

County of Sonoma Countywide Cost Saving Ideas		<u>FOR OFFICIAL USE ONLY</u>
NAME OF ORGANIZATION RECORDER		DATE RECEIVED
NAME OF PERSON SUBMITTING IDEA	WORK PHONE #	email
TITLE OR SUBJECT OF COST SAVING IDEA VARIOUS		
EXISTING CONDITION (if more space is needed, please summarize and attach additional sheet/s) <ol style="list-style-type: none"> 1. 3% COLA for Unrepresented employees and 2.5% increase to retirement for represented employees. 2. Some employees have enough service time and years of age combined to retire comfortably now. 3. Budgeted vacant positions in a variety of departments left unfilled. 4. Bottled spring water and associated supplies are purchased for some departments. 5. Opportunities to defray labor costs such as mandatory time off and voluntary time off are present. 6. A number of employees enjoy the privilege of free permit issued parking. 7. Sonoma Co. does not have a hotline to report administrative waste, fraud, or abuse such as the one that exists for illegal dumping. 		
SUGGESTED COST SAVINGS IDEA (if more space is needed, please summarize and attach additional sheet/s) <ol style="list-style-type: none"> 8. Roll back COLA for all. 9. If layoffs are considered, first approach long term staff for options to retire. 10. Delete all budgeted unfilled vacant positions. 11. Cease payment of bottled water and associated supplies. 12. Offer mandatory time off or voluntary time off as needed. 13. Obtain nominal payment from all parking permit holders. Consider expanding this to include employees who may be interested paying to participate. 14. Create a hotline number (voicemail) to enable employees to confidentially report administrative waste, fraud, and abuse which would be monitored by the Board of Supervisors or their staff. 		
BENEFITS OF IDEA (Cash savings, revenue, labor, space, service) (if more space is needed, please summarize and attach additional sheet/s) <ol style="list-style-type: none"> 1, 3, 5, 6, 7 – Not personally known. 2 – Saves indiscriminate layoffs. 4 – For Recorder's office alone, saves approx. \$2,800 per year. 7 – Undetermined. 		
ISSUES (legal, costs, MOU, space) THAT COULD POTENTIALLY LIMIT IMPLEMENTATION OF THIS IDEA <ol style="list-style-type: none"> 1 – May prove difficult to obtain uniform support. 3-5 – None that come to mind. 6-7 – Initial small administrative startup labor needed to create programs. 		

Each submitted form will be posted on the HR website.

Send to Chris Thomas, at CAO's office