

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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SENATE BILL 174

Short Title: GPAC-Eliminate DOT Positions.

(Public)

Sponsors: Senator Martin of Guilford.

Referred to: Government Performance Audit.

February 16, 1993

A BILL TO BE ENTITLED

AN ACT TO IMPLEMENT A RECOMMENDATION OF THE GOVERNMENT
PERFORMANCE AUDIT COMMITTEE TO ELIMINATE EIGHTY-FIVE
POSITIONS IN THE DEPARTMENT OF TRANSPORTATION.

The General Assembly of North Carolina enacts:

Section 1. (a) The General Assembly finds that the Department of Transportation has 85 positions involving excess layers of management, excessively narrow spans of control, overlapping functions, and unnecessary positions. There are 51 positions in the Department of Transportation that involve one-to-one reporting relationships, nearly half of which are in the Division of Motor Vehicles. Specifically, Department of Transportation sections with one-to-one reporting relationships include:

- (1) General Services;
- (2) Internal Audit;
- (3) Governor's Highway Safety Program;
- (4) Hydraulics;
- (5) Right-of-Way;
- (6) Occupational Safety and Emergency Planning;
- (7) Roadside Environmental;
- (8) Bridge Maintenance;
- (9) Roadway Maintenance;
- (10) Equipment; and
- (11) Materials and Tests.

Most of the one-to-one relationships in the Division of Motor Vehicles are in the 10 district Drivers License offices that have a supervisor and an assistant supervisor,

1 which is considered excessive. Other sections in the Division of Motor Vehicles with
2 one-to-one relationships are:

- 3 (1) International Registration Plan;
- 4 (2) School Bus & Traffic Safety; and
- 5 (3) Vehicle Registration.

6 (b) An additional 31 positions are considered excessive because of narrow
7 spans of control. These are management and supervisory positions where the span of
8 control is frequently two or three, which is very narrow given the duties performed. In
9 many cases, the affected units have small numbers of staff which represent further
10 opportunity to consolidate staff to achieve broader spans of control.

11 Department of Transportation sections with narrow spans of control include:

- 12 (1) General Services;
- 13 (2) Fiscal;
- 14 (3) Photogrammetry;
- 15 (4) Design Services;
- 16 (5) Location and Surveys;
- 17 (6) Structure Design;
- 18 (7) Pavement Management;
- 19 (8) Traffic Engineering;
- 20 (9) Equipment Inventory Control; and
- 21 (10) Program, Policy and Budget.

22 (c) There are 11 positions that have overlapping or similar functions, some of
23 which are in the External Audit Branch and the Internal Audit Section. If they were
24 combined, certain supervisory and secretarial support positions could be eliminated.

25 The Civil Rights Office monitors the Disadvantaged Business Enterprise
26 Program. Certain positions in other units also monitor similar activities; these units
27 include Management Assessment and Compliance, the Construction Branch, and Right-
28 of-Way Branch. The monitoring of civil rights-related matters in the Department of
29 Transportation should be centralized in the Civil Rights Office, and the overlap of these
30 functions in other offices should be eliminated.

31 (d) Seven positions in the Secretary's Office and the Fiscal Section, including
32 the Special Assistants for Regional Affairs, are unnecessary and should be eliminated.

33 Sec. 2. The Secretary of Transportation shall report to the General Assembly,
34 by August 1, 1993, with a plan identifying the 85 positions to be eliminated pursuant to
35 Section 1 of this act and providing that all identified positions that can be eliminated
36 during the 1993-94 fiscal year shall be eliminated by July 1, 1994.

37 Sec. 3. The base budget of the Department of Transportation is reduced by
38 two million nine hundred thousand dollars (\$2,900,000) for the 1993-94 fiscal year and
39 by two million nine hundred thousand dollars (\$2,900,000) for the 1994-95 fiscal year
40 due to the decrease in personnel positions mandated by Section 2 of this act.

41 Sec. 4. This act is effective upon ratification.