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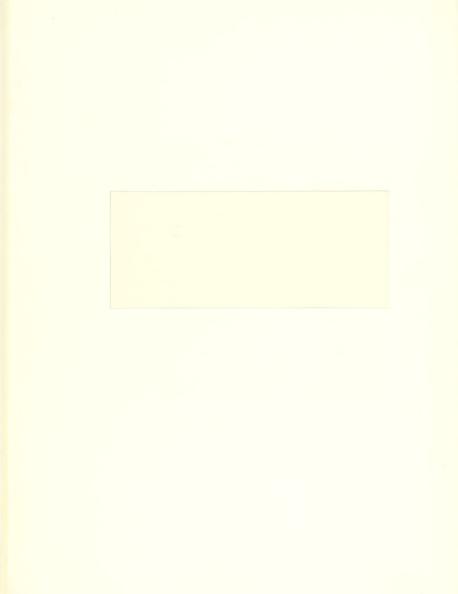
An On-Line Budget Tracking System for Massachusetts

Michael J. Ginzberg John D. C. Little C. Scudder Smith

January 1975

WP 763-75

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Abstract

Officials in both executive and legislative branches of state government need up-to-date knowledge of the status of the state budget as it progresses from Governor to House to Senate to Conference Committee. Basic information is required on what is happening in the 1500-odd accounts that make up the budget. Especially valuable are simple, but timely, ad hoc analyses, such as changes from one version of the budget to another and special subtotals of accounts by particular programs. A flexible on-line computer system written in a high-level language provides these services.

The system and its evolution may be analysed from the point of view of four contributing management science methodologies (1) implementation theory, (2) information systems technology, (3) models, and (4) planning and control systems. Simple but important principles from each area are conspicuous in the system development.

Although the system came into operation late in the FY 75 budgeting process, it was used for several tasks and the results to date are evaluated.

The costs of the system have been small in money and people's time. The major, if somewhat intangible, benefit is the injection of certain analytic capabilities into the Fiscal Affairs Staff of the Department of Administration and Finance (A&F). More concretely, a knowledge of the budget numbers and, especially, changes in them was acquired in a timely fashion by A&F officials, the Senate Ways and Means Committee, the House-Senate Conference Committee, and the press. Members of the Fiscal Affairs staff developed a greater understanding of the FY75 budget and an increased ability to interact with it. In addition, the system appeared to contribute to good relations between A & F and the legislature by being a source of timely information. This, in part, was the result



of a system-induced change in process because budget data went from Senate Committee to A&F, an executive branch department, and then back to the legislature. Finally, the system probably produced a small amount of labor reduction by performing certain functions with less than human effort. However, this has been balanced by additional tasks performed (just the tasks that make the system important).

1. Introduction

The Massachusetts budget-making process is a shell game. And over 5.7 million Massachusetts residents are the losers.

Lack of information, confusion and politics wreak havoc on fact-seeking legislators and citizens alike.

A privileged few with budgetary knowledge based on many years of experience leaves others to make blind decisions. Their mastery of the budgetary maze with its Alice in Wonderland qualities effectively eliminates meaningful participation by others.

So declares the Massachusetts Taxpayers Foundation in a report on the Massachusetts budget-making process [1]. The report goes on to analyze the present system and make a variety of recommendations for changing it. Some of these call for better information and better access to it. Others ask for better revenue projections, explicit estimates of continuing costs and the gradual implementation of a program management system. Implicit throughout and explicitly recommended are improved financial information systems.

Certain steps to improve the budgeting process have already been taken.

In August 1974 the legislature passed a budget reform act [2]. The following excerpt illustrates the data expectations thereby made law:

...recommendations for appropriations... submitted by the governor...shall be classified to show the request of each officer having charge of an office, department or undertaking, including priorities assigned to each program by said officer, the recommendation of the [relevant] secretary..., the recommendation of the governor, the prior year appropriation, if any, and shall indicate the number, if any, of permanent positions proposed, ... and the number of persons to be served or the number of actions to be taken by such officer...



The clamor for information to increase public accountability and managerial control shows through this wording. To implement the law, data will have to be collected, collated, analyzed and tabulated. This implies the need for some kind of computerized information system.

Yet caution is required. As much experience has shown, numbers in a computer do not an information system make nor stacks of printout a sage. The best systems often start modestly and evolve. Furthermore, different actors in the budget process have different needs and may best be served by different means.

Therefore, within a general goal of developing aids to the budgeting process, we have defined an initial task. This is to develop an experimental but operational and useable budget preparation and tracking system. It is intended specifically to assist at least one group, the analysts in the Fiscal Affairs section of the Executive Office of Administration and Finance. However, at the same time, it is hoped and intended that the system will be helpful to others and that, more generally, we shall learn what will aid policy analysis in state government.

In this paper we first describe the budgeting process in Massachusetts and then the tracking system that has been built. From there we go on to present four views of the system from the standpoints of four different management science methodologies. Finally we attempt to evaluate the system as it has progressed so far.

The Budgeting Process and the Budget

2.1 The Process

Setting a budget for the Commonwealth of Massachusetts is a year long process. The cycle begins in the summer when the Comptroller sends each state



agency a computer printout showing its prior year expenditure and current appropriation. This is broken down by account and subsidiary account. (An account is a line item in the budget and a subsidiary account is a subdivision thereof.) Using the past as a base, the agency prepares a request for the next fiscal year (starting July 1 of the following calendar year). The agency's proposal is reviewed by the relevant cabinet secretary, and by September 15, all budget requests are supposed to be submitted to the Director of the Budget Bureau, although in fact many are not in his hands by this date. When the agency requests are submitted, courtesy copies are sent to the House and Senate Ways and Means Committees.

In the late fall the requests are reviewed by Budget Bureau analysts and by the Commissioner of Administration (the state's top fiscal officer).

These reviews verify the accuracy of the budget requests and assess the merits of any proposed increases. In recent years the reviews have resulted in cuts of 10-15% from the requested amounts. The resulting budgets go to the Governor as input to his budget recommendations.

The state constitution requires that the Governor recommend a budget to the General Court within three weeks of its convening. The Governor usually files his budget message with the House Clerk on the fourth Wednesday in January. His recommended budget (known as House 1) is presented in line item appropriation account form and includes:

- the prior year's expenditures
- the current year's appropriation
- agency budget requests for next year, and
 - the Governor's budget recommendations for next year.



Supporting schedules show account breakdowns to the subsidiary level and include personnel counts. The Governor's recommendations automatically go to the House Ways and Means Committee. This version of the budget does not include recommended capital expenditures, which arrive later in a separate capital budget, nor does it include recommendations for new programs, which the Governor usually sends in supplementary budgets.

In the period from January until about April, the House Ways and Means Committee analyzes the recommended budget. This process frequently includes closed hearings with cabinet secretaries and the heads of spending agencies. The outcome of these meetings is a draft appropriation bill which the Committee Chairman reports to the House in late April. The Committee's bill is debated on the House floor, often ammended, and eventually (usually in May) is passed by the House.

Once the House passes the appropriation bill it is sent to the Senate and there referred to the Senate Ways and Means Committee. While this committee is sent a copy of the Governor's budget message at the same time as is the House Committee, the Constitutional requirement that all appropriation bills originate in the House prevents the Senate from doing more than analyzing the Governor's message until the House bill is passed. Once the House bill arrives, the Senate Ways and Means Committee examines it, makes the amendments it wants, and reports the bill out to the full Senate. Because of the statutory requirements to enact an appropriation bill before the beginning of the fiscal year (July 1), the time spent on the bill by the Senate is usually considerably less than that spent by the House.

After the Senate passes its bill, the House and Senate must reconcile any differences. Normally this means a conference committee, composed of members



of both Ways and Means Committees. After revision the bill goes back to each house, and after both accept it, the measure goes to the Governor for his signature. The Governor may sign the bill, veto it, veto specific line items, or reduce specific line items through the "item reduction veto" (seldom used, since the same result can be obtained more flexibly by withholding funds via the allotment process). If the bill is signed, it becomes law. In the case of any type of veto, the Governor must notify the House within ten days of his receiving the budget; a two-thirds vote of both houses overrides the Governor's veto.

To sum up the process, after a full year of work, the spending agencies' original budget requests have passed through a half dozen versions and finally emerged as the budget for the Commonwealth. The appropriation act, however, is not the full story of state spending. Capital expenditures are not included, but rather appear in a separate capital budget that follows a process closely paralleling the one described above (athough in miniature). In addition, not all current spending is included in the appropriation act. The Governor has the power to recommend supplementary (for new programs) and deficiency (for agencies whose initial funds are found to be insufficient) budgets. In r cent years both of these devices have been used extensively.

2.2 The product

The basic component of the budget is the line item appropriation account. Each such account represents a part of the activity of one spending agency. Accounts are further broken down into one to twenty subsidiary accounts which represent particular types of expenditures -- eg., salaries, travel, office and administrative expenses.



The budget is hierarchical; that is, accounts aggregate into agency totals, agencies into departments, and departments into secretariats. Paralleling the budget is the Personal Services Book, which gives the number of positions included in each line item account. Similarly, the capital outlay budget describes proposed capital expenditures by account. State revenues are grouped into funds (e.g., the General Fund, the Highway Fund), and each account in House 1 shows which fund or funds supply its moneys.

The form and nature of the budget document and the budget process have certain implications. First, only those people who spend a great deal of their time working with the budget can truly understand how the state is spending its money. This tends to put the average legislator at a disadvantage relative to a Ways and Means Committee member, and results in relatively little input from the floor of either branch of the legislature. A related problem is that of understanding program efficiency and effectiveness. Since the budget does not include any unified indication of what programs each expenditure is to support, it is difficult to track the size of particular programs or to determine their success in meeting their goals. The problem is compounded by the practice of starting with the current budget as a base, and focusing attention only on changes in level of spending.

3. Computer System Description

Specifications for the system are given in Section 3.1 and its current state of realization in Section 3.2.

3.1 Specifications

(1) <u>Input and storage</u> of various versions of the state budget (e.g. those of Governor, House, Senate and working versions of same). Up to ten versions should be possible.



The budget is made up of about 1500 accounts. For each account the system must contain

- a dollar amount (which can differ for different versions)
- an identifying number
- a verbal description
- the associated Secretariat
- the associated Department
- one or more associated Funds and percentage figures for each indicating what fraction of the money for the account comes from that Fund.

To give an example, Account 2611-1300, Maintenance-Salisbury Beach, has a recommended amount for FY1975 of \$370,665 in the Governor's budget. The account is part of the Department of Natural Resources under the Secretary of the Environment 1 Affairs. 100% of the money comes from the Recreation Areas

For some versions of the budget, subsidiary account data (breakouts by salaries, supplies, travel, etc.) may be required. The system should accommodate up to 6 active subsidiary accounts per main account.

Other data to be stored are personnel counts by department and secretariat and departmental revenues.

It should be possible to input a budget version quickly, in a matter of a few hours if necessary. This means the ability to type the data in online and implies prompting, editing, display and other features to facilitate input. In addition versions of the Budget that arrive in machine readable form (e.g. tape and cards) should be installable within 24 hours of receipt.

 $In_i\,ut$, especially of online versions or small changes, should not require computer skills beyond an hour or two of training. For example, a



se:retary should be able to type in a budget; a policy analyst should be able to create new, modified budgets from one presently stored by changing accounts or blocks of accounts.

- (2) <u>Manipulation</u> and analysis capabilities. Typical operations needed are to:
 - change numbers individually
 - change them in groups according to present rules (eg. increase all accounts of a certain type by 10%)
 - form standard aggregations. (Departmental and Secretariat totals should be routinely calculated and stored)
 - compare budgets by taking differences of different versions.
 - select accounts by Boolean criteria (e.g. identify those accounts that have more than 10% increase over last year and are also greater than \$50,000).

The manipulations should be easy enough to do so that a policy analyst can do them with a few hours training.

- (3) Output of informal and formal reports:
- informal tables, graphs, intermediate steps in analyses, etc.
- extraction of budget details on an ad hoc basis
- special purpose analysis
- Formal reports including
 - (a) Frequently used summaries (see Fig. 1)
 - (b) Basic information for

House 1 (Fig. 2 shows a sample page) Appropriations Bill (Fig. 3 shows a sample page)

Informal tables should be readily constructable by a relatively nontechnical person. A flexible report generator should be available so that a technical person can set up formal reports relatively easily. Standardized formal reports should be executable by one or a few simple macro commands.



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Medical examinations for mentally retarded Upgrading services to the mentally retarded

the admission and treatment of patients.

Administration

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\$13,737,914 417,000

\$10,601,394

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Federal -State

Mental retardation institutions - service upgrading

Programs for the mentally retarded

Special projects

Division of Drug Rehabiliation

5013-0100 5014-0100 5015-0100 5016-0100

Library Improvement Grant

Public Service Training Program

Certain public social services

Research

\$ 2,422,713 .

\$ 3,776,943

500,000

G.L.19, \$ 123

Northampton Center for Children and Families

Location - Northampton

\$161-0000 Administration

Prep. of plans for a mental health center, Springfield

Mental health and retardation services

Administration

5111-0000 5121-0000 5121-1509

2,178,213

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3.2 Current Status of System

The system has a developmental version and a production version. The developmental version is on an IBM 360-67 at Brown University which can be accessed by local call from MIT and the State House through the NERCOMP communications network. The production version is on a commercial timesharing facility, TYMSHARE. The computer is an IBM 370-158 and can be accessed by a local call in Boston.

The system is programmed in EXPRESS, a high level language that has been designed to facilitate the development of models and flexible information systems. Many of the features required, including online input, prompting, editing, data base management, array manipulation, and display are automatically provided. A program called DATA READER converts machine readable input with any standard format into a data base accessible to EXPRESS commands.

The basic definitions of most key budget variables were laid out and declared to the system in March 1974. Data for several versions of the FY75 budget were put in during spring 1974 and the system was used in ways described later in the paper. The budget versions included:

APP74	Appropriations for FY74 as appearing in House 1, Jan. 74
REC75	Governor's recommendations for FY75 as appearing in House 1, Jan. 74.
REC75.A	FY75 recommendations as ammended.
H5550.A	House bill including floor amendments.
SENATE	Senate Ways and Means Committee recommendations



In addition, several special programs have been written:

- (1) <u>Input facilitation</u>. These routines provide special prompts and permit entering numbers in the form that users are most comfortable with.
- (2) Reporting. A basic command aggregates accounts by department within each secretariat and lays out headings for departments and secretariats. An adaptation permits handling the Constitutional Officers. An overall title and grand total is provided. Appendix 2 shows a sample report of this type. A more general command permits "department-like" and "secretariat-like" entities to be defined, titled, and reported. An additional command can be invoked to save the definitions for subsequent use.

System source listings as of June 74 are given in Appendix 3.

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4. Four Methodological Views of the System

A fuller understanding of the system emerges from viewing it from the perspectives of four different management science methodologies -implementation theory, information systems technology, models, and planning and control theory. Each of them contributes to the working of the system.

4.1 Implementation Theory

Management Science has suffered many growing pains -- limited or no use of study results, systems which quickly become obsolete, 'good' solutions which are modified so extensively before being put into practice that they become unrecognizable. To a large extent these problems stem from our lack of an effective theory of implementation, leaving us without the knowledge needed to manage our applications. Recently, however, researchers have started to study the implementation process itself, and a number of paradigms have emerged. Those that look most promising contend that MS/OR implementation is a specific instance of organizational change and bring the results of research in this area into play. We have actively attempted to do this. By using the organizational change model as a guide to implementation and carefully recording the events taking place throughout the process, we hope to learn more about both the nature of implementation and the usefulness of the theory as a management tool.

4.1.1. The Organization Development Model

The theory we shall use is the Kolb-Frohman organization development (OD) model of the consulting process. Variations have previously been applied to MS/OR implementation (Lucas and Plimpton [5], Urban [8]). The variation employed here breaks the implementation process into seven steps and puts in a number of loops to make the process iterative. The theory is normative; i.e., it tries to say what people should do, not necessarily what they do do.

The process (Figure 4) begins with <u>Scouting</u>. The manager and management scientist assess each other's needs and capabilities, and attempt to determine whether a 'fit' exists. The management scientist attempts to 'unfreeze' the organization so as to establish a basis for change. At the same time the organization tries to influence the management scientist and make him cognizant of its special needs (Munson and Hancock, [6]).

During Scouting the management scientist tries to determine an appropriate Entry into the organization. Entry aims at developing an initial relationship and basis for trust between the management scientist and manager. A formal legal contract may or may not be developed between the parties but a "psychological contract" (Schein, [7]) emerges that encompasses each party's expectations, resources, and willingness to influence and be influenced during the implementation. Client and consultant develop an initial, tentative statement of problems, goals, and objectives. Note that the relationship is between the management scientist and specific individuals or groups in the organization, not the organization as a whole.



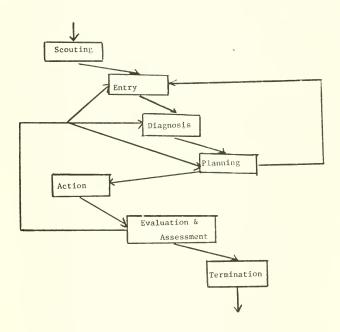
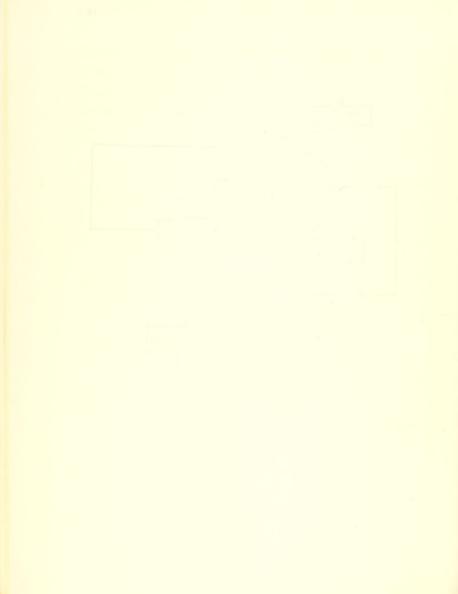


Figure 4: The Organization Development Model of Implementation



If entry is successful, the process moves to <u>Diagnosis</u>. This focuses on refining the statement of problems, goals, and objectives developed in rough form during entry. The manager and management scientist jointly agree upon criteria and measures for evaluating any proposed solutions or actions taken. These criteria will function in both the Planning and the Evaluation stages.

Planning seeks alternative ways to solve the problem. Each alternative is evaluated according to the criteria agreed upon, the resources required, and, most critically, the effects on various individuals and groups in the organization. If the desired alternative involves people or groups not already included in the 'contract', the participants must cycle back and renegotiate entry.

When an acceptable alternative emerges and all relevant parties are 'brought on board', the process moves to <u>Action</u>. This entails the actual intervention and corresponds to what is traditionally called implementation.

Assuming no serious disruption during the Action phase, the process enters Evaluation and Assessment. Client and consultant evaluate the new situation against the previously set criteria and make a careful analysis of possible further changes. If necessary, the process cycles back to an earlier phase. Otherwise the process moves to Termination and the management scientist and manager cease active work on the situation.

We wish to stress certain characteristics of implementation that are implicit in the OD model. The process covers the entire span of system development, not just that part traditionally termed implementation. The process is evolutionary, arriving at a good, workable solution by a series

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of iterations. Throughout the entire process both management scientist and manager play active roles, each making important contributions to the final outcome. The outcomes involve more than simply success or failure as usually recognized in the MS/OR literature because many types and degrees of systematic change are possible.

4.1.2. Chronology of implementation at A&F

In a certain sense implementation had been underway for three years prior to the apparent start of the project. During this time members of the Management Science Group at the Sloan School (primarily Professor Little and various gradua e students) had worked on several projects to provide members of the executive branch with simple management science tools for policy analysis. Out of this background grew a series of informal meetings among the authors between November 1973 and February 1974. They discussed simple decision support systems to aid state planning and control processes. A particular system emerged as a good starting point; this was a simple interactive system that would enable A&F to retrieve and manipulate budget data easily and flexibly. A number of current problems that the system could alleviate were stated by Smith*:

Although a system with ostensibly the same capabilities as the one described here already exists within state government (the Budget Bureau's Budget Prep system), it does not meet A&F's needs. Largely, this is because the Budget Prep system was designed to be a source of highly accurate historical information. It can only function with data broken down to the subsidiary account level, and this data is not normally available until near the end of the budgeting cycle. A&F needs a system which can provide flexible support to the budget making process as it progresses.

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Experiment and a limited and a

- A constant difficulty in keeping track of the impact of supplemental and deficiency allocations on the overall budget of the Commonwealth;
- A lack of any existing mechanism for systematically comparing budgets or for projecting future budgets from existing ones; and
- 3. A difficulty in matching sources and uses of funds in any given budget. (This problem is exacerbated when there are frequent changes in one or the other side of the budget, as is the case in Massachusetts.)

The meetings together with our history of working with A&F and other state agencies comprised the Scouting phase. We emerged with a clear notion of where to start (both in terms of the particular system and the appropriate people to be working with -- Smith and Dr. Edward Moscovitch, Deputy Commissioner for Fiscal Affairs in the Department of Administration and Finance), and with a definite 'felt need' for change among parts (at least) of the primary client group.

Between mid-February and mid-March, 1974, we engaged in the Entry phase. Moscovitch was identified as the 'ultimate user' of system output and thus became the focus of entry activities. A member of the M.I.T. team coded up a very simple data manipulation capability, and we demonstrated it to Moscovitch. By means of this and subsequent meetings we reached a consensus that we would develop a Phase I system, having limited capabilities, but meeting some of the objectives which had been outlined. The system was to be a first step, and our experience with it would permit us to define extensions.

Much of the activity classified as Diagnosis and Planning actually

occurred during Scouting and Entry in our case. However, certain Diagnosis and Planning activities did take place after Entry had been successfully negotiated. Thus Moscovitch, Smith, and Ginzberg refined our mutual understanding of goals and objectives, and developed an initial (and rather rough) set of criteria for system evaluation in late March and early April. These steps, in fact, overlapped the Planning and Action stages.

As the bulk of Planning activities had taken place in earlier stages, there was no distinct Planning phase before the physical implementation, the Action stage, began. This arrangement seemed adequate, since all those directly affected by the system took part in the decision to implement. However, in parallel with the systems' physical development, we began to consider groups who were not of necessity involved, but nevertheless might benefit from the system. The outcome was a series of low key meetings and conversations between members of the A&F policy Analysis Staff and key members of legislative and executive branch staffs. The aim was to introduce the system, show them how it might help them, and offer to let them use it. Underlying this desire to broaden the system's user base was the assumption that this would lead to better coordination among all the actors, and hence, larger benefits. As a final step in attempting to "sell" the system to additional audiences, Moscovitch held a press briefing at which the system produced (and he discussed) a comparison report of three budget proposals (Senate vs. House vs. Governor) just one day after the Senate Ways and Means Committee had reported out their proposal.

System use was relatively heavy from mid-April to late May. This history plus the previously defined evaluation criteria provide inputs to Evaluation and Assessment. We shall review this more fully in a later



section of the paper. Here we highlight certain aspects of the evaluation process. A&F's efforts to gain a wider audience for this system were quite successful; other executive branch offices, legislative staff members, and and the press have all responded favorably. As a result, we found it necessary to rethink our definition of the clients. The A&F Fiscal Affairs Staff is still the major client and, indeed, the only user of the physical system. However, the legislative and executive aides who wish to use the system's output are now seen as important groups. The emergence of new clients leads us back to the entry stage; we must identify the needs and wants of these groups and negotiate a "contract" among the various parties — the staff groups, A&F, M.I.T., etc. This requires a new cycle through the process with interviews and discussions with appropriately identified people.

In conjunction with this "cycling through" with the new clients, we must also look at A&F's next level of needs. The system evolves iteratively. We have learned something about A&F's needs for analytic support, and we have begun sketching out possible directions for extending the Budget Preparation and Tracking System and for developing independent, but related, systems.

To summarize our discussion of implementation theory we should ask what, if anything, we have learned about implementation. Since we were intimately involved, we cannot make the objective statements of dispassionate researchers. However, we feel the OD model helped. The benefits manifested themselves largely through the "Oh, yeah" phenomenon; when one of us would raise an issue suggested by the OD model, another would say, "Oh, yeah, we should have thought of that". If the model is rich enough to give experienced implementors insight into the process, then, we contend, it can be a useful tool in the management science bag.



4.2. Information Systems Technology

From an information systems point of view the budget system is both very high and very low technology. It is high technology in that it uses sophisticited machines and software. It is low in the sense that the functions to be performed are, at least superficially, simple.

The system has been developed on an IBM 360-67 at Brown University, accessed as a local Boston call through the Nercomp network. A production version is running on TYMSHARE, a commercial facility. The system is programmed in EXPRESS, a high level "system building system". This is an interactive language used to build on-line models and flexible information systems designed to assist managers in the solution of relatively unstructured problems. EXPRESS provides

- data base management: easily used commands to organize, access, and maintain online data
- (2) commands to manipulate, display, and analyze data
- (3) a user-oriented language for interfacing with data and programs and for creating new data bases, programs, models, and commands that customize the system for the user.

The philosophy behind contemporary computer use is to make the computer solve its own internal problems without a great deal of instruction
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The computer then displays the account numbers and budget figures, solving the formating problem by itself. If the user does not like the particular format, commands are available to override it and do something else. In executing a simple request like the above the computer is also solving many internal problems that the user does not begin to want to know about.

Experience in building models and systems for managers over the past few years has led to the approach taken here: Start simply and evolve. So far we have built a budget display and comparison system. As users request further capabilities, we shall add them. No attempt has been made to foresee all needs in advance. The use of a high level language permits redesigning and adapting the system with relative case.

The information system functions now being performed in the Budget
Tracking System are:

- 1) Data Input
- 2) Editing
- 3) Display (for informal purposes)
- 4) Reporting (in special formats for formal purposes)
- Aggregation (Various totals and subtotals)
- 6) Manipulation (For example, the calculation of differences between versions of the budget)

These are simple, standard operations but the details are subject to change without notice.

As time goes on, the system will be extended to handle "program budgets". A program budget collects individual accounts relevant to a specific purpose from individual agency budgets and displays them together as a single entity. An illustration of this is the so-called Children's

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Budget which pulls together items from Welfare, Education, etc. into an overall view of state activity for children.

4.3 Models

At present the system is virtually devoid of formal models in an operations research sense. Of course, the budget itself is an abstract structure of dominating importance to the operation of government and, in a sense, is a financial model of the state. However, we treat this artifact more as a special form of reality than as a model of it.

The current system does have certain capabilities which can be considered models of a very elementary form. The ability to define groups of accounts into meaningful entries (e.g., departments, secretariats, or programs), and to display and operate on these entities separately from other budget accounts, is about the extent of models at this point. However, this is only the present state. The system can expand to incorporate more sophisticated models. Our view for the future is of a central budget module which is fed by (and may in turn feed) several specialized models (e.g., tax revenue, welfare expenditure, etc.). The central structure now exists, and models will be added as the client perceives their usefulness and learns to handle their mechanics.

4.4. Planning and Control Systems

The literature on the design and implementation of planning and control systems has largely focused on profit making organizations, and frequently on only a sub-set of these, the large divisionalized corporations. The need for planning and control activities, however, exists in all organizations, public and private, small or large.

To understand the planning and control issues addressed by our system, it is necessary to consider both the current planning and control activities in A&F and some normative views of the appropriate structure for these processes. Anthony [3] provides a simple, but useful, normative framework. He divides planning and control into three related sets of activities (Figure 5). Strategic Planning decides organizational objectives or missions, and the policies governing the acquisition and use of resources. Management Control assures the efficient and effective use of resources in meeting the organization's objectives; and Operational Control is "the process of assuring that specific tasks are carried out effectively and efficiently" (Anthony, p. 18). These three sub-processes



Figure 5: Anthony's Framework

form a heirarchy, each lower process (see Figure 5) being constrained by

The Department of Administration and Finance deals principally with Management Control and Operational Control. That is, A&F's mission is the analysis and control of the fiscal affairs of the Commonwealth, and it must operate within the constraints set down by the legislature and other parts of the executive branch.

The planning and control systems existing in A&F prior to the development of the budget tracking system focussed primarily on issues of operational control -- e.g., tracking of expenditures against the enacted budget. The budget tracking system provides A&F for the first time with a tool to support the management control process, i.e., to assist budget making as opposed to expenditure tracking. The system assembles data from diverse sources into meaningful forms, enables identification of needs for more or better data, and allows the manipulation of this data to examine the impacts of different policies on resources and probable outcomes.

5. Evaluation of the System

5.1 Measures of Performance

We consider three categories of performance -- costs, including both money and time; short run benefits or changes in operations; and potential future benefits.

On the cost side, three variables are of particular interest. First, is money. The actual dollars expended on system development and use to date have been quite small, totaling less than \$10,000, and the bulk of this going for computer time for productive system use. Even so, there is a tradeoff between monetary cost and time cost, and by our selection of a high level modeling language we have opted to spend dollars in return for

ease of physical implementation and use Ithough oust was actually rather low because of our using the relatively inexpensive Brown University system during the research phase of our project. The next cost is the time required by particular individuals. On the M.I.T. side three of us were involved -- Little, Johnson, and Ginzberg. Our average involvement ranged from three to six hours week from mid-March through June, and it is doubtful that any of us ever spent more than ten hours in a week. On the A&F side two people (Smith and Huston were the primary participants, and spent an average of about ten hours/week each on system maintenance, use, and related activities. The final cost is the calendar time required for system development. The chronology presented earlier shows that calendar time was minimal: the capabilities desired for phase I as determined in mid-March plus a few additional ones were available by the last week of April. We should note, also, that an initial "bare bones" capability became available within two days of the decision to implement a phase I system. This speed is a direct result of the high level language.

The second area of performance is that of short run observable benefits and changes. These are the changes that occurred in the budgeting period ending July 1, 1971. We divide them into five classes — capabilities provided, knowledge and understanding gained, process changes, improved inter-organizational relationships, and labor displacement.

In the first area, the capabilities provided, we have already suggested that the phase I system provides A&F with enhanced analytic capabilities. Their use so far has included comparisons among proposed and existing budgets and production of hierarchically organized summary reports. While this may seem modest, it is more than was previously available, and the capacity for more sophisticated work now exists.



In the case of knowledge and understanding gained there appears to be some considerable progress. Key figures in A&F (particularly Moscovitch) seem to have a better understanding of the budgeting process and of the contents of specific budgets. Such increased understanding permits better control and intervention.

The third area, change to the budgeting process, has not been particularly noticeable. Obviously, any use of a new system where none existed before reflects change. However, this is minimal compared to the possibilities. The inertia of an existing budgeting process, is, of course, monumental and it should be noted that the tracking system was brought up quite late in the year's cycle; hence, any use of it had to be ad hoc.

Some initial signs of change are showing in the fourth area, improved inter-organizational relationships. The A&F Fiscal Affairs Staff was a new (one year old) and, in some sense, experimental group within the exucutive branch. The development and use of the phase I system helped the group to show its usefulness to the legislature. That this was successful can be interred in part from the legislature's action in approving an increased budget for this group's activities in the coming year (earlier in the year it was not certain that the group would obtain a budget to continue at all).

The final area, labor displacement, is minor. Certainly some manual tasks -- e.g., adding up budget numbers for policy analysis -- have been transferred to the computer. However, the additional tasks which the system makes possible more than offset any labor savings.

When we turn to the third basic category of performance measures, potential future benefits and changes, we find the same five classes of



When we turn to the third basic category of performance measures, potential future benefits and changes, we find the same five classes of variables as for existing changes. In each instance we expect to see future progress along lines already started:

- Further analytical capabilities, assuring greater consistency of assumptions, and hopefully, more realistic budgets;
- Increased understanding of the budget and the budgeting process on the parts of all key figures involved;
- Greater use of the computer as an integral aid to the budgeting process;
- Greater inter-departmental cooperation in producing the budget; and
- 5. More new tasks being performed, both by humans and by machines.
- 5.2 Progress towards predefined criteria.

The OD model implies evolution should take place in the context of predefined, mutually agreed upon criteria. Has this happened?

Two sets of objectives were established. The first, longer range group included:

- -specific system capabilities, including those of phase I, but going well beyond;
- -developing a greater understanding of the budget and the budgeting process;
- -developing specific analytical models which would enhance understanding of cause-effect relationships in the budget; and
- -developing mutual understanding and cooperation between A&F and the legislature.

As can be seen, we have made good progress towards these long-range objectives.

The second set of objectives, defined for phase I, were more modest.

- -being able to add up and cross check the budget on a computerized system;
- -being able to compare different versions of the budget;
- -being able to generate reports on the budget's status more quickly than was previously possible, and being able to update these reports more frequently;
- -establishing the basis for a better relationship between A&F and other sections of the state government.

The evidence indicates that all of these objectives have been met. The success in meeting the phase I objectives and the progress towards the long term objectives leaves us in a good position to begin the next cycle of system development.

5.3 On diagnosing the status of the implementation

A key aspect of the OD model is its diagnostic orientation; favorable implementation outcomes can only be reached if we know where we are, how we got there, and can devise strategies and tactics to move forward.

Our self diagnosis begins by identifying "incompletions" in the implementation along three dimensions — attainment of organizational objectives, learning of new task procedures and roles, and refreezing these changes into the organization's operations. We look briefly at each. The original objectives have been achieved; however, objectives are evolving and will require further efforts. Learning of new task procedures and roles has been good within A&F, but these too are evolving and so additional

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learning will have to take place and, as yet, there has been little learning or change in other departments. Finally, it is too early for refreezing. Within A&F there is significant commitment to $\underline{\underline{a}}$ system, but with the system still evolving, we do not expect, nor do we want, commitment to the current version of the system. Outside of A&F there is no commitment to any system, but there is also no apparent hostility to the concept.

Turning to strategies and tactics, some straightforward suggestions emerge. We should continue with a second iteration through the OD model. In doing this we must remember that we have identified new groups of clients, and must involve them in the process. Since no problems have appeared, we need not take special corrective action, but we should continue to monitor progress to assure a successful conclusion.

6. Summary and Conclusions

With the help of a high level computer language, an online system for the storage, retrieval, and easy manipulation of the data in the Massachusetts state budget has been developed and put into use in a short time at little cost. Conscious use of organizational development methodology has smoothed the introduction process. The system has performed up to expectations and seems well on the way to becoming an integral part of the budget preparation and analysis process.

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Computer Compares Budget Plans

By BOB CREAMER

 In a corner outside the State House office of Edward Moscovitch, a teletype machine clattered throughout the afternoon yesterday, pumping out vital statistics on the proposed record-high state budget.

Moscovitch, deputy commissioner for fiscal affairs in Administration and Finance, hovered happily over the machine as it produced a new, computerized summary of the House and Senate budgets and how they compare with the \$2.758 billion one requested by Gov. Sargent.

The new computer system was developed jointly by Moscovitch's staff and a management studies group at MIT, and figures produced yesterday were courtesy of a Brown University computer.

If Moscovitch's new toy continues to think correctly, it hopefully will produce comparisons of how Sargent, the House and Senate stand on all 1200 items in the new budget.

The House has voted a \$2,743 billion budget and the Senate version, \$2,747 billion, comes up for debate Monday.

Moscovitch said he hopes by then that the computer will have produced a variety of figures and comparisons that can be used by the 40 senators.

When the House voted on the budget, he said, members had only the Ways and Means Committee figures and nothing on the 1974 budget and the new one from the governor.

The computer figures showed Moscovitch that the major changes in the Senate budget are reductions in Medicaid funds and increases for the State Police, economic development and a series of management improvements in administration and finance.

He said that the Senate budget, like Sargent's calls for across-the-board cuts which would have the effect of reducing the amounts actually available to state agencies by about four percent below the amounts appropriated.

While Moscuvitch appeared more pleased with the Senate figures, as compared to the House's, he predicted that the Senate's \$27 million cut in Medicaid funds "may mean the funds will run out before the year is finished" because Medicaid costs will rise some five percent next year due to inflation and other reasons.

In a slap at the House, he pointed out that the figures show the Senate accepted most of the new State Police troopers recommended by Sargent "to provide extra patrol during high-drinking hours and thereby reduce fatalities caused by drunken driving."

The governor asked for 210 new troopers but the House provided for only 50. In the bill before the Senate, there is money for 107 troopers.

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Appendix 2. Sample Standard Report

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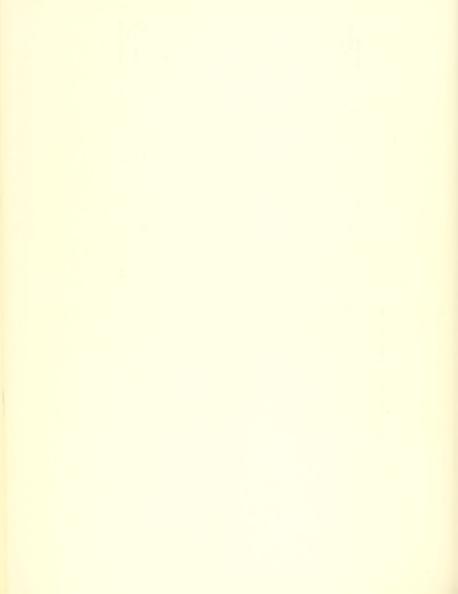
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CONTRACT OF STATES	THIOI CINICIS		

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->SUUNCE BUDSTS
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DCF RODOLD AVEL TEACH 19999
```

DCL ACCI USER SUBSCRIP SMIN I SMAR 2000 SVN ACCI.N

DUL ACCIODES USER CHAR < ACCI >

DCL ACCI.NAM USER CHAR < ACCI > LO ACCOUNT NUMBER WITH DASHES ILP PUI BPNUM &ACCI.NAM END

DCL ACCI-NUM USER INTEGER < ACCI > LU ACCIUNI NUMBER (NUMBERIC)

DCL DEF74 USEN NEALD < ACC1 > Lo 1974 BEF10TENCY NECOMMENDATION, MANCH 13, 1974

DCL AMEND/5 USER REALD < ACC1 > LU 1975 AMENDED RECOMMENDATION, MARCH 13, 1974

DUL FEDERAL USER REAL < ACCT >

DCL HIGHWAY USEN NEAL < ACCI > LG & FROM HIGHWAY FUNULNG

DUL GENERAL USER REAL < ACCT >
LU & FROM GENERAL FONDING

DUL BENOM USER ILP

ENTER ACCI.NC* 10000***ILPARC(1) * \$ILPARG(3)
END

DCL SEC USER SUBSCRIP SMIN I SMAX 10 SVN SEC-NAM

NCT DES OPEN PORSCRIB SWIN 1 SWAY ION SAN DELINAM

DCL SEC.NO USER INTEGER < ACCT > VSUB SEC LU SECRETARTAT NUMBER

DCL DEF NO USEN INTEGER < AUC1 > VSUB DEF

DOL SEC.NAM ESEN CHAN < SEC >

UCL DEP NAM USER CHAR < DEP >

DCL . '.CI USEN CHAN LU -VALUES:

```
Br.CNIK &Br.CI
  END
  DCL BP. CNIK USEK ILP
                                                                  . 41 .
  ILP
  ENIER APP /4 &ILPAKG(1)
  ENIER RECTS &ILPARU(2)
  END
 DCL B. ENIER USER ILP
 ILP
 FUR ACCI
 Dυ
 ASK BP.C.I
 BP. CIVIR ABP. CJ
 DUEND
 END
 DCL BUDREY USER ILP
 ILP
 ENTERL KNAME &ILPARGER(1)
 SEI NKNAM LENGIH (KNAME)
 LIST I TO MANAM
 FUR LIST
 110
 SPACE 5
 PV KNAME
 SPACE I
 PU &KNAME
 IYPEL
 DUEND
 FUR SEC
 DO.
 BLANK
 ITTLE 851C. NAM
 BLANK
 IYPEL 1
SET BP.DI IN SEC EU 1 IMEN 1 ELSE SEC*IJ - 10
SET BP.U2 IF SEC EU 1 THEN 9 ELSE BP.U1 + 9
KUE . W 25 CIR 'DEPARIMENT' . W 14 . SPACE 3 -
FUR LIST: .CIK < KNAME>
FUR DEP BP.DI 10 BP.D2
UU
IF DEP. NAM EU 'NONE', GOLD MUNAM
RUV INDENT 4 . DUIFILE DEP. NAM DEC & RIGHT S FUR LIST: 1014 (DEP)
NONAM: DUEND
KOW INDENT IN . TOTAL, ONEMTIVE DEC N WICHT & LOW FIRE TOTAL (REC)
BLANK 2
DUEND
KUN PKIL VELFUI NUNUM DATIVE . .
KOW 'GRAND TOTAL ' WIGHT & FOR EIST: TOTEN (SEC)
BLANK 2
ENU
DCL FIA USER FUNCTION INTEGER
ANG I MEAL VALUE
END
UCL KNAME USEN IUN < LISI >
LU REPURI NAME LIST
DUL WANAM LOEK INTEGER
LU NUM ILP ARGS
DCL Br.DI USER APPEND INTEGER
LO BEGINNING DEPARTMENT NUMBER
```

```
DOL ACCION USER IDN < ACCI >
LO ACCIONI NUMBER

DOL BOLLOND NUMBER
```

BUL APP74 USER REALU < ACCI >

DCL KEL . NAM USEK IUN < IKEL >

LU APPRUPRIATIONS AS APPEARING IN HOUSE I, JAN 1974-50 1974 APPROPRIATIONS DCL REC75 USER REALD < AUC1 >

LU 1975 KECUMMENDALIUNS AS APPEAKING IN HOUSE 1, JAN 1974

. 42 .

DUL INEL USER SUBSCRIP SMIN I SMAX 20 SVN RELINAM

LO ENTER THE NAME OF THE SUBSCRIPT:

DCL REL-NA CSEN TUN < TREL >

LO ENTER THE NAME OF THE LIST OF CATEGORY NAMES:

DCL REL.NOM USER IDN < IREL >
LU ENIER THE NAME UF THE RELATION CODE VARIABLE:

DCL KS1 USEK IUN LG ENTER NAME OF MORE AUGKEGATE SUBSCRIPT

DCL KOS USEN IDN Ly ENTER NAME OF LESS AGGREGATE SUBSCRIPT

DCL KNMS USER IDN

DCL BILLE USER CHAR

DCL RELOGEN USER CHAR < IREL >
LU ENTER THE GENERIC CLASSIFICATION ITTLE:

DCL SEG USEN INTEBER < ACCT >

DCL H5550 USEN REALD < ACC1 > LO HOUSE RAYS AND WEANS NECS: FOR F1/5

DCL HELPW USER APPEND

DCL DEFREY USER TEP THE ALL



```
DEI DE . DI FEMPIMITAFF . 7)+1
 IKEL BY. DI
                                                                 . 43 .
 ASK KEL - NAM
 ASK RELONA
ASK KEL . INCO.
ASK NEL . GEN
KELAIIUN EKEL NEM
PU KELMSG
END
DCL KELMSG LSEK
LU /-
IF YOU WISH TO SAVE THIS KEPUKE DEFINITION /-
IYPE 'KELFILE' /
DCL KELFILE USEK ILP
ILP
FILLY KEL . NAM
FILEV KEL . VA
FILEV KEL . NUC
FILEV KEL GEN
FILEV SKELATE
END
UCL FILILE USER PROC
ARG I INTEGER VALUE
END
DCL B. ERKI USEN ENNUM
1.0 /-
ARGUMENIS (VARIABLE NAMES) MUSI BE /-
SUPPLIED TO BUDKER
DCL KON USEK LHAK
DCL ALINEY USER ILP
IIP
IF ILPARUS EU ' SIGNAL BOEKKI
ENIERL ANAME ELLPARGER(1)
SEL NKNAM LENGIH (KNAME)
ASK FSI KSZ
IYPEL 3
Intl andi
SEI RIVMI EREL . NA
INEL EKSZ
SEI MINIZ EREL . IVA
SEL KUN SKEL . UEN
LIST I TO NEWAR
FUR LIST
DO
STALL 5
PV KNAME
SPACE 1
PU AR HME
IYFEL
DUEND
17PEL 2
FUR SEC
DU
BLANK
FILLE &KSI
ILILE &BILLIE
BLANK
1 YPEL I
SEI BP.D1 IF 4KS1 EU 1 IMEN 1 ELSE 8KS1*10 - 10
SEL BY. UZ IF ORSI EW 1 THEN A FFEE BEOD + A
```



```
FUR 5K52 BP.U1 1J BP.U2
                                                           . 44 .
DU
IF SKNMZ EU 'NONE', GUIU NUNAM
KUN INDEN 4 . D. IFILL AM . ME DE D RIGHT 5 FUR LIST: 1018 (5452)
NUNAM: DUEND
BLANK 2
DUEND
KJW SKIP REPEAL WANAY DOLINE " "
NUN 'GRAND INTAL ' RIGHT & FUR LIST: INTAL (INTROCENSI))
BLANK 2
FISH
DCL TOTE OBER FUNCTION REALD < CALL GIVEN > VALE TOTA OBJ TOTA
AND I REALD UPIN ALVAYS 'APPTE'
ARG & SUBSCRIP UPITIONAL VARTING
END
DCL DEP. NJZ USER INIEGER < ACCI > VSUB DEFZ
UCL DETE USER SUBSURIE SMIN I SMAX IS! SVN DEF . VAME
UCL DEPONANT USER CHAR < DEPT >
UCL POICUL ISER REAL < AUCL >
LO PERCENTAGE CLI APPLIEU TO PYTO RECUPTENDATIONS
DCL HODOWA LSER REALD < AULI >
LU HOUSE BILL INCLUDING PLOOR APENDYENIS
DCL REU/5.4 USE . REALD < HULL >
LU 1975 RECUMENDATIONS AS AMENDED
DCL SENAIL USER REALD < HULL >
LG SENALE MAYS AND FEARS COMMITTEE TECOMMENDALLINS
DCL SENTAJU USER REAL < HULL >
LU SENAIE NEUS - HUUSE REUS
DCL SENAIE . A USER REALLY < ALUI >
LU SEVALE BILL INCLUDING FROM ATENDENIS
DUL HUL- GRV. USEN REAL < ACCU >
UCL SENOGEN USER REAL < AUUI >
DCL MULICEN USER REAL < AULI >
UCL HORINAY USEN KEAL < AULI >
DUL G. HI AAT LOEN KEHL < AUG >
DUL GOODY USER REAL < ACC1 >
DUL APP 15 USER NEADUR 4 HOUL >
La PT 15 APP OPRIATIONS AS PASSED OF THE LECTSEATORS
DCL (IV.A 15th NEAL < AULI >
LU HUUSE I AMENDED
DUL LUNF . LUV LSER
LU CUNTERENCE CUMMITTE - GUVERNUN
DCL LAFA. GUV USER REF. < ACCI >
```

DCL GENERAL FUND FUN GUVE BUDGET

DCL GENEARP7 USEN REAL < ACC1 > LU GENERAL FUND FUN CNEW.COMMITTEE.

DCL GEN.DIFF USER REAL < ACCI >
LU DIFF BETREEN GOV AND CHER.COMM GENERAL FUND
->UUII

COOD-RIF

FILENAME	FILEIYFE	MUDE	NU . KEC .	DAIL
DEF74	はいひととう	P1	21	4/19
PRUFILE	EXEC	r1	1	3/28
FIX	IEXI	r1	2	3/28
RADDAD	PRJGRAM	٢1	6	3/25
FILE	DATA	P1	1	4/30
SEN . GEN	1300212	₽1	31	5/13
HUU. GEN	JU11575	r 1	31	5/13
RUDSIZ	USERUCES	ri	12	6/28
+ 1 A	FUNIKAN	P1	1	3/28

10.

1 10 10 VIOLENSII 1 0 0 0 0 0 0 0 0 0

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