties delegated to it by the legislative assembly in the least costly manner..

A general theory is you can be either **proactive** or reactive. You can identify potential waste or you can react to waste. You can include in any statute and policy the need to implement policy in the most cost-effective method. Identify and eliminate waste. All of these actions should be reported to the appropriate committee. This will require each agency to report that the policy inheres to the intent. They have to be given the authority to make improvements without always requiring permission

The current program identifying areas of waste are supported by various programs. They are however; tied to the biennium. Even though employees identify possible savings in most cases they are not implemented. In one case, a 30+ public employee said they usually don't receive answers. "It's a spend don't save system".

A retired teacher made the following comments. Each employee should have their own budget i.e. number of copies you need to make, limit supplies. Monitor non-work computer time and hourly log for time spent. Incentives for efficiency and production levels, flex times 4-10 hour days. Incentives for efficiency and production levels i.e. flextime, 4 to 10 hour days and 7AM to 4 PM days.

I was a senior vice president and regional manager for the mid-Valley, central, and Eastern Oregon. I had a branch that I needed a replacement for manager and operations officer. I had an operations officer that was a single parent. I told her she could handle both positions part-time. I gave half of the savings to the part-time employee. Later the chairman Board made a comment that I had the highest paid part-time employee in the bank. I told him she makes us a lot of money.

And finally, in my region my employees had the authority to make decisions on eliminating waste and take opportunities to increase profitability. I didn't need to restrict the talents of my employees. I didn't need to waste their time asking for approval. As an example, one of my bank tellers was the superintendent of the local school district. Hire the right people, provide training, include them in developing options, prioritize those options and let them make the decisions and leave me alone. I have their uses for my time.

Finding an answer to the PERS deficiency is easy. Below is a copy of my banner on display March 6 in East Galleria

Use the talents of the state employees to find ways to reduce PERS deficiencies

Instead of using a sales tax to pay the PERS trust fund deficiencies, have state employees eliminate government waste, and apply the saving to support PERS.

Government employees know where waste and efficiencies exist.

Develop a program where managers collect information identifying where wastes exists or has been eliminated.

This report would be used to establish a value to the savings which would be added to the PERS trust fund.

- 1. State employees are the benefactor of the savings.*
- 2. Reduces pressure for new sources of revenue.*

3. Savings would be passed down to local government and businesses who provide services to the state.

The elimination of waste would build management and employee pride, and develop an image that the state employees are participating in finding a solution. SEIU would improve their image with the public.

Respectfully
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