

**SONOMA COUNTY REGIONAL PARKS DEPARTMENT
2009-2010 Budget Reductions**

Suggested County-wide Strategies

1. Look at levels of approval for routine items that currently need to go to the Board of Supervisors for approval; increase departmental approval authority.
2. Streamline and simplify approval processes to reduce staff time on administrative processes
3. Expand sabbatical policy to allow employees to take up to a year off, or another specified time frame and county continue to pay health benefits. Don't back fill behind staff out. Rotate # of sabbaticals allowed to keep more positions vacant to get through next two to three years budget crunch.
4. Work with purchasing to negotiate better rates with consultants who have multiple contracts with the County.
5. Eliminate salary COLA for Board of Supervisors, Managers and Confidentials for upcoming year
6. Mandatory or voluntary time off.
7. Mandatory week off between Christmas and New Years with impact of pay cut spread out over a number of months (as was done last time)
8. Eliminate MBA accounts until financial situation improves.