
HOUSE BILL 2981

State of Washington

57th Legislature

2002 Regular Session

By Representatives Carrell, Armstrong, Talcott, Bush, Ericksen, Nixon, Roach, Pearson, Morell, Barlean, Skinner, Sump, Mielke, Holmquist, Boldt, Orcutt, Anderson, Schmidt, Campbell, Ahern, Mulliken and Esser

Read first time 02/25/2002. Referred to Committee on State Government.

1 AN ACT Relating to reducing the number of employees in the
2 Washington management service; adding new sections to chapter 41.06
3 RCW; and creating a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** The legislature finds that excessive growth
6 in state spending and ongoing expenditure obligations have created a
7 budget crisis of critical proportions which requires immediate and
8 demanding fiscal discipline. Serious and comprehensive measures must
9 be taken to reduce the costs of government as quickly as possible and
10 to ensure that citizens are not burdened with even higher taxes.
11 Reassessing the function and control of the Washington management
12 service is an essential part of resolving this budget crisis.

13 The legislature further finds that organizations with larger staff
14 per manager ratios are more efficient, and that state government can
15 become more effective and less costly by reducing the layers of
16 management, enlarging each manager's span of control, focusing
17 decision-making authority, and moving decision-making authority down
18 into units which provide services directly to the citizens. This will
19 allow faster, more people-oriented decision making, lower management

1 costs, improve employee satisfaction and motivation, create more
2 opportunities for development of employee skills, put greater
3 management focus on planning and goals, reduce duplication of tasks,
4 roles, and responsibilities, ensure less micromanagement, speed
5 decision making, provide clearer communication between bottom and top
6 layers, make for less paperwork due to fewer reporting requirements,
7 decrease the need for management-support staff, and result in fewer
8 planning and coordination meetings.

9 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.06 RCW
10 to read as follows:

11 No agency may employ personnel who are classified as managers with
12 supervisory job titles but who have no direct subordinates.

13 NEW SECTION. **Sec. 3.** A new section is added to chapter 41.06 RCW
14 to read as follows:

15 Unless prohibited by federal law, each agency shall have no more
16 than one manager with a supervisory job title for each twenty-five
17 nonmanagement employees within the agency.

18 NEW SECTION. **Sec. 4.** A new section is added to chapter 41.06 RCW
19 to read as follows:

20 Each agency must reduce the number of employees in the Washington
21 management service by twenty-five percent no later than December 31,
22 2002.

23 NEW SECTION. **Sec. 5.** A new section is added to chapter 41.06 RCW
24 to read as follows:

25 Any reductions in the number of Washington management service
26 employees within an agency shall not result in an increase of
27 classified employees within the agency. Any reductions in the number
28 of Washington management service employees within the state shall not
29 result in an increase of classified employees within the state.

30 NEW SECTION. **Sec. 6.** A new section is added to chapter 41.06 RCW
31 to read as follows:

32 Section 2, 3, or 4 of this act shall not apply if the governor
33 certifies to the legislature that substantive and compelling reasons
34 exist that an agency should be exempt from complying with the

1 provisions of this act. The governor shall submit findings and
2 conclusions to support the certification based on empirical facts that
3 show by clear and convincing evidence that the public will be harmed if
4 the agency were to comply with the provisions of this act.

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