

County of Sonoma
Countywide Cost Saving Ideas

FOR OFFICIAL USE ONLY

NAME OF ORGANIZATION		DATE RECEIVED
AGRICULTURAL COMMISSIONER'S OFFICE		
NAME OF PERSON SUBMITTING IDEA	WORK PHONE #	EMAIL
DAGNY THOMAS	X3237	dthomas1@sonoma-county.org
TITLE OR SUBJECT OF COST SAVING IDEA		
Textbook and Tuition funds made available and budgeted for on an as needed/requested/utilized basis only. Discontinue balance rollovers to following fiscal year.		
EXISTING CONDITION (if more space is needed, please summarize and attach additional sheet/s)		
Currently all Sonoma County represented employees receive an annual allotment of \$500 or more to be used towards tuition and textbook reimbursement. Funds remaining in the employee's account at the end of the fiscal year are rolled over to the following fiscal year up to the negotiated amount (\$250 or more).		
Currently, fiscal year budget figures include accounting for the allotment of \$500 or more per eligible employee, per year for this benefit.		
SUGGESTED COST SAVINGS IDEA (if more space is needed, please summarize and attach additional sheet/s)		
Effective July 1, 2009, make Textbook and Tuition funds available to all eligible employees on an as needed/requested basis only, to a maximum of negotiated amount per fiscal year, with no balance rollover to the following fiscal year (i.e. use it or lose it).		
Allow employees the choice of a ONE TIME only rollover to a maximum of negotiated amount into the 2009-2010 fiscal year, if unused funds exist in their current accounts at the end of the 2008-2009 fiscal year. If employees choose not to rollover their funds from FY 08-09, they forfeit them.		
Effective July 1, 2010, no rollover of negotiated balances to the following fiscal year.		
Consider including the expense of 5-year average annual fund use into fiscal year budgeting, as opposed to including a figure that represents the benefit potentially being paid out to every individual, each year.		
BENEFITS OF IDEA (Cash savings, revenue, labor, space, service) (if more space is needed, please summarize and attach additional sheet/s)		
Cash savings based upon an analysis of the number of eligible employees per year that did not use the fund X \$500 (or more), and how much in total was rolled over to the next fiscal year. Total estimated cost savings would be the average of the total of these two figures for five previous fiscal years.		
Elimination of FY 09-10 funds rollover would result in an immediate cost savings.		
ISSUES (legal, costs, MOU, space) THAT COULD POTENTIALLY LIMIT IMPLEMENTATION OF THIS IDEA		
Unions may protest in relation to benefits outlined in existing MOUs.		

C: SEIU 1021
 Cathy Neville, Agricultural Commissioner/Sealer
 Stefan Parnay, Chief Deputy Agricultural Commissioner
 Bruce McArthur, SEIU Shop Steward