Secretary

Cone Of Silence = Discretion

Yes come w/ a plan

1. Consistency & Efficiency = Centralizing
                                   the mission
        *minimize duplication

Jorge

mission
△
Areas of Focus
w/ deadline
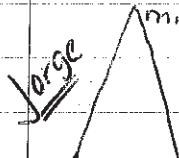
        - all folks charged
          w/ accomplishing

Holistic View

Each Regulary Program
goals
focuses (areas)

Measured & Tracked
        relationship
① Tally & Districts

Division & Directors
        - Set Expectations -
        - set benchmarks -
        - measure them -
        - monitor expectations -

Bureau Chief to PA relationships
        ↓   ↓
      Set   follow
  expectations   expectations.
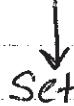
Jorge = Nothing motivates people like losing
                                        a job

● Why Is It taking 20
     yrs to Clean
        up sites?

How long do
you think
it will take?

then set the
deadline

● Implementing metrix

Pam's thoughts — Blding relationships
Expectations
What is my vision?
Much talk @ Metrix / Measureables.

Pam— Mention Lits,
This Admin. Is Going to Make me better.
An Operations Specialist
Minimize Enforcement, by Outreach = Permit Forecast.

Secretary Vis = South Start Program for New Businesses

Set Up Expectation, Monitor Outcome

** Bob Ballard. Send perpetual non·comp
State lands issues
to Bob's group

Send Problem · We want them
Children off the books.
to Bob

What Is our (SW) longest commute
to facility?

Bullets   What is our cost of maintenance?
(Fleet Snapshot) Costs Fuel, Ratio to V to FTE
% of Fleet under 5,000

Emphasis On Safety

Performance Evaluations

Senior Staff * Expectations, Yours · Mine

** Send Good Outreach Stories to Carla & J.L.

Streamline & Combine. Deadline.
    Appez Dept. wide

f. ID Non-Core Functions
    • Contract & grant Manage.
    • f&a
    • budget
    • land management
    • ERP

redundant or Duplicative

g.   * look hard @ IT *
                IT strategies

        - Wide access to data -
        - integrated systems -

Pau Cits Mention
    thought
                    Statewide: E- Permitting

Does   h. Process Improvement & Benchmark
every   Specialist
District   (Lean or Something Similar)
need?   pros vs. con of establishing a Lean Agency
one?   or
Funding   do you go Kind of Ad hoc
a good
way to   A District Counterpoint to Julie Ferris?
employ   As an organic movement
it?   or philosophy, A Benchmark
Greg & Julie   Specialist
design   adaptive thinking
                        vs
Someone   chaos
in addition
to Director * to help create business plans *

SE - Visa Kahn = Operations Specialist
- Looks @ Backlogs
- bench marking
-

i. S&L & ERP Opportunities
- Tif deeds
- vs. Easement docs
- Combine regulatory & State lands inspection.
  regulatory & proprietory.
- permitting forecast. could do the same
  for lease renewal.

Bob Ballard solve problems leases perpetual non compliance Task Force for ~~entities that~~ dont have leases.
("A Tiger Force")
  · ~~no one has ever~~ been kicked off.
  · tenant vs. landlords.
Bob Ballard - Now suing for tresspassing.

⚡ Amnesty Program? A program moving forward.

j. leveraging the Private Sector —
Outreach   public/private

Yes!
  - performance based outcome.

NE [- Compliance ➤ go out & do an educational inspection
             set permitting expectations ⚡
       - permit forecasting = how do we avoid missed
                              permit renewals.
     [135 people - 1/2 inspectors
                    eyes & ears
South [Start up for new businesses

Treasury

- Concept for; Inland Protect TF (IPTF)
        - clean up gas stations.

                Jorge
*Fiscal   ↓ Perhaps
  Finality*   Sunset
                   The Program?
- 20,000 have to clean   In Next
- 5,000 " been cleared   Legislative Session —
            (Innocent Victim Program)

    "Absent Of End Point"

k. Performance Based Contract

l. Monitoring Council Establishment.
              [Uman]
              (Sinkholes)
        leverage private sector
     *Webinars
     *blogs
     - to speed up results.
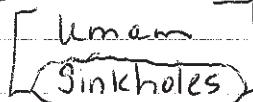
Yes!

     *We dont want to
        solve ourselves, we
        want to engage customers

July 13, 2011   Land & Rec
                2nd Day· Bob Ballard

a. 6 land acquisition programs around the state
            State Lands vs. WMD
        Why? Needs Legislature Approval

Need   92% of Appraised value.
More   * Net Savings· 25-50 FTE
Inform   ↓the big   out of WMD
                            Savings·

        * BB believes we could handle
    listening to: all land acquisition for DEP, WMD
(Rick Flagg)

        outsource   Land Sales & Acquisition
b. ✓marketing the sale of state owned land ⌐

    "We Know Florida, we don't   marketing to
        Know Germany's   other countries
        need for land."

Needs
to   * look @ some lands we simply
cook longer   own, but strategically
↓ details   don't need.. sell it &
                        spend $ on more
                            strategic land purchases.
    ↑Drew Suggestion   → Perhaps Keep an env. ease ment
    ↳ get citizen on
        board to help
        I.D. sensitive
            land*

c. Submerged land leases   ⌐ They can wait
        permitting process   ⎱ 4½ years to sign
More   BOT   ⎰ lease...
details   ⌐
224 Awaiting then lease given for 5 years.⌡
Sig.   over

6 cont. Submerged lands lease.

Jeff Littlejohn - Until they build, why pay?

Bob. Equal footing. 1845.

Bob. We Should make them sign lease Within 30 days & get money.

JL - What are other states doing?

Riparian Rights Discussion
upland owner.

Bob. This could mean million of dollars for the state —

d. Simply the SLL thru automation
and extend lease to 10915.
requires only Rule Change

Yes.

* link it
to good stewardship

study further =

Biomassed Harvesting *

e. Work w/ Private Sector to
build Biomass on
State lands
•• pellet mills
(wood to Eng, Belgium.
pellets We are losing
* Take Limbs, Tops   business to
& use pellet   (Georgia.)
mills to generate (Not on Environ. S Lands)
product *   (But in Forestry)

Harvesting understory

Yes We
have a
resource

→ in tate's hell area = potential monies. ⌐cannot answer yet.

_____

Cynthia Kelly Budget (Global Set of Issues)

　　388 million Operating Budget
　　200 Salaries & Benefits

Improve processes　or　FTE reduction　(Adm. Srvs)
　　　　　　　　　　　　　　　　　　　　　　HR
a. Centralizing Services　　　　　　　　　　Budget
　　　　　　　　　　　　　　　　　　　　　Procurement

que Divisions　vs　Districts ——→ Differences Of Expertise

Sec - Payroll Is Centralized in Tally. (People First)

Sec - How long will it take to ID redundancy?
　　　　　　CK = w/in a month

b expenses = Rent = 30% goes to

Work group to investigate　　local Districts =
　　　　　　　　　　　　　　　↓　↓　↓　↓　↓
Secretary = We have alot of land to use w/ in State Park.
　　　　Satellite Offices?

How far are

Yes

C. Vehicle Use

1 car per 2.2 FTE

- 1 1/2 million/year in maintenance

35% of our cars have under
     5,000 miles on them.
* Cross Use *

DMS provides criteria, which normally
     goes w/ manufacturer recommendations.
How do we get new cars?

Safety
Safety

d. Workers Comp Claim = Premiums
                    are pd thru? insurance

Premium went up $600,000 this year.
last yr we had: 500 claims in 09/10
               premiums 5 million
vast majority in Parks/Rec. 368

Secretary

* Commitment to Employee's Safety
          - we're having an injury a day

examples
① chigger bites (150)
② step on tack

Districts

* need some guidance

     - learn from

e. Purchasing

   645 Contracted Services (Pool Resources)
        ↓ Doesn't include grants ↑

① Can we opt out ø when a contract demands
        that we pay more?
     We can ask for DMS permission?

② Office Supplies ─────────────→ 1 million/year
                              reuse?
procurement ──→ depsaves - newsletter
   newsletter

~~~~~~

FL Park Service:

• OCO $1,000 or higher ($999 price tag, can't use $)

• OPS

• Set aside Budget (Proj) then use → [combine
                                       category]

Bob Ballard ✳ Incentive Program for Staff
   (Marriott)
   (Avis)   A. Use A Cabin for A wk.
                B. We keep getting roadblocks

   ✳✳ How do we reward our employees.
   ✳✳ Award limit $100⁰⁰

2nd Quarterly Customer   We
     Service Award

Cell phone Bill - Crazy to pay $3.65
                                $120.00 to process.

Jeff Littlejohn - We can't afford to;
       *   hire engineer
       *   hire geologist
       * can't replace an Eng IV w/
                   an ESI

              Mentoring Program
                ↓ New Employee Orientation
              "How do we bring
                      people in →"

              "Breeding good managers"

Geof = Some folks should Not be managers.
       =
         =
         =

Mike Halpin = Advised

Bell Curve ↑ Average Will Be 3.0 —
              └→ this is your
                      expectations

       This Expectations have changed
                3.0 Is Meeting
                              expectation
   * 99% of DED employees
       had 3.0 → Problem

CS release impossible.

Jack Welsch Theory average

Suggestion
For Jeff-

Make available
a part of
Director's call
to Share
Ideas...
° process success
° incentives ideas

⚹⚹ Secretary- Our 1st Action Is On Our Perf..
⚹   Evaluations. to begin
         Process of discipline

gM- It's hard to discipline, w/out rewarding
as well.

                    Rigorous
[[Equitable & ~~Meritocratic~~]]