

2003 Shortfall

Options

- Corrective action plans sent to Finance and Audit Committee
- Look at days off without pay
- Look at 35-hour work week

Reduced hour work week option

- Labor Relations and Corporation Counsel office look at legal status of option
- Meeting with department and division heads – along with their budget and HR staff on July 9
 - Gave an overview of budget shortfall for 2003
 - Talked about options
 - Talked about research on reduced hour work week
 - Talked about process which includes no resolutions from county board
 - Talked about discussions with employees
 - Talked about County Executive meeting with union leaders before any action taken on options
 - Asked each director to prepare a plan of how they would implement a reduced hour work week and return by July 23
- BHD and Housing sent out memos suggesting that the reduced hour work week option was already chosen and talked about implementation of plan
- County Executive sent out corrective memo asking directors to clarify that this is only an option being considered to balance the 2003 shortfall at this time
- Meeting with unions on July 21

Alternatives

2003

- Corrective Action Plans (already pushed plan to save \$4.5 million)
- Layoffs (345.4 positions for 3.5 months generates \$4.0 million - excluding unemployment compensation)
- Program reductions

2004

- Layoffs
- Reduction in salary increases
- Program reductions
- Changes in health care plan and costs to county
- Reducing pension costs (Finance and Audit Committee voted to extend from 20 to 30 years – saving \$8 million)