

## Department of Health Services

### Cost Saving Ideas from Staff 2009

Category	Sort Cat	Type of Saving	Control of Execution	Ideas
Benefit	Reduce Benefits	Reduction	County	Cut mileage reimbursement
Benefit	Reduce Benefits	Reduction	County	Eliminate deferred comp for Managers/Everyone – Reduce admin Costs associated
Benefit	Reduce Benefits	Reduction	County	Eliminate the \$500 for educational materials and tuition reimbursement
Benefit	Reduce Benefits	Reduction	County	Eliminate the Tuition and Text program
Benefit	Reduce Benefits	Reduction	County	Reduce or eliminate Tuition Reimbursement (Carve out for required certified) also MBA
Benefit	Reduce Benefits	Reduction	County	Reduce the education funds for professionals
Benefit	Reduce Benefits	Reduction	County	Reduce Tuition Reimbursement
Benefit	Reduce Benefits	Reduction	County	Suspend the Management benefit for 1 yr effective 7/1/09
Benefit	Reduce Benefits	Reduction	County	Put a cap on per diems on breakfast, lunch and dinners.
Benefit	Reduce Benefits	Reduction	County	Incentivize employees to not use parking pass (opt out).
Benefit	Reduce Benefits	Reduction	County	DERP – Employee Recognition – Reallocation of Dollars.
Benefit	Reduce Benefits	Reduction	County	Incentivize active employees for NOT subscribing to any of the County health plans
Benefit	Reduce Benefits	Reduction	County	Adjust Health Benefits/ develop tiered system to save costs and provide incentives for decreased usage/cost.
Benefit	Reduce Benefits	Reduction	County	Re-direct Health Benefit Account Dollars.
Benefit	Reduce Recognition	Reduction	County	Eliminate Employee Recognition (DERP)

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Clients	Increase Fees	Revenue Enhance	County	Where else can we get money? Wine industry-gambling.
Efficiency	Energy Efficiency	Reduction/Green	County	Installation solar panels on 24 hour facilities and County buildings – see water agency.
Efficiency	Energy Efficiency	Reduction/Green	County	Adjust thermo- dynamics in offices and set more energy efficient limits.
Efficiency	Energy Efficiency	Reduction/Green	County	Close office one day, every other week.
Efficiency	Energy Efficiency	Reduction/Green	County	Landscape with drought tolerant ground cover and shrubbery.
Efficiency	Energy Efficiency	Reduction/Green	County	Adjust thermo- dynamics in offices and set more energy efficient limits.
Efficiency	Energy Efficiency	Reduction/Green	County	Reset timing on automatic light switches.
Efficiency	Energy Efficiency	Reduction/Green	County	Shut down water heaters.
Efficiency	Energy Efficiency	Reduction	County	Evaluate over-watering of grounds.
Efficiency	Energy Efficiency	Reduction	County	Close one day a week, work four 10 hour days.
Efficiency	Energy Efficiency	Reduction	County	Four day work week where possible but still maintain employee hours. Utilities/gas/etc reduction only.
Efficiency	Energy Efficiency	Reduction	County	Change lighting to make it more cost efficient/green
Efficiency	Energy Efficiency	Reduction	County	Work 4 days a week.
Efficiency	Improve Efficiencies	Reduction	County	Telecommuting; office sharing; virtual office; centralized administration; regional service centers.

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Efficiency	Improve Efficiencies	Reduction	County	Evaluate Health Insurance costs default
Efficiency	Improve Efficiencies	Reduction	County	Health Insurance costs are possibly inflated and system is in need of an audit
Efficiency	Improve Efficiencies	Reduction	County	Consolidate Human Resources trainings.
Efficiency	Improve Efficiencies	Reduction	County	Remove minimum mileage standards.
Efficiency	Improve Efficiencies	Reduction	County	Audit of A-87 Costs – Possible errors. Review with Auditor – on going.
Efficiency	Improve Efficiencies	Revenue Enhance	County	Increase dollar amount on contracts required to the BOS.
Efficiency	Improve Efficiencies	Revenue Enhance	County	Collect penalties on all programs for late payments, not just the food program.
Efficiency	Improve Training	Reduction	County	Human Resources Classes – Health Benefits; Retirement; Managing Change; Self Inventory –Better educate employees
Efficiency	Incent Car pooling	Reduction/ Green	County	Incentivize carpooling.
Facilities	Reduce Facilities	Reduction	County	Renegotiate building leases.
Facilities	Reduce Facilities	Reduction	County	Capital Projects Master Planning? Review/Delay.
Facilities	Reduce Rent	Reduction	County	Explore rent reductions based on landlord property tax decreases.
Other	Reduce Risk	Reduction	County	Determine what County Risk and other sources are needed, which could be reduced? Actual use/costs.
Other	Renegotiate with HMO	Reduction	County	I'd also like to see some accountability from the HMOs in terms of costs and, if they want to keep us as customers, showing us their own cost cutting measures.

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Salaries	Early Retirement	Reduction	County	Encourage early retirement
Salaries	Job Sharing	Reduction	County	Job-Sharing
Salaries	MTO	Reduction	County	Clarify the health care plan and provide assurances that this will not be hugely adversely effected by reducing to 36 hour week
Salaries	MTO	Reduction	County	Furlough - like the State is implementing
Salaries	MTO	Reduction	County	MTO
Salaries	Reduce Salaries	Reduction	County	Defer the \$7200/year increase for two years
Salaries	Reduce Salaries	Reduction	County	Eliminate Lincoln Holiday
Salaries	Reduce Salaries	Reduction	County	Eliminate the floating holiday
Salaries	Reduce Salaries	Reduction	County	Cut in pay for everyone by percentage of salary. Since cost of living is a percentage and the more you earn the greater the raise, lets do it in reverse.
Salaries	Reduce Salaries	Reduction	County	Reduce Board Members' salary
Salaries	Reduce Salaries	Reduction	County	Cut pay at the top levels in an equal percentage to the lower pay level employees
Salaries	Reduce Salaries	Reduction	County	Cut pay if necessary but by only 1/2 %
Salaries	Reduce Salaries	Reduction	County	Limit the \$7200/year pay raise to only those in need (the analysts can come up with the tier based on housing, insurance needs etc.)
Salaries	Reduce Salaries	Reduction	County	Reduce salaries by 5%
Salaries	Reduce Salaries	Reduction	County	Voluntary COLA reduction
Benefit	Reduce Benefits	Reduction	County	Provide an incentive for people who are fortunate enough to have alternatives to health care, such as a spouse/partner who has coverage elsewhere

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Salaries	Reduce Salaries	Reduction	County	Voluntary Reduction in Wages
Salaries	Reduce Salaries	Reduction	County	Wage Freeze
Salaries	Reduce Salaries	Reduction	County	Protect programs through salary savings/ reducing hours or freezing salaries.
Salaries	Reduce Salaries	Reduction	County	Freeze COLAs.
Services	Change Services	Reduction	County	Renegotiate contract/work with FacOps and Grounds keeping
Services	Change Services	Reduction	County	Summer/winter checks of heating and cooling systems by FacOps.
Services	Energy Efficiency	Reduction/ Green	County	Adjust thermo- dynamics in offices and set more energy efficient limits
Services	Improve Efficiencies	Reduction	County	Audit program budget funds for over-inflated or inaccurate costs.
Supplies & Equipment	Improve Vehicle Use	Reduction	County	Provide scooters and bikes to those who must travel around town as part of their work.
Supplies & Equipment	Negotiate Better Deal	Reduction	County	Find competitive companies for office goods, shipping, phones, etc.
Supplies & Equipment	Reduce and Reuse	Reduction	County	Don't replace people's computers that don't need them just because they are "on the list"
Supplies & Equipment	Reduce and Reuse	Reduction	County	Have a place to send surplus and issue it out on an as needed basis
Supplies & Equipment	Reduce and Reuse	Reduction	County	Have a County-Only List, like Craigslist to swap supplies, equipment that are no longer needed in a program.
Supplies & Equipment	Reduce and Reuse	Reduction	County	Have a quarterly swap meet (maybe virtual?) to trade some of the smaller surplus materials such as computer and office equipment rather than buying new

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Supplies & Equipment	Reduce and Reuse	Revenue Enhance	County	Auction County-Equipment instead of giving it away
Supplies & Equipment	Reduce and Reuse	Revenue Enhance	County	Auction off vehicles not used
Training	Reduce Training	Reduction	County	Reduce Training Costs associated with non-essential/non-mandatory training courses unless it is with Staff's T&T
Training	Reduce Training	Reduction	County	Eliminate classes in nutrition, personal finance, and other non-work related topics. Too much involvement by the employer in the personal lives of their employees and a waste of taxpayer money.
Training	Reduce Training	Reduction	County	MBA / T&T Reallocation
Training	Reduce Training	Reduction	County	Educate workforce about health insurance cost savings options (i.e. taking spouse health insurance versus Co. plans.)
Training	Reduce Training	Reduction	County	Suspend T&T program.
Training	Reduce Training	Reduction	County	Evaluate County Driving Safety Programs. Is it cost effective or cost saving?