

HOUSE COMMITTEE ON RULES AND REORGANIZATION Subcommittee on
Reorganization

March 17, 1993 Hearing Room E 1:30 p.m. Tapes 7 - 8

MEMBERS PRESENT: Rep. John Watt, Chair Rep. Delna Jones Rep. Michael
Payne Rep. Avel Gordly

MEMBER EXCUSED: Rep. Eldon Johnson

STAFF PRESENT: Adrienne Sexton, Committee Administrator Kenneth
Brady, Committee Clerk

MEASURES CONSIDERED: INFORMATIONAL MEETING

WITNESSES: ROBERT DALLEY, PACIFICORP

[--- Unable To Translate Graphic ---]

These minutes contain materials which paraphrase and/or summarize
statements made during this session. Only text enclosed in
quotation marks report a speaker's exact words. For complete contents
of the proceedings, please refer to the tapes. [--- Unable To Translate
Graphic ---]

TAPE 7, SIDE A

008 REPRESENTATIVE JOHN WATT, SUBCOMMITTEE CHAIR: Convenes meeting at
1:38 p.m.

026 ROBERT DALLEY, PACIFICORP: Introduces self. -Discusses process
improvement. -Submits written information (EXHIBIT A). -Discusses
written information. -Levels of performance. -Productivity, efficiency.
-Goals and specificity. -Reduce costs, but don't lose service. -Measuring
performance is important.

425 WATT: In this exercise, did you have to update your entire
computer system?

434 DALLEY: Partially had to be updated. It was old and outdated,
so we bought an outside software package and adapted it.

TAPE 8, SIDE A

040 WATT: Are you using PC's and networks?

044 DALLEY: Moving toward that.

047 WATT: Any guarantees that you can update and move between
different systems?

050 DALLEY: That's our intent. We're doing that.

054 WATT: Does the software package meet your needs through the systems you already have?

059 DALLEY: Yes. We decided what we wanted, then found it.

064 REPRESENTATIVE DELNA JONES: Do you have purchasing restrictions?

068 DALLEY: We have bidding requirements. -Partnerships with vendors. -Continues explanation of written information.

190 WATT: How have your employees reacted?

193 DALLEY: They didn't like it. Now they know they need to shape up.

203 WATT: How do you deal with working through the resistance?

210 DALLEY: Balance risk and reward and make them accountable.

233 JONES: Do you have a good evaluation process?

239 DALLEY: No. We're getting there. -Performance reviews need to be done.

252 WATT: Are any of your workers represented by union?

256 DALLEY: Yes. About 60 percent of 8,000.

260 WATT: Did this come up in the collective bargaining process?

265 DALLEY: Explains. The union is working with us. -Continues explaining information.

322 WATT: Did you use any outside consultants?

325 DALLEY: Yes. Explains.

346 JONES: Did you use any local consultants?

350 DALLEY: No. 364 JONES: Does your current contract with employees have provisions for wage changes/profitability?

372 DALLEY: No. -Explains profit sharing.

400 JONES: Could we ask someone from the Executive Dept. for questions?

414 CINDY BECKER, EXEC. DEPT.: Identifies self.

422 JONES: Do we have a good evaluation process for employees?

433 BECKER: Explains evaluation process. -We are outcome oriented.

TAPE 7, SIDE B

037 JONES: Questions

044 BECKER: Explains what is measurable. -Evaluation is as a part of the team.

060 JONES: Do you see a time where we would evaluate and reward based on team performance?

065 BECKER: We are looking into that now.

080 WATT: Adjourns the meeting at 2:39 p.m.

EXHIBIT LOG:

A - Information - Robert Dalley - 36 pages