

## 2010/2011 Budget Reduction Options: Employee Compensation and Benefits

All items on this list are currently under consideration/investigation. No decisions have been made.

Most items are subject to collective bargaining and all are subject to Board of Commissioners approval.

#	Category	Option
1	Number of Positions	Hiring Freeze (regular, temporary and contractual) - Continue and tighten criteria
2	Number of Positions	Sweep part-time temporary budgets and align with hiring freeze
3	Number of Positions	Service Level Discussions with Organization
4	Salaries / Work Hours	Salary Reductions by Classification (Grade levels - Department Head, Management, Professional, Staff)
5	Salaries / Work Hours	Salary Reductions by Job Type
6	Salaries / Work Hours	Salary Reductions Across the Board
7	Salaries / Work Hours	Freeze wages - no increases
8	Salaries / Work Hours	Holidays as non-paid
9	Salaries / Work Hours	Forced time off without pay - for example weeks off around Christmas and 4th of July
10	Salaries / Work Hours	Volunteer time off - week without pay Modify work week with reduced standard work hours
11	Salaries / Work Hours	(4 day work week; every other Friday off, etc)
12	Salaries / Work Hours	Modify work week as option with required pay reduction if take
13	Salaries / Work Hours	Four day work week - maintaining 37.5 standard hours for energy savings
14	Salaries / Work Hours	Reduce or Eliminate Longevity
15	Salaries / Work Hours	Reduce or Eliminate Step Increases
16	Salaries / Work Hours	Move everyone to Pay For Performance model
17	Salaries / Work Hours	Reduce red circled and temporary assignments
18	Salaries / Work Hours	Revise operational issues impacting accruals and overtime
19	Time Off Banks	Revise OT and Comp Time eligibility
20	Time Off Banks	Reduce sick and vacation time accruals
21	Time Off Banks	Reduce accelerated sick/vacation accruals
22	Time Off Banks	Eliminate payouts for banks above authorized amount
23	Time Off Banks	Combine sick/vacation banks and convert to reduced number of personal days
24	Benefits - Medical	Increase co-pays for office visits
25	Benefits - Medical	Create same co-pay for chiropractic visits with standard doctor visit
26	Benefits - Medical	Shift everyone to Community Blue PPO 2, 3, 4 or 10
27	Benefits - Medical	Offer buy up with rate based on illustrative rates
28	Benefits - Medical	No longer offer ability to buy up
29	Benefits - Medical	Offer medical benefit for employee only - no spouse/family coverage
30	Benefits - Medical	Cost share for spouse/family coverage
31	Benefits - Medical	Eliminate Sponsored Dependent Coverage
32	Benefits - Medical	Cost Share Sponsored Dependent Coverage

33	Benefits - Medical	Eliminate Family Continuation Coverage
34	Benefits - Medical	Cost Share Family Continuation Coverage
35	Benefits - Medical	Coincide Sponsored Dependent / Family Continuation with COBRA Eliminate continuation of medical coverage for laid off employees
36	Benefits - Medical	to recover federal stimulus COBRA amount
37	Benefits - Medical	Shift to FSA or HCRA
38	Benefits - Medical	Increase prescription co-pays (currently \$0/\$30)
39	Benefits - Medical	Change from Mail Order Prescription Drug program to MOPD 2
40	Benefits - Medical	Wellness Initiative
41	Benefits - Medical	Review Willis Group proposal for health care savings
42	Benefits - Retirement	Alter required years of service and eligible age for retirement: Rule 45, 75, 60/8
43	Benefits - Retirement	Alter FAC - # years; period of eligibility; compensation eligible to include in FAC
44	Benefits - Retirement	Minimize future hire retirement benefits
45	Benefits - Retirement	Move back to Defined Contribution with little/no employer match
46	Benefits - Retirement	Move back to Defined Contribution with little/no employer match for new hires
47	Benefits - Retirement	Reduce pension multiplier
48	Benefits - Retirement	Offer incentive for eligible employees to retire
49	Benefits - Retirement	Offer early retirements
50	Benefits - Retirement	Reduce county retirement benefit when social security is received
51	Benefits - VEBA	Employee contribution to retiree healthcare
52	Benefits - VEBA	Modify retiree healthcare benefits (retirees, active and/or new hires)
53	Benefits - VEBA	Tier retiree healthcare coverage based on years of service
54	Benefits - VEBA	Eliminate retiree healthcare benefits for active or new hires - move to health savings account
55	Benefits - VEBA	Modify retiree prescription coverage
56	Benefits - VEBA	Switch retiree healthcare coverage upon age 65 with Medicare
57	Benefits - Other	Dental - elimination or cost sharing
58	Benefits - Other	Life insurance - elimination or cost sharing
59	Benefits - Other	LTD - elimination or cost sharing
60	Benefits - Other	Offer incentive for employee to waive benefit coverage
61	Miscellaneous	Settlement Standards
62	Miscellaneous	All employees pay for parking
63	Miscellaneous	Combine benefit coverage with other jurisdictions
64	Miscellaneous	Review distribution of Go Passes
65	Miscellaneous	Limit mileage reimbursement
66	Miscellaneous	Travel reduction for conferences, etc