State of California

MEMORANDUM

Date: September 1, 1994

To: PERSONNEL MANAGEMENT LIAISONS Reference Code: 94-47

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Labor Relations Officers
Personnel Officers

From: **Department of Personnel Administration**
Classification and Compensation Division

Subject: Mid-Management Reduction Plan Disclosure

David Tirapelle, the Director of the Department of Personnel Administration (DPA), has asked that I express his appreciation for your participation in the Mid-Management Reduction Program. A total of 3,779 mid-manager positions were identified for abolishment or reclassification, or as non-supervisory specialists.

The Administration is committed to flattening the organizational structures of State departments and developing quality-driven agencies modeled after progressive private firms. A good beginning has occurred, and we urge you to identify additional areas where reductions can be made. Staff in the Classification and Compensation Division (CCD) of DPA are available to meet and consult with you and your line management on ways to further streamline your operations. The total number of mid-management positions projected for each department following your approved reductions should not be increased unless approved by your CCD analyst. Additional reductions may be made without DPA approval.

You should share the content of your plans with affected employees and their representatives upon request.

Please contact your CCD analyst with any questions.

Mike Vargas
Manager

cc: Supervisory Employee Organizations