Summary of New Managment System

(Editor's Note: On the following four pages is a chart and a division-by-division definition of the responsibilities of the newly created Executive Department authorized by the 1969 Legislature in Senate Bill 232.

According to Gov. Tom McCall, this structure will provide Oregon with management capability far superior to anything it has had in the past, and, in fact, far superior to that of most other states.

In order that Oregon may achieve the maximum internal efficiency, Gov. McCall has administratively merged the Office of Governor with the new Executive Department. "By so doing, we will eliminate many of the double and triple supervisory relationships that now exist, and we will be able to place single-focus technical expertise under the appropriate assistant," he said.

The chart on pages 6 and 7 denotes the framework for central management units in Oregon state government. These units are either statutorily within the Office of the Governor and the Executive Department or will be administratively coordinated within this framework.

The exceptions in this regard are the Educational Coordinating Council, the Department of General Services, the Department of Revenue and the Department of Transportation. The divisional breakdown for any units except those statutorily within the Office of the Governor and the Executive Department have not been displayed.

The two alignments on the chart reflect on the top those divisions that have ongoing technical responsibilities, in effect, staff divisions; and on the bottom, program divisions—those that would be defined as having line responsibilities.

OSEA expresses its thanks to Ron Schmidt of the governor's office and Stu Cooper of the engineering graphics section of the Highway Department for their work and help in preparing the material for the following four pages.)

Each program unit will be headed by an assistant to the governor or by a statutorily-designated official with broad program responsibilities. Each of these units will have as its direct responsibility: problem definition, identification of priorities, analysis of alternate methods of accomplishing these priority objectives, coordination of programs, and, where programs cross agency lines, implementation of programs.

Each of these units will have technical staff support either working directly for the program assistant or assigned administratively from a technical division, i.e., fiscal management, policy planning and evaluation.

Though the chart on pages 6 and 7 shows these program units going through Westerdahl to the governor, this is for the purpose of broad coordination and work assignment.

Each of the assistants in the program area will work directly with the governor regarding policy matters within their jurisdiction. For program decisions, the relationship is one-to-one. There are no multiple decision-making layers. Westerdahl's responsibility in this instance is to assure an integrated effort across broad program lines.

The technical divisions have specific responsibilities as follows:

Personnel Division

This division will continue to perform traditional public personnel management functions, including the recruitment and examination of candidates, maintenance of the classification and pay plans and employee training and development. The division will also provide professional personnel management services to local governments.

Employee protection through the quasi-judicial appeals process will become the prime responsibility of the Public Employe Relations Board.

The schematic display of the division on the chart on pages 6 and 7 indicates broad areas in the over-all function of the personnel management program. The new administrator of the division, who has just been appointed, will establish an organization structure to achieve a development-oriented personnel management *program within the Executive Department.*

Fiscal Managment Division

This division is composed of three sections: Budget, Central Accounting and Accounting Services; and a special Business Services Project.

Budget Section

The Budget Section will operate essentially as it has in the past as the Budget Division of the Department of Finance. Major emphasis on 1969-71 will be placed on computerization of the budget preparation and execution process and further movement toward program budgeting. It will additionally have responsibility for federal aid evaluation.

Control Accounting Section

The Control Accounting Section will continue the statewide accounting functions of the Department of Finance, including appropriation accounting, budget control, warrant preparation, fund control and cash accounts.

Accounting Services Section

The Accounting Services Section represents a consolidation of the remaining accounting and accounting-related activities of the Department of Finance and Board of Control and includes internal accounting, agency accounting (boards and commissions unit), accounting analysis, ward accounting, reimbursement and cashiering.

Business Services Project

The Business Services Project is responsible for developing a temporary accounting and business management system to allow the Executive Department to become operational on July 1, and further, for designing a permanent accounting and business management system for implementation in December. During this period, general business operations such as payroll, purchasing, personnel and property control for the Office of the Governor and the Executive Department, will be the responsibility of this unit. It is assumed that the system developed by the project will result in considerable reconfiguration of the department's accounting and business management structure.

Local Government Relations Division

The prime focus of this division is to develop working interrelationships between state agencies and local government. Its functions will include development of responsive local government planning and coordination organization within each of the 14 administrative districts.

The division will serve as liaison and resource to local Councils of Governments and District Planning Organizations, and administration of state grants for planning and coordination to local government organization.

In addition, this division will coordinate state and local planning efforts and provide technical assistance to local government by serving as broker between local government and state agencies.

The division will handle the administration of the U.S. Department of Housing and Urgan Development programs, including urban planning assistance, training of community development personnel and technical assistance to local government.

It will provide information and assistance to local government on utilizing federal aid, and provide coordination between the Executive Department and the Local Government Boundary Review Commissions and the Portland Metropolitan Study Commission.

In addition, it will provide staff to the Local Government Advisory Committee which is charged with seeking methods, administrative and legislative, by which state government may assist local government.