

050 Management – Choices Survey

FINAL REPORT

04.08.2009

478 Participants (or approximately 48% of 050 Management classifications responded)
Choices (in order of Preference):

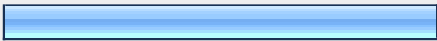
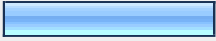
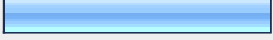
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|----|---|------------------------|
| 1. | Work Furlough Days | 4.67 / 6.00 (77.83%) |
| 2. | Layoffs | 4.26 / 6.00 (71.00%) |
| 3. | Loss of Annual Cost of Living Adjustment (COLA) | 3.89 / 6.00 (64.83%) |
| 4. | Reduced Work Hours (4/5 th 's time/32 hrs. week) | 3.57 / 6.00 (59.50%) |
| 5. | Loss of 3.35% Management Differential | 2.95 / 6.00 (49.16%) |
| 6. | Loss of 3% in Base Pay | 2.92 / 6.00 (48.67%) |

Survey Tool: www.surveymonkey.com


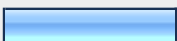
O50 Management - Choices Survey

1. Given the economic conditions the County is facing, if you were forced to choose, which would you choose in order of preference (You may choose as little as one choice to a maximum of six choices. Click on round circle, and a check mark should self-enter).								
	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	FOURTH CHOICE	FIFTH CHOICE	SIXTH CHOICE	Rating Average	Response Count
Loss of Annual Cost of Living Adjustment [COLA] (length of time unknown; will not be retroactively paid back at a future date; subject to County determination)	37.8% (136)	13.1% (47)	8.6% (31)	9.2% (33)	4.2% (15)	27.2% (98)	3.89	360
Work Furlough Days (number/length of time unknown; subject to County determination)	30.1% (121)	37.6% (151)	12.9% (52)	10.0% (40)	8.0% (32)	1.5% (6)	4.67	402
Reduced Work Hours (4/5th's time = 32 hours per week; length of time unknown; subject to County determination)	6.7% (24)	19.6% (70)	33.3% (119)	14.0% (50)	16.5% (59)	9.8% (35)	3.57	357
Loss of 3.35% Management Differential (length of time unknown; will not be retroactively paid back at a future date; subject to County determination)	2.8% (8)	12.6% (36)	17.8% (51)	22.7% (65)	31.8% (91)	12.2% (35)	2.95	286
Loss of 3% in base pay (will impact Management Differential pay; may or may not impact other pay you receive; will not be retroactively paid back at a future date; length of time unknown; subject to County determination)	1.4% (4)	13.6% (38)	16.5% (46)	28.3% (79)	24.7% (69)	15.4% (43)	2.92	279
Layoffs (reduction in workforce to assist in the reduction of budget deficit; number of employees affected is unknown; subject to County determination)	41.4% (176)	15.5% (66)	14.8% (63)	4.7% (20)	2.8% (12)	20.7% (88)	4.26	425
	answered question							478
	skipped question							0

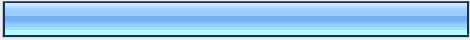
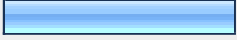
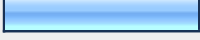

2. Would you VOLUNTARILY choose, one or more of the above, to lessen the potential loss (e.g., layoff's) of 050 Management positions WITHIN your Department?

		Response Percent	Response Count
Yes		47.7%	228
No		23.0%	110
It Depends		29.3%	140
If you answered, "It Depends" please specify why.			138
answered question			478
skipped question			0


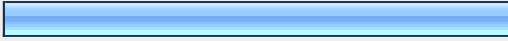
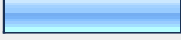

3. Would you prefer to VOLUNTARILY choose any of the above, or would you prefer to have the County make a MANDATORY across the board cut of their choosing, for members of 050 Management?

		Response Percent	Response Count
I would rather voluntarily choose		81.2%	388
I prefer the County to make the choice		18.8%	90
answered question			478
skipped question			0

4. How would you feel about the elimination of the current "vacation over maximum payout", (e.g., use it or lose it)? [In most cases the maximum that can be "banked" is 400 hours]

		Response Percent	Response Count
Eliminate it		51.0%	244
Do not eliminate it		25.3%	121
I don't care		21.3%	102
Not applicable		2.3%	11
answered question			478
skipped question			0



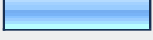
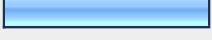
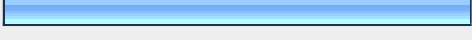
5. How would you feel about the elimination of the current option for vacation buy back/payout (i.e. 40 hours buyback option 2x per year) once you have accrued over 240 hours of vacation

		Response Percent	Response Count
Eliminate it		23.6%	113
Do not eliminate it		55.6%	266
I don't care		19.5%	93
Not applicable		1.3%	6
		answered question	478
		skipped question	0

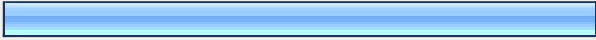


6. Which Department do you work for [please spell out Department name, no abbreviations or acronyms](i.e., Department of Human Assistance, Sheriff's Department, Department of Health and Human Services, Department of Behavioral Health Services, Department of Personnel Services, etc.)

		Response Count
		466
		answered question
		466
		skipped question
		12


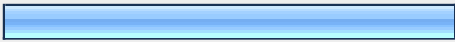
7. When do you plan on retiring from County of Sacramento service?

		Response Percent	Response Count
0-1 year		1.9%	9
1-2 years		8.4%	39
3-4 years		15.9%	74
5-8 years		22.3%	104
9 years or greater		51.5%	240
		answered question	466
		skipped question	12

8. Please notate whether you are a current paying member of the Sacramento County Management Association (SCMA).

		Response Percent	Response Count
Yes		65.2%	304
No		29.4%	137
I want to sign up		5.4%	25
<i>answered question</i>			466
<i>skipped question</i>			12

9. Is there anything you would like to add, that would be helpful in discussions with County Labor Relations and County Leaders? Please limit your comments to 300 words or less. (This is an optional question)

		Response Percent	Response Count
Yes		50.2%	234
No		49.8%	232
If you answered "Yes" please specify			231
<i>answered question</i>			466
<i>skipped question</i>			12

2. Would you VOLUNTARILY choose, one or more of the above, to lessen the potential loss (e.g., layoff's) of 050 Management positions WITHIN your Department? (If you answered, "It Depends" please specify why)

All cuts need to be universal, across the spectrum of employees from the Board of Supervisors to the OA I.

Any cuts to salaries or benefits need to be distributed evenly including those of the Board of Supervisors and County Executive.

Are represented employees also doing it? If so, I'd be willing to take a COLA hit for one year.

As an IT Manager, the recent IT Consolidation 'plan' seems targeted to lay off as many IT staff as possible. Between that and the tendency to blame mgrs for the current underfunding problem, I am getting less inclined, not more, to help out. The advantage of mandatory is that everyone would be in the same predicament, sort of 'share the pain.' Voluntary would be more fair, but I have concerns that it would be equitable - not all options are equal cost.

As long as all county employees including the BOS and CEO were included in the reductions. It must be across the 'board'.

As long as it does not affect my retirement, I would voluntarily choose.

COLA's if they are applied across the board from the BOS to the bottom, to represented and unrepresented.

Consistency applied to all employees.

Contingent on economic conditions and budget constraints

County would need to guarantee and show with an audit trail that the money given up is going directly to the people who would've been laid up.

Depends on alternative---COLA loss OK

Depends on how deep the cut is going to be.

Depends on how many cuts are expected and the length of time for the loss.

Depends on how many layoffs would be avoided, especially how many in my department.

Depends on negotiated length of time.

Depends on the language of the agreement.

Depends on what other unions decided to give up.

Depends on whether any jobs would actually be saved, especially mine.

Depends upon how much drop in salary. Also, major difference in take home between permanent part-time (4/5 schedule) vs. modified work schedule.... would prefer to have the option of actual 4/5 which eliminates the social security deduction.

Depends upon which of six choices were selected and affords me the opportunity to make a decision jointly with subordinates (Mgt 50).

Either furlough or 4/5ths work week, during fiscal crisis, would not impact hours contribute toward retirement; that is, the accrual rate would not change just because there was a crisis. See State of CA for how they managed the furloughs.

For current Department, the answer is yes, I would voluntarily choose one of the options; however, Information Technology is being consolidated in to a new department and I envision layoffs regardless as a result the consolidation effort so as the question is phrased, I am not willing to make a voluntary choice that would "lessen the potential loss...within your Department for the new IT department.

Hard to answer yes or no without knowing what the offer is.

How strongly the action is guaranteed to actually reduce layoffs

I am concerned that the Co. Admin. Office is not taking the lead and that the bottom line remains unknown. There does not appear to be a plan for reinstating any cutbacks that could occur - to the detriment of the employees.

I am the sole wage-earner in my family, approaching retirement that--given today's economic situation--has drastically reduced financial options. Decision will be based on financial needs.

I have a lot of years of service and am eligible for early retirement. I cannot afford to retire at this time, but if/when the time of adverse actions came, I would look at it as an option. No info was given on the effect of any of these measures on retirement credits, accruals or benefits. How about offering some additional retirement credit to encourage some of those who are close to retirement to go ahead and retire now? The last time the County had such severe budget difficulties, 4/5ths was popular. At

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that time, participants could sign up for 6 or 12 months at a time, with guaranteed return to full time and no change in their place in the 'layoff line', if that became necessary. Would that be true this time? I have heard a number of people saying that they would volunteer for 4/5 under those circumstances. For vacation over maximum, how about raising the accrual limit to 600 hours? That would stop the payouts for at least a year and help short-handed departments during the crisis. Payouts could then be eliminated without hardship on either side. One of the Sheriff's memos stated that overtime was cut and vacations curtailed. Raising the accrual limit would help ease into the elimination of the vacation over max payout, if that became necessary. Vacation over max payout was put in place when employees who requested vacation time were denied that time and lost it, due to the needs of the department. Measures to prevent that should be put in place if the payout is eliminated.

I think 4/5th should be offer to those who are not within 5 years of retirement before any other solution is proposed.

I think there is probably room for reduction in work force related to reduction in programs. This is due to some programs or services being expanded in order to provide a service at the level of a "Cadillac" instead of a "Toyota". As a local tax payer as well as a Count employee, I think County programs and services should strive for efficiency and dependability without the "bells & whistles". Elimination of some "bells & whistles" could result in a reduction in workforce.

I want it to apply to all workers including the CEO, CFO, Lynn Frank, the Judges and the janitors, not just 050 management

I work for the Department of Child Support Services. We get no funding from the general fund, State and Federal Funding.

I would be amenable to any of the above only if the lost benefit is deferred and paid retroactively when the economy/property tax revenue/sales tax revenue recovers. Otherwise the County is bargaining in bad faith.

I would be willing to be furloughed if 050 staff truly get the day off, not if we simply lose the pay and are expected to work anyway, this is also true of a reduced schedule.

I would be willing to participate in the higher level reduction proposals if they were applied equally across all county staff and all labor groups. The County Exec needs to participate in any reductions. There can not be bonuses going out at the top and cuts through the rest of the organization.

I would be willing to take a pay reduction if my retirement income would based on the higher scheduled pay amount before the reduction also reduction in hours if the same applied

I would be willing to take one or two furlough days per month, but beyond that it would become a financial hardship. I would also want some type of guarantee that my volunteer effort saves jobs, and that I wouldn't have my pay reduced at a later time.

I would choose layoffs unless everything is equal in reductions in COLA, etc. NO loss of 3%, 3.35% MD, etc.

I would choose reduced work week over layoffs.

I would choose the waiver of the COLA Only. The Leadership at the County must also do this.

I would consider a voluntary cut if the County Exec would voluntarily reduce his multiple pay increases over and above cola's that he has received in the past 5 years. Just like AIG he has been rewarded for handling his charge (Sac County) in a negligent manner.

I would prefer that the COLA be approved, passed but payment delayed up to one year as has been done in the past. Other monetary reductions should be temporary and not left to the discretion of county top level management based on the swell job they have been doing so far. They simply are not trusted at this point in time.

I would voluntarily choose one, but I think it makes more sense for the County to choose one, so that all managers are treated the same.

I would voluntarily choose the one option I identified - the others are problematic

I would voluntarily take a furlough day to avoid lay offs in 050 for my dept. I would have selected "yes", but since our Co. Exec. said he deserved his pay bonus, which really didn't set well. It was embarrassing. Therefore my response is "It depends". We do pay attention to our exec. Leaders.

2. Would you VOLUNTARILY choose, one or more of the above, to lessen the potential loss (e.g., layoff's) of 050 Management positions WITHIN your Department? (If you answered, "It Depends" please specify why)

I would voluntarily take a reduction of some sort if it ensured that I would not be laid off at any time in the future.

I would want the chosen option to be county wide; otherwise my department loss might only benefit another department or benefit some other program. I do not want to give up any thing for the benefit of others. Any thing I give up should be for the benefit of my department

I'd prefer to protect non-management positions.

If all levels of employees, upper and lower, did the same-including Terry Schutten and the Board.

If all other avenues of reduction were used already and this was the last option, then yes, I probably would.

If everyone else was in agreement and if the other unions made substantial sacrifices as well.

If everyone takes the same hit. Equality is the important thing in these tight times. EVERYONE takes whatever hit, across the board, from the VERY top to the bottom.

if everyone would as well

If furlough day is option, it will depend on the number of furlough days and length.

If I actually thought we really had a choice in the matter, I would, but the County will through managers under the bus as they always do.

If I am impacted by layoffs (resulting in my exercising bumping rights and an ultimate pay reduction) I would not volunteer for any additional reduction in pay.

If I can choose which days I am furloughed or if I can dictate a part time schedule. If I was to go part time, I would want to work 9-3 every day. 4/5s time does not work because of child care issues. If I could work 9-3 (30 hour work week), then I can relieve the financial burden by not having to pay for after school child care. The key to making employees want to volunteer for part time work or furloughs is to allow some flexibility in hours. It works for me if I can then lower other personal costs such as child care.

If I can see that other departments who are considered as revenue generating dept. are allowed by the County to hire for new positions while the other departments might experience lay-offs, then I will have to think about it. This will not be fair.

If it applied to all classifications countywide, yes.

If it does not impact the "security" of my job by making me a part-time employee and negatively impact my benefits.

If it really saved someone's job then yes. If all it did was reduce total expenditures No.

If it would save a key position I would voluntarily choose loss of COLA for one year only. If needed to continue discussions should be opened. The other options don't seem to be suitable considering the impact to retirement and benefits especially since there seems to be no County offer of future reimbursement or other concession, such as, additional vacation time, earning CTO or something else.

If layoffs could actually happen and this option would actually avoid any additional cuts, I would rather see layoffs. This county needs to trim some serious fat... starting at the Agency level and County Exec's office FIRST.

If most people (represented and unrepresented) choose to do any one of the above so would I. Otherwise, layoffs.

If no job losses were guaranteed by forfeiting a certain percentage and that percentage was equal among ALL levels of management, including county exec and B.O.S.'s

If the county and labor groups do so equally, including BOS, county executive staff, exempt employees.

If the four managers above me also participated, I would choose one.

If there isn't a commitment from the Department that my actions to voluntarily choose a pay cut won't save a person from being laid off, I would choose to have the County make a mandatory decision across the board that has the most likely chance of saving someone from layoff.

If there were no other options other than the layoff of Management positions.

I'm getting close to retirement, any golden handshakes happening?

In some cases, I'd prefer layoffs than pay reduction due to protection and priority for reinstatement

2. Would you VOLUNTARILY choose, one or more of the above, to lessen the potential loss (e.g., layoff's) of 050 Management positions WITHIN your Department? (If you answered, "It Depends" please specify why)

when budget gets better.

It depends on a lot of things, like which option is selected and for how many and how long. I'd be fine with not getting a COLA for one year, or a short period without the differential, or maybe even a sort period of a reduction. A few furlough days a year would be tolerable. A year's worth of furloughs every two weeks would not, not would any long term reduction of work week hours.

It depends on how it impacts my retirement which is within the next few years. I am most reluctant to do anything which reduces my pay

It depends on how long the change would have to go on and which one of the changes it was.

It depends on how long the position is saved (for a portion of a fiscal year or for many years), how long we have to deal with the cut, and what the County promises in return.

It depends on how the retirement, vacation, sick leave, etc...benefits are affected. I have a concern about the statement "subject to county determination".

It depends on the impacts/consequences it will have on my family's current financial situation.

It depends on the option given.

It depends on the specific choice

It depends on what layoffs are planned.

It depends on who would pick the option(s)

It would depend on the loss. I would voluntarily choose to forego a COLA but I would not voluntarily choose layoffs.

It would depend on what options are available and who would be affected.

It would depend on what other budgetary cutbacks were also implemented (e.g., job sharing, limiting project spending to cost saving endeavors, handling of contractors).

It would depend on whether the County could identify a timeframe this would be in effect for.

It would have to be proven to make an impact on the budget. And, everyone needs to do it.

It would need to be a united sacrifice by all management positions before I would agree to anything, and actually it should apply to all represented and unrepresented groups, whatever is decided, equally across the board.

Just my department as we do not have many positions in 050.

Layoff is determinant if it pertains to a position that is unique as compared to other 050 management positions. You can't just layoff because we need to cut, it can cost the County more to remove a position that is experienced and can possibly do more than other management position that's just duplicating other management positions. Management should evaluate duplication of work to be more productive.

Layoffs are the only option I would support as long as it is based on performance.

My choices above would only apply if and only if it applied to all employees in County Service. I would not be willing to take a furlough day or a 4/5th schedule unless it was mandatory for everyone.

My Department has very few 050 employees; most are single positions that would not likely be targeted for layoff.

My department is not in the general fund, and supports other units.

My job class has not received a pay increase in about 10 years except for the COLAs which we have not received every year. The current contract was approved for 5 more years, so there is no plan to even review the pay for 5 + years. My same job class with the Courts makes \$5 more per hour and has more holidays. I have issues giving something up when the County has not taken care of us when times were good like they have the unions. So it depends on what other job classes are being asked to do.

My position is completely funded by outside grant funding. It doesn't make sense to reduce my work hours or otherwise since the money is available. Not using the money will only force us to give the money back to our funder.

Need assurance that the dollar value of loss of pay will be used 100% to offset the dollar value of any potential layoffs. When budget situation improves, pay should be bumped up - calculated - as though the cost of living adjustment had been made i.e., if lose cost of living adjustment in 09-10 and 10-11

2. Would you VOLUNTARILY choose, one or more of the above, to lessen the potential loss (e.g., layoff's) of 050 Management positions WITHIN your Department? (If you answered, "It Depends" please specify why)

fiscal years, then the salary adjustment in 11-12 should include the cola's for the earlier years when it should have been paid. A budget crisis in one year should not be an excuse to permanently pay us less than we otherwise would have received.

Not sure what this means. I would not volunteer unless everyone else did. Or does it mean that everyone must pick or volunteer for one of the above - in that case volunteer would be ok as long as represented and unrepresented get the same take-away percentage.

On my personal financial circumstance at the time.

on my spouse's work situation

On the details of the specific options and county's willingness to put promises in legally binding contracts.

On what efforts had been done first

On whether the positions are really needed

Once we lose a hard won benefit it will likely NEVER return (thus my choice of loss of the differential and COLA last). I would be open to a voluntary floating furlough day (similar to the State) with the understanding that "furlough days" are only on the interim until the economy recovers (i.e., furloughs are NOT A PERMANENT FIXTURE).

Only if its county wide- from the top to the bottom

Only if layoffs result in eliminating positions within programs that are overstaffed for current workload and funding sources and does not result in layoff of managers within funded programs with healthy workloads

only if the choice was temporary, less than 1 year, not permanent

Only IF the County Releases ALL Contractors across the board. NO EXCEPTIONS. Any "Critical" positions should've been already full time County employees!

Only if this is enforced Countywide. Would not want to be one of only a few within our department, agency, or countywide that actually volunteered. I am not certain that all employees would voluntarily choose.

Only the COLA

Only the loss of COLA

only when county executive has been replaced would I take anything

Only would consider giving up COLA

Question is too broad, frequently once this broad question is made more specific, the meaning changes.

reduced work hours

Reduced work hours AND loss of COLA's and pay reductions is more than I can tolerate financially.

So long as all of 050 individually participates in one of the above options, except layoffs.

Some of the above have a greater long term negative impact on select groups.

Some of the above have a greater long term negative impact on select groups.

Spouse is currently receiving SDI only due to injury. Income loss is severely affecting financial situation.

The 4/5ths time sounds great but we would be expected to still accomplish 50 hour work weeks in 32 hours. So, it isn't really a viable option. Of course, it is preferable over layoffs.

The county is currently consolidating IT county wide, it depends on how the IT management (and all IT classifications) will be handled. How will the IT staff by classification be consolidated, how will time in class/service be calculated as one department?

The only choice above that I accept is layoff. Also, If I had to give up COLA or salary now I would want it made up in subsequent years.

the only one I would take to save positions is the COLA

The only option that I would voluntarily agree to is the suspension of the COLA. The reduced work days, furlough & loss of differential significantly impact retirement. The loss of the COLA is not a 'takeaway'.

There are a lot of people who are not the "best of the best" riding the tenure ticket. The solution not

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mentioned above is for management to do their job and cull the wheat from the chaff by terminating managers who do not manage their staff (provide formal reviews) and terminating staff who cannot pass the muster of a review.

There are many under-loaded sections within my department due to the downturn in construction. Management (and their staff) in the under loaded sections could be reallocated to other sections that have become very busy. Perhaps some layoffs will be necessary.

Whatever it is, it needs to be equal.

Whatever option(s) are chosen it needs to apply to every county employee top to bottom.

Which jobs will be saved

Which other categories are affected. Must apply to all management classes, just not the one I am in.

Whichever will have the least impact on my pay

Would give up COLA only.

Would my workload reflect my decision? I want to save co-workers jobs & would elect to do so if possible....

Would not choose regarding "potential" layoffs - would choose if mandatory layoffs.

Would only voluntarily choose layoffs.

Would voluntarily choose furloughs, 4/5 time because they don't impact final compensation for retirement like the other options do. FINAL COMPENSATION REDUCTIONS IMPACT YOU FOR LIFE!

Would volunteer for 4/5th's time if County would continue to credit me with full time service credits for Retirement.

Would want it to be for a specified time period which would be irrevocable.

Yes, if it were one of the above I checked (give up COLA or go to 4/5th's time). No to the rest.

6. Which Department do you work for?

Agricultural Commissioner/Director of Weights and Measures
Airport System
Airports
Airports
Airports
Airports
Airports
Alcohol & Other Drug Services Division
Assessor
Assessor
Assessor
Assessor
Assessor's Office
Behavioral Health Services
Board of Supervisors
CEO
CEO (not exempt)
CEO Cabinet
CEO Cabinet
Clerk/Recorder Department
Communications and Information Technology
Communications and Information Technology
Construction Management Division
County Assessor
County Clerk/Recorder
County Clerk/Recorder
County Counsel
County Counsel
county counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel
County Counsel's Office
County Counsel's Office
County Engineering
County Executive
County Executive
County Executive Cabinet
County Executive Cabinet
County Executive Office - Cabinet Analyst
County Executive's Cabinet
County Executives Office
County Executives Office
Countywide Services Agency
CSA

6. Which Department do you work for?

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Department of Health and Human Services and Behavioral
Health

Department of Health and Human Services

Department of Human Assistance

Department of Human Assistance

Department of Human Assistance

Department of Human Assistance

Department of Human Assistance

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Department of Human Assistance

Department of Human Assistance

DEPARTMENT OF HUMAN ASSISTANCE

Department of Human Assistance

Department of Human Assistance

Department of Human Assistance

Department of Neighborhood Services

Department of Neighborhood Services

Department of Personnel Services

Department of Personnel Services

Department of Personnel Services

Department of Personnel Services

Department of Personnel Services

Department of Personnel Services

Department of Personnel Services

6. Which Department do you work for?

Department of Water Resources
Department of Water Resources
Dept of Behavioral Health Sciences
Dept of Behavioral Health Services
Dept of Health & Human Services
Dept of Health & Human Services
dept of health and human services
Dept of Health and Human Services
Dept of HHS
Dept of Human Assistance
Dept of Waste Management and Recycling
DEPT OF WATER QUALITY
Dept. Health and Human Services
Dept. of Behavioral Health (APSSC) Mental Health
Dept. of Water Quality
DHHS
DHHS
DHHS
District Attorney
District Attorney
District Attorney
District Attorney
District Attorney's Office
Environmental Management
Environmental Review & Assessment
Environmental Review and Assessment
Environmental Review and Assessment
Facilities Planning Architecture & Real Estate
Facilities Planning Architecture Real Estate
Facilities Planning, Architecture and Real Estate
Facilities, Planning, Architecture and Real Estate
Facility Planning, Architecture & Real Estate
Facility Planning, Architecture and Real Estate
Facility Planning, Architecture and Real Estate
First 5
First 5 Commission
First 5 Sacramento Commission
First 5 Sacramento Commission
General Services
General Services
General Services
Geographic Information Systems
Geographic Information Systems
Health & Human Services
health and human services
Health and Human Services
Health and Human Services
Health and Human Services
Human Assistance

6. Which Department do you work for?

Human Assistance
Human Assistance
Internal Service Agency, Finance Department
MSA
MSA
MSA
MSA department
Municipal Services
Municipal Services
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency
Municipal Services Agency Administration Department
Municipal Services Agency
OCIT
OCIT
OCIT
OCIT
Office of Communication and Information Technology
Office of Communication and Information Technology
Office of Communication and Information Technology
Office of Communication and Information Technology
Office of Communication and Information Technology
Office Of Communication and Information Technology
Office of Communication and Information Technology
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Office of Communication and Information Technology
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Office of Communications & Information Technology
Office of Communications and Information Technology
Office of Communications and Information Technology
Office of Communications and Information Technology
Office of Communications and Technology
Office of the County Counsel
Office of the County Counsel
Office of the County Counsel
Office of the Public Defender
Planning and Community Development
Planning Department
Probation
probation
Probation
Probation

6. Which Department do you work for?

Probation
Probation
Probation
Probation Department
Probation Department
Probation Department
Probation Department
Probation Department
Public Defender
Regional Parks
Registrar of Voters
Sacramento Area Sewer District
Sacramento Area Sewer District
Sacramento County Airport System
Sacramento County Airport System
Sacramento County Airport System
Sacramento Regional County Sanitation District
Sacramento Regional County Sanitation District
Sacramento County Airport System
Sheriff
SHERIFF
Sheriff
Sheriffs Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Sheriff's Department
Transportation
Transportation
transportation
Transportation
Transportation
Waste Management
Waste Management & Recycling
Waste Management & Recycling
waste management & recycling
waste management and Recycling
Water Quality
Water Quality
water Quality
Water Quality
Water Quality
Water Quality
Water Quality

6. Which Department do you work for?

Water Quality

Water Quality

Water Quality

Water Quality

Water Quality - SRCSD

Water Quality Department

Water Quality Department

Water Quality Department

Water Quality Management

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

1. Don't eliminate vacation pay out, but eliminate the abuse of vacation pay outs (audit the use and work attendance of recipients, i.e., that the person did not take days off as management time off, and get vacation pay out as well, by auditing the biggest users. Or, put a maximum on it (x hours per year) 2. Have County ask for volunteers to take furlough days, 4/5ths time, with a dollar goal to be reached. County should agree to no layoffs, mandatory cuts, etc. if \$ goals reached (or proportionately lessened by amount of money saved) through voluntary furloughs, etc. 2A. Allow staff to take extra days off (leave) without pay, with department head/supervisors' ok. Some people want an extra week or two off for vacation, even if unpaid. 3. SCMA - Begin PR and publicity campaign, (join with State workers?), to educate public that when county and state workers have to take furloughs that those are forced pay cuts - our income goes down (we don't want days off, we want full time jobs). Educate the public that furloughs and other pay cuts are in effect unequal taxes on the affected workers - Just because we work for government, we are expected to have less net income, to balance the government's budget - the budget is balanced on our backs - disproportionately to other tax payers. I would like SCMA to insist on program cuts instead - if government can't afford a program, then cut it. Don't make workers pay part of the cost of the programs by cutting their pay or eliminating cost of living increases, etc. (CA Teachers Assoc. has used PR well over past several years to heighten public awareness and sympathy for schools, teachers.) 4. Ask for audit of Sheriff's Office's use/shift of jail food budget funds for use by Sheriff for other things (perks). Funds should be used for inmate food, or returned to the County general fund. 4A. Audit uses of overtime pay by Sheriff's deputies, to enhance their pay. Hiring of more deputies would cost less than paying existing deputies for overtime. (Someone needs to do the math.) Sheriff deputies want the overtime. It also increases their retirement pay, I think. This may be a big County cost. Restrict use of overtime; require more deputies to be hired instead. 5. Eliminate Sheriff deputies free meals provided at the jail. They can bring lunches like other people do if they can't leave. Or, have them pay the county's cost for the food they eat (a pay cafeteria). If Sheriff keeps free meals for jail staff, impose strict control - only for jail staff. At least in the past, many deputies from outside the jail come in for a free meal. No one checks. (Calculate amount of food bought vs. number of jail employees - excess food is for outside people.) Eliminate use of county funds (from jail food budget) for food for meetings (especially extravagant food.)

1. All contractor/consultant positions should be eliminated before any employee loses their job or is asked to take cuts in pay for the purpose of reducing the budget. Contractor/consultant retention should be limited to "projects" requiring specific deliverables that cannot be produced by County staff. The scope of such projects should be defined and maintained; along with a detailed schedule containing start and finish dates. Contractor/consultant retention should not be allowed to fulfill ongoing staffing needs, mitigate trust issues, or satisfy some political goal. 2. Limit project spending to cost-saving endeavors until the budget situation is resolved. Require cost-benefit and return-on-investment information to be provided before authorizing large project budgets.

1. This County could save so much money by making changes, not limited to: A. electronically created/signed time sheets; B. payroll advices accessed online vs. being printed for 14,000 employees every two weeks (364,000 copies a year); C. eliminate "Agency" personnel positions and just have "Department" heads report to the County Executive; D. auto-on/off lights at 7:00 a.m./5:00 p.m. in all county buildings; E. consolidating leases/personnel/buildings to a minimum number; F. eliminate "vehicle allowance" for top tier county managers; G. direct deposit of reimbursement checks for mileage, travel, etc.; H. everyone (countywide) participating equally in the painful reductions (e.g., BOS, County Executive Office, Management, Unrepresented, Recognized Employee Organizations); I. eliminate "contract" employees of ANY kind (especially County Executive Office, Agency, Labor Relations level); J. other "common-sense" cost-saving reductions that actually make a difference... NOT furloughs!; K. etc. etc. etc.

9/10ths option would be easier to adapt to than a 4/5ths option

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

A couple of years ago, a Job Study was done. Nothing came back to those people who participated in the job study. In fact, the way the County decided which classifications got raises and which did not only resulted in more confusion around the methodology and choices. This split management classes amongst themselves which does not serve the county well and increases distrust of these types of efforts.

A program called WELLNESS was created prior to one of the County Clinics closing and has continued to grow with staff and patients. How is this a reduction if the staff and patients were only shifted? Support staff are being cut therefore the need of Management staff is decreased. Let's take a real look at cutting all levels of Management including, but not limited to, Health Program Managers, Division Chiefs and up.

Across the board means from Board of Supervisors and County Executive down through the ranks to include hourly employees forfeiting the exact same percentages. If not, layoff's first choice.

Again, the loss of the COLA would allow all staff to work towards retirement and not affect any Social Security benefits & hopefully could prevent layoffs & furloughs. It would seem most equitable for all county staff.

All contractors (consultants) should be eliminated before any of the options are selected. If not, there will more than likely be an outcry.

All temps and on calls must be eliminated county wide before the permanent staff are affected by cuts. Take a look at perks like 9/80 work days; eliminate to get more people on the job daily. If you have enough daily staff, you generally don't need the on cal coverage

Allow Mgt to choose which underperformers get laid off. Use performance, not seniority.

An option not given was to lay off all contractors. This would be my first preference before any County position was eliminated regardless of the classification.

Any cuts in benefits/pay or awarding of benefits/pay should be applied equally to ALL County employees, represented and unrepresented alike. County needs to quit making concessions to benefit certain departments at the expense of others.

Any cuts or furloughs should be uniform across the board to include upper management. There should be some oversight in eliminating some management positions that might be unnecessary. Now is the time to look at the organization of the county infrastructure and look at how to work smarter and build the foundation that will make the county stronger and able to meet the needs of county residents. It is important to take this time to seriously consider logical and effective organizational infrastructure and not be penny wise and pound foolish. Take advantage to change!!!

Any reductions in pay and furloughs should be applied to ALL County employees including the Board of Supervisors, the County Exec. and directors.

Any reductions should be done across the board with EVERY employee of Sacramento County, NOT only select few (example: Management)

Are the County CEO's and COO's required to take cuts as well or are they exempt? (as exempt employees). THERE'S AN OXYMORON!!!

Are the suggestions submitted by employees for budget reductions even being looked at? The salary inequity issues from three years ago are still not resolved and we are very close to DPS working on new contracts. The management benefits need to be reviewed in comparison to other counties and cities. It is hard to believe that Sac. Co. mgmt. benefits are in line with others. And, please tell the Co. Exec., Robert Ryan and the BOS that there is no County without the employees. The hurtful comments at the BOS meetings are not building good will during a difficult budget time.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

As a long time county employee, I have been through up and down cycles with the county before and the pattern repeats itself. When the economy goes bad we typically lose some of our more productive employees because they have little seniority. During the down economy, salaries stay low and when the economy picks up we react far too slowly to attract the best prospective employees and we lose them to other employers who act much faster. I believe building a loyal and competent workforce in bad economic times would pay huge dividends when the economy improves. We could provide a higher level of service with fewer employees if we were able to manage our personnel issues more effectively and base layoffs on productivity rather than seniority. I realize we have civil service rules and union MOU's to consider, but if we do not make changes and continue to act as we always have we will continue to get the same results.

As a manager I believe we should lead by example, remember our responsibilities to our staff and be prepared to take our "fair share" of cuts. However, the County's budget issues should not be solved only upon the backs of management just because we are unrepresented. Labor should also be asked to make appropriate cuts. We (the County) need to carefully consider that there is one big thing that helps us retain talent and not lose our best and brightest to the private sector - that is job stability and security. I am willing to take a substantial cut to save jobs but insist that as the economy improves that the County quickly make adjustments to keep our compensation competitive.

At the present time my position Treatment Plant Operations & Maint Mgr 1, makes 14% more than the supervisors below me, but when the differentials are added it is less than 1%. It comes to \$0.29 an hour difference. The position is due a 6% equity adjustment in 2010.

At this point its time to consider forming a representation group for management (union), up to what level I don't know, but perhaps not including Division Managers and Above.

Avoid layoffs at all costs! The economy is horrible enough, that would affect the entire community with less \$ being spent etc. Thanks for representing us; I will be in contact about becoming a paying member. It's good to see this type of activity.

Be fair with management. Most employees work no more than 40 hours yet most managers routinely work more than 40 hours, during weekends and vacations, and when they are ill as a result of the requirement to work the hours needed to get the job done. If compensation is reduced, that clause needs to be re-evaluated.

Before any of the above measures are taken, there should be other actions taken: Eliminate all consultants/contractors in the County; eliminate all retired annuitants/intermittents; eliminate all positions that are not permanent; then consider some of the options listed above.

Changes should be temporarily directed mandatory changes to reflect the current global instability that will most likely be resolved within the next 5 years.

Close to retirement. Will vacation over max., 3.35 differential be lost in determining retirement income? They are used now to figure your final pay. I'm Tier 1 I think I should retire even though I'm due COLA and final step raise this year

COMMUNICATE, COMMUNICATE, AND COMMUNICATE!!!!

Compared to the outside pay scale for equivalent jobs County employees, Management or not, are at the lower end. The same applies to the County versus many other Government jobs. IF the County needs good, dedicated people pay them a fair wage instead of looking for ways to cut their salary. Cut programs that are often harbors for the lazy or unwilling and leave the middle alone. One might say we do our part every day by working at the lower pay scale.

Consider across the board cuts (i.e., 10%) and let departments figure it out.

Consider elimination of vehicle allowance for Dept, Heads, with the provision that they may use pool cars or seek individual mileage reimbursement.

Consider keeping medical coverage for retired county employees.

Consideration should be given to the lowest wage earners.

Continue to look for positions that are duplicative and unnecessary which high level management tend to keep that adds cost to the departments and county.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

County departments have already seen significant cuts and any further reductions to Personnel are likely to have dire consequences. We have already seen an increase in OT costs due to reduction in staffing and the inability to fill vacant positions in most areas. The county needs to work toward increased ways to increase revenue rather than ways to decrease the workforce to levels that will compromise the health and safety of its citizenry.

County Exec Terry Schutten should be removed from office! He gave himself a significant raise prior to all of this occurring! Reminiscent of AIG- he needs to give up his raise and be removed by the Board of Supervisors!!

County Executive Management needs to be more aggressive (scope and timeliness) in making budget-reducing decisions. Communicate more to all County staff.

County leaders need to slash programs. Layoffs and deep program cuts are needed yesterday. Everyone will "feel the pain," working or not.

Cuts to salary and/or benefits need to begin with at the County Executive to set an example that other managers and labor organizations can follow. Step Raises should not be frozen. If this is done it is not an equitable cut across the board. If this is implemented, those at top step in a classification should take a 5% pay cut. Eliminate the COLA. I do not agree with a 3% cut in base pay. I do not agree with eliminating and/or suspending the management differential of 3.35%. Anyone with compassion wants to avoid layoffs; however, this is one reason we have seniority. A veteran County employee should be insulated some what and not feel guilty about layoffs if he/she has voluntarily given up a Cola and is subject to Furloughs, etc. I do not think a pay cut beyond the COLA should happen. It may be necessary to impose layoffs there after. Rank and file has lost confidence in those that handle the budget and the flow of information to the work force. It appears to be a "fire drill" when budget saving efforts should have been more progressive months ago. Anything to mitigate this perception should be done. Labor organizations are reluctant to open contracts (5 years at County insistence) and face take away's. Side letters will likely be the route taken. This situation needs to move along now.

Department head car allowance should be eliminated

Departments should not be affected by another Department's layoffs. The layoff effects should be confined to that particular department and should not ripple across other departments due to seniority.

Do not agree to anything without consulting the membership.

Due to the nature of some management positions may managers would lose vacation instead of taking it. This will only decrease morale. I do not agree that the additional compensation should be calculated as retirement income. This double dipping is a bad PR loophole that needs to be closed.

Early Retirement- Golden Handshake

Eliminate boards and commissions that benefit less than 5% of County's residents. Eliminate contractors. Refuse to implement State laws that are erroneously listed with "no financial impact". Eliminate County cell phones. Require financial benefit for all programs/changes i.e. rebranding. Eliminate satellite offices.

Eliminate the 401K match for management. Eliminate the HRA of \$25.00. Eliminate the Retired health benefit subsidy.

Eliminating the vacation over max and/or the cash out for those with 240 hours will not save money in my department or in most of the departments that will be primarily impacted. My department will actually lose money because I will not be working chargeable time if I am forced to take vacation instead. I am at the maximum 5 weeks per year and do not even want to take that much time off as it would impact my job too much. Therefore, we should fight to keep these benefits rather than give in to the misleading reports that have been in the media.

Every department should assessed and evaluate what the needs are to eliminate duplication of work which is very obvious in our dept. For example work done between administrative staff, fiscal staff, and program clerical staff.

Every situation for each of us is different. I am suffering from this economic downturn with my spouse losing his job. I have to be careful now and know I could be facing a cut here. I would prefer to choose out of options.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

For #'s 4 and 5 above, I would agree to not accrue above the 400 hr max if the County agrees to allow Mgmt to use the vacation.

Furloughs and 4/5 time provide the County with the same short-term savings as across-the-board salary reductions without screwing up our final year (or three year) compensation for retirement purposes. If you are going to make permanent compensation changes then transition into them. Having an option to choose how you save the \$ (unpaid leave vs. salary reduction) is desirable.

Furloughs are the best solution in this situation, with the goal to not lay people off. But in the end, I don't want to receive LESS base pay from what I currently receive today; because that makes a huge difference when I retire in 15 years...

Furloughs get us through the current challenge. Don't reduce base pay, colas, differentials and the like... getting them back will never happen. I believe we are all better off with Furloughs.

Give up COLA or any equity adjustment first before cutting into base or supplemental wages.

Give up nothing voluntarily. Cost reductions required in general fund departments should be absorbed only in those departments. None-general fund departments and divisions should not be subject to reductions. Attack department directors' \$400 month tax-free car allowances, special pays for cabinet analysts and other "extra duty" categories, growth of CEO and Agency executive management staff including Agency Deputy Directors, exorbitant executive salaries, relocation pay for out of area newly hired department directors, home retention vehicles including vehicles used for out of County commute, etc. etc. Give up nothing-insist that County executive managers lead by example by giving up car allowances, overstaffing of Cabinet and Agency management positions, salaries exceeding \$150,000.

Golden handshake: years and age Partial retirement option

Golden Handshakes with no immediate fiscal impact to the county. Simply add periods of time to the already existing retirement base periods.

Golden handshakes, let's go!

Golden Handshakes should also be on the table as a cost reduction option.

Great survey! You should have done this last month. Keep up the communication with your members. Thank you.

Has SCMA thought about forming a limited 050 management union? It's about time we start thinking of this (even though I would have never thought to do this in the past). The county is throwing management under the bus and the only way we are going to have protections is to have representation that can bargain at least a stable series of adjustments and terms of contract, rather than be at the whim of the county whenever it needs a scapegoat.

Has the discussion of "golden handshakes" been considered? Reduction of senior employees has budget savings. Drawback is loss of expertise.

HIRING FREEZE ON HIGH PAY POSITIONS SUCH AS ASO's AT THIS TIME

How is the county deciding when to use a private consultant to assess program needs, relevance, streamlining ect? Could this be done internally?

I am a retired annuitant; I answered the survey questions as if I were still working prior to retirement.

I am not sure law permits this or not. Why don't all county employees donate their one day salary to county? (Monthly once, until 2011) this will be bring down the deficit.

I am willing to support many of the suggestions to close the budget gap and save jobs, including a pay cut such as a furlough. However, my willingness to support this is based on not impacting my retirement. For example, my wife teaches part time but is credited a full year of normal salary because she pays into retirement at the full salary rate. Lastly, I would hope the County would offer positive incentives to hasten retirement schedules (e.g. service credit or buyout) before laying staff off.

I answered do not eliminate on the 400 hour vacation maximum because I don't think that should be a lost benefit when the financial picture improves. I think the county should look at some business processes. The main issue is how long county buildings are open to the public. I know our services are needed more than ever, there is only so much staff can do in a day. I would like to see buildings close to the public at 4:00 to give staff the time to process applications etc. This will provide better customer service - benefits and services will be issued in a correct and timely fashion.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

I believe layoffs should be the last resort. There are plenty of cost-saving methods we could explore such as temporary furloughs, temporary removal of the 3.35% diff., reduction of top official's pay (i.e. anyone making over 100k should have a temporary salary reduction).

I believe that if the County wants employees and management to be receptive to eliminating COLAs, vacation payouts, pay reductions, etc., that the executive management need to also give those benefits up first - take the lead. Distrust between the unions and the County is apparent. It appears the unions are not giving up benefits because the County executive staff is not giving up anything. The County (executive management) have not given up or reduced any of their benefits. Also, other benefits, such as, vehicle subsidy, monthly parking garage fees, assoc dues, special pay differentials, and likely others, paid by the County have not been eliminated or even mentioned to be eliminated or reduced. The County needs to lead by example and the CEO, Administrators, Deputy Administrators, Operations Officer, etc., should voluntarily and publicly announce they are giving these perks up as an indication that this is a serious situation and they are doing all they can do personally to reduce the costs to the County budget.

I believe that lay-offs have a very negative impact on the workforce. It creates a "survival mentality" for those that are not laid off and creates very low morale and productivity. Whereas, furloughs creates a sense of we are all in this together.

I believe the County should seriously explore "buyouts" for staff nearing retirement. I believe it could save a large amount of money without having to enact items we are voting on. Example, my position annual cost County 120K. Buyout would cost 60K (2 yrs). Total savings per yr would be 120K. If 1000 staff would accept yearly savings of nearly 100M. One time cost County buyout cost must be factored in.

I did not assign a rank to the option of working a reduced work schedule, as most managers currently work more than 40 hours each week to meet the demands of the job. If the entire County were to adopt a reduced work schedule, then our workload would likely adapt to the new schedule, but if it is only managers working a reduced schedule, our workload will not change.

I do believe that if mgmt is going to give something up (i.e. COLA) that it should be matched by all labor groups so every employee is participating.

I do not want the vacation payout eliminated or a "use it or lose it" plan. As managers many of us must work a lot of unpaid overtime and it is often very difficult to take vacation. If furloughs are implemented I would prefer that they occur on the same days for everyone, and not staggered or self-directed. Otherwise we would end up working a full work week, but be paid for a partial week.

I don't understand how salaried management can be asked to work a 32-hour week. That's silly; we're salaried. It's the same thing as a pay cut but less practical. If a manager of a hard working section can practically take a day off then I would sincerely question the viability and need for the section and the function it performs. Maybe the section should be consolidated or eliminated if it doesn't need to be managed full time. Perhaps a more realistic alternative would be for the County to consider shutting down all "nonessential services" for several days during the next fiscal year.

I encourage County leadership to not arbitrarily cut jobs or furlough people without exploring alternatives. I suspect that many people would gladly give up the management differential, annual COLA or even work fewer hours to save jobs.

I feel the county should not feel they need to pay out any unused insurance subsidy to any employee. I also feel that the county should consider not payout any insurance subsidy to retiree.

I fully recognize that the budget is a complex thing and that money comes from many sources -- but I personally would rather everyone -- top to bottom -- took a small hit so that few/none take the biggest hit -- layoffs.

I have no confidence in the Executive leadership in the County. Mr. Schutten should be fired or resign immediately. I do not appreciate receiving breaking information from the media. We need direct and timely communication. We also need a long range plan and not band aids to solve short-term issues.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

I hope Sacramento County does not follow the lead of the City of Sacramento, where the initial plan was to make non-union employees (including managers) take the brunt of cutbacks and furloughs because the labor contracts were harder to change. I think any cutbacks should be as shared as possible, so eliminating the COLA for a couple of years, and maybe a across the board - or within 050 management at least - temporary pay cut would be my preference. Cutting back on hours may be an option for some, but I typically work 50 hours a week or more, and I'd be concerned that the 'cutback' would reduce pay without reducing hours or the work load. Something has to give, though; anybody who follows the news lately can see that. Maybe layoffs, as painful as they are, would be better than the long, slow shriveling of morale and productivity that will occur if the current uncertainty continues. Unfortunately, the labor costs are the only thing that will make a significant impact. All the double-sided printing and carpooling in the world is not going to save \$168 million.

I prefer the elimination or freeze on the following: * Travel to conferences, * Drastic reduction of county cars, * COLAs, * Overtime, and * Freeze on hiring.

I realize this is a very difficult economic time for the County. I have been through this before. I want to support the county as much as possible and believe that we should all share equally in making the cutbacks necessary to help the county through this crisis. Although supporting the county cut cut cut at management only has got to stop. This needs to happen throughout the county at all levels.

I sure hope that there will be no layoffs. Departments which have revenue generating fees should not be allowed to hire especially when other departments in the county are experiencing budget crisis.

I think it is important to be flexible in working with the County to help lessen the impact of these economic times. Pointing fingers, as some of the labor unions have been doing, is pointless. As Managers we need to lead the way and set an example for others by accepting the situation, and doing what we can, within reason, to help alleviate it. Trying to rigorously maintain all the advantages that we currently enjoy can backfire on us in many ways. I would like to see 050 set the standard by voluntarily agreeing to 1 furlough day per month as a starting point.

I think that if it comes to that the county is going to give COLA's to other unions, and then we should receive it as well. But if they find a way to get out of it for the unions, then it would be fair for us not to receive it either.

I think the represented employees should be subject to whatever the unrepresented employees are subject to.

I want to see our leadership take a cut before we do. Don't seek cuts from us if the board or the executive do not want to reciprocate with like cuts

I would accept a "Golden Handshake" in exchange for two years of service credit. Please explain publicly why GH is or is not a cost saving measure for the County. Thank you.

I would be more than happy to forego a COLA this year, especially in order to support the lower-paid workers who should continue to receive COLAs during the economic downturn. My earnings are more than sufficient, but theirs are not.

I would be open to furlough days if it did not affect my retirement. I don't have time to make it back. After 25 years it is unfair to affect me now, for the rest of my life.

I would consider retiring if County would consider giving incentive (2 years service credit).

I would encourage SCMA to make considerations based on what other represented units are doing.

I would like all of the County Departments to have to reduce their budget by 3% or at least, evenly across the board. Maybe get rid of Vacant Upper Mgt. positions such as the one the Penny Clarke held.

I would like the County to encourage retirement for those eligible. If options such as 4/5 or furlough days are implemented, they should not negatively effect retirement.

I would like to be assured that any concessions we make help out more than just law enforcement. I would also like to know that saving jobs will be for a longer period of time than just the end of this fiscal year like the crazy interfund transfers that were recently approved.

I would like to have a job to continue helping my family. Being laid off would be great hardship. I would volunteer to do whatever it takes to keep an income for myself and my fellow county peers.

I would like to offer: work 10 hour workdays, 4 days/week. Close offices on a particular day of the week to save in utilities. If you closed offices on Mondays, and decreased the number of holidays offered, I think it would save the county money and not cost the employees a decrease in pay.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

I would like to see the county explore the possibility of opting out of social security. If this is possible there is a potential savings for the county and employees could either elect to keep the funds that would otherwise go to soc sec or invest the money in deferred comp.

I would like to tell Labor Relations that if they make the brunt of the cuts in the 050 and the other unrepresented employee groups then there will be efforts made to organize some or all of the classifications in these 2 groups just like the LEMA group did a few years back. . This is not an idle threat it is a promise. Regardless of what the SCMA Board thinks or does.

I would volunteer to take a pay cut as long as I can work a part time schedule, with no change in benefits that helps me cut the cost of child care. That is why I propose working 8- 2; 8:30 - 2:30 or 9- 3 so that I can make it home in time to pick up kids from school and alleviate day care expenses.

If anything is given up there needs to be an equitable trade-off such as deferral of the COLA to January or March instead of giving it up entirely. SCMA should wait to see what the unions negotiate before giving anything up. The unions have leverage and SCMA does not.

If Department Management could select to waive the COLA and that specific saving could be given to that Department I would like to have the option to do it on a Department basis rather than at the county level where it is all or none.

If furlough or 4/5ths time is selected, please consider it not affecting retirement (incl. service time) since Social Security will already be impacted with these two options. Please also consider not going through with the equity adjustments prior to other options.

If official REOs don't take concessions, we should get some kind of reward to agreeing to our concessions.

If possible, please insure that any reductions do not impact the base pay that is calculated for retirement. Otherwise any salary reductions will impact me for the rest of my life. The state was able to find a way to prevent their furloughs from impacting retirement calculations. We should do the same.

If the county could find a way to pay employee health insurance until the employee is 65, you may find many workers ready to retire. Most of us can't afford the health coverage until Medicare kicks in. Please try to avoid lay offs. Thanks

If the County implements voluntary 4/5th's, they should offer an incentive, as they have done in past years (such as full accrual of vacation, years of service and sick leave) to encourage employees to volunteer for the program.

If there are too many management positions the County should reduce them through retirement or if necessary layoffs

If there is a concession to be made I would definitely prefer no COLA. I think it is the alternative that is least demoralizing. As a management employee you are for all intents and purposes "salaried", working the days/hours it requires to get the job done which often includes evening meetings, availability by e-mail or phone on days off, and working nights and weekends.

If they take away some benefits they should add something in return. For instance, increase the maximum amount of vacation that can be carried to 600 hours. Placer has a maximum of 520 currently for managers. Our management benefits are woefully less than those of similar sized counties. Why not add the ability for us to also have a full 401k in addition to our 403b - it's allowed by law now, just look at the state.

IF VAC OVER MAX GOES SO ALSO SHOULD HIL OVER MAX. HOW ABOUT TERRY SHUTTEN'S 25% PAY INCREASE... ALL GIVE UPS SHOULD BE REINSTATED WHEN BOARD OR CEO ETC GETS ANY INCREASE.

If we don't reduce our workforce we will be dealing with this issue for many years to come.

If we get some sort of pay cut or furlough, I don't think it's fair that this "action" should impact our retirement pay - if we're furloughed, it should not impact our base pay for our highest 3-years calculation. Jr. Mgrs. should be laid-off first too.

If we give up pay or benefits we should try to negotiate something in return. I believe the City police recently gave up their cola but received additional vacation to compensate for the loss. Also if the managers must give up pay other job classes should give up similar cuts - in other words the pain should be shared by all.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

If we must give up take 4/5s schedule or take furlough day offs, then there should be an option for employees to "buy" retirement service time that is lost by a reduced schedule. Also there should be an option to "buy" the "loss" in salary for retirement purposes. Or what about offering an option of a 3 month non paid sabbatical - would save salary dollars assuming there would be interested employees and the dept didn't need to fill behind. Also any loss of wages does not keep us competitive with other counties & cities. For many of us our equities were already 2 to 3 years behind because county couldn't pay 1st year. What about keeping our salary, cola's, mgt differential, full schedules in tack - then we haven't been shorted on our salary base and service time. Another option, close the offices 1 day a week and save electrical, computer usage cost, etc. by working 4/10s and leave salaries alone.

If we were allowed to choose our way of helping to reduce the deficit, individual managers would need to clearly understand the time frames they were buying into (e.g., work 4/5 time for next two years) and the benefit the County would gain from their voluntary election to somehow be paid less. (e.g., for every three managers electing to work 4/5 time 2 County line staff positions at the clerical level would be saved.) Also- personal categories might need to be developed to justify someone's decisions to participate in this or not. For instance, a single parent who is sole-supporting some children or a parent with or without a partner supporting an out-of-area college student or an aging parent might feel the hits much harder than someone who is debt free and has another good income coming into their household. Some managers I know would really suffer if their income were reduced at all.

I'm grateful to have such a dedicated SCMA Board of Directors. Thank you all.

In general, I support employees giving up a little; i.e. foregoing the COLA or the management differential, to save jobs. However, I am concerned that not enough has been done to address the overhead costs currently incurred by the County.

In regard to question 4, if eliminated, would it raise the cap or strictly be "use it or lose it"? Most managers have a hard time taking the time off, hence the high vacation hours.

In the past few months other labor unions within the County seem to have more specific information available to them than what is released to managers. I would appreciate more up to date information. I also think we need to form a management representation union

In these difficult times, it is up to all of us to take part in the solution. That will mean giving up some things, but I would be willing to forego some things at this time. I prefer to voluntarily choose one of the options.

Institute benefit/pay cuts to new appointments only, not to existing employees. Rather than penalize employees into retirement, offer golden handshakes to clear upper ranks.

It doesn't seem possible that employees who are willing to take hours/pay/benefit reductions are the sole source of income in their households. Their economic needs must be being met by other means and their jobs satisfy their more aesthetic needs. For those who are the sole or main source of income, any reduction has a tremendous impact on our basic and future stability and security. Layoffs would provide the right size workforce for the available revenue. As services wane, citizens will seek alternative resources such as businesses, family, service groups and churches. Which makes tremendously more sense than continually trying to feed layer upon layer of salaries and overhead that do not directly translate to service to the public.

It may be time to make senior staff step up and take responsibility for those positions that are currently held by contractors and reducing the number of contractors in the county.

It seems that the option of additional service credit being offered should be considered. Assuming the position would be unfunded, and unavailable to fill, the saving would be immediate for the county. A Senior IT analyst position annual cost (budgeted) is \$122,211, IT Manager is \$133,544, and the IT Division Chief must be over \$150,000. Again, with the IT consolidation, are all the filled IT management positions necessary, or is this an opportunity to introduce a saving without layoffs?

It would be nice to see some leadership from the County Executive Office. Thus far, they have done a poor job managing the fiscal crisis.

Labor will never give anything back if taken away. Layoffs are not pleasant, but when the work force expands beyond the means of the County, the best solution is to layoff rather than to eliminate benefits or pay.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

Lay off high level managers who have layers of managers beneath them who do the actual work. Hire Nurse Practitioners who do the same work as MDs at half the price. Keep nurse managers in the clinics, eliminate the non-licensed program coordinators and program managers who are unable to give both medical and administrative direction to their staff. Establish peer review and oversight in the clinics before we are sued for medical malpractice. Bring back a nurse to supervise the MA staff in every clinic because it is not the MD's job, they are not doing it and there will one day be a problem from it. Establish a board (like the grand jury) that looks into suggestions like those above to establish validity and make changes in programs/staffing etc which would aid the county.

Layoffs are my first and only choice. Hopefully a layoff process would encourage keeping the strong performers and shedding the extra baggage. This is a great opportunity to implement performance based leadership. Performance evaluations and performance indicators are just a couple of tools to help decipher layoff candidates. Punishing strong managers by reducing pay is a tough morale issue to overcome and could stifle the future.

Loss of COLA for one to two year would be ok. Loss of pay over 400 hour if departments are required to give vacation.

Loss of COLAs or other cuts to pay should apply to all County staff. Management pay such as COLAs or reductions in base pay should not be reduced unless the reductions apply to Union represented staff. I am strongly against the loss of 3.35% management differential as I often work over 40 hours per week to complete my job. Furloughs should be carefully considered as how they apply to management.

Make a decision now. It will take time to implement any of the decisions on page one, and the savings are critical for FY09/10. Make a decision, and implement ASAP.

Managers have to set an example. Top management has to show greater leadership in this "crisis". CEO, COO etc. should have already announced that they have refused the COLAs etc. Top management needs fairly assess LE, DA monies and present to the BOS some reductions in those areas.

Managers/Unrepresented need to lead the way for County. It would be easier to forgo a COLA that we do not have yet than to reduce current salaries.

Management in our Division already did not receive the 5% equity raise the employees received last year. To also expect us to accept a pay cut or furlough on top of not receiving the equity raise is too much. We are not compensated for or license and other liabilities we carry. I am against them taking away mileage reimbursement when I drive my car into the ground running across town for County meeting. They do not compensate me for maintenance or depreciation. They can at least pay for the gas.

Many of our problems come from a failure to manage. Non-performing employees need to be coached out. The Sheriff's dept needs a full audit...for misuse of "worked" time; HIL; Vac over max; overtime, etc. And let's be honest....when you take a vacation, put it down....everything is not "management time." If we eliminate the \$25 RHSP; the 401(a) match....what would that get us?

Many of us managers and the rank-and-file staff have volunteered to take furlough days, but this will not save enough money if not done across the board. I think the County BOS would be surprised at how many of us are willing to take a hit for the good of all.

Mental Health services have been cut; cut other County Divisions; cuts should be fairly distributed across all County Divisions i.e. eliminate garbage pick-up on holidays, eliminate personal vehicles for Sheriffs', etc.

Minimize layoffs; try other ways to meet the budget challenge.

My first preference is not to give up any current benefits if the County is not willing to compromise and work out a deal. I'm concerned that any benefits we give up now will not be given back to us. I'd rather accept furloughs or no COLA, but not willing to give up vacation incentives or management differential.

My husband has lost his job due to the economy. Please understand that some of us are already suffering losses and to many more losses are going to be hard to recover from. That being said I do not want anyone to lose their job with the county.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

My top priority would be to make sure whatever reductions are imposed are temporary, and not permanent. My preference would be for temporary furlough days or reduced hours, rather than reduced salary or forgoing COLA this year. This way, when things start to improve, my salary hasn't been permanently lowered.

Need pay over max and vacation buyout as work requirements do not allow for time off.

not that anyone cares but there is still a lot of waste in mandatory meetings and classes

Only to stress that we need to do our part to help with the budget situation. We are expected to set an example for subordinates, its part of our jobs. This is no different.

Our Adult Mental Health division is top heavy with upper managers and in the last cuts line staff that do the work and process billings were affected and upper managers were added. And we reorganized into the Department of Behavioral Health Services with more upper mgmt.

Our Executive Leadership is lacking. To be a leader one must have follower's trust. Trust is fundamental and paramount. I have no trust in the action of our leaders. I am being directed not lead. I have no confidence in the County's direction as set out by our leadership.

Please consider asking the county to raise the maximum hours of vacation time to 480 hours

Please consider golden handshake option of allowing people to get an extra two years credit if retire now.

Please consider half time positions where people job share in the program coordinator and planner classifications.

Please consider teleworking for those individuals that it would work for. Teleworking could reduce the # of offices being used, buildings being maintained and leased, electricity, and probably a host of other advantages.

Please don't have them take off base pay as it will take many years to make up the difference. I would rather lose what I haven't received yet. I think layoffs should be part of the equation.

Please take into consideration programs that are completely funded by Federal or other non-County dollars. If managers are required to cut back, that money will return to the funder and the County will not reap the benefit of having that extra money in our local economy. Thank you.

Please try not to lay line staff off. Please cut administrators and line staff equally.

Programs that receive most of their funding from federal or other outside sources should not be cut, because that loss of federal dollars means loss of money that would be spent here in the County. These programs also cost less to the County in general because of the federal reimbursement.

Public Defender's office is poorly run and managed. They should not be burning time and effort on over-litigating mental health issues which result in ZERO changes to the lives of their clients. Cut/outsources PD roles to save County funds.

Put employees on alternative work schedules such as 4/10's and close County Offices 1 day a week - each week!!!! This has been used successfully in other regions/states realizing savings in OT, fuel, emissions and electricity costs. Additionally, this could provide increased hours of operation for the constituents offsetting the 1 day per week that County Offices would be closed. Any pay or benefit cuts need to include those at the very top (B.O.S. & Co. Exec). Walk the Walk don't just talk the talk.

Raise the number of vacation hours allowed to be banked to over 400. If pay for vacation over 400 hours is taken away then HIL pay over 104 hours banked should be taken away. Also we don't know enough about how much "stimulus money" the county will be receiving. These cuts may not even be necessary. We are being asked to my financial decisions about our income without all of the facts.

Re: vacation over max. I would have department manage it as they are now but not eliminate it. When budgets improve, I would like to see it remain. If it was going to be eliminated I would like to see it eliminated for a specific period such as a year and then automatically be reinstated after the year is up. If we are going to have to take a cut in pay, I would prefer furloughs. I don't want to have to take a cut in pay and also have to work.

Reduce Neighborhood Services and Code Enforcement Officers and just concentrate on requested services and reported areas of concern

Reduce pay if needed but don't let it affect retirement amounts.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

Reducing COLA adjustment makes sense in this climate. I am concerned that furloughs would not have an end date; the county will not likely ever have sufficient funds to restore the work hours. In addition, the work does not go away, you just have fewer hours to get it done. My staff will be working when I am furloughed and extra work will be there on my return. I prefer layoffs which have a permanent impact and the work can be adjusted to reflect the reduced staffing.

Regardless of the decisions made, please communicate with staff early and often. Non-management staff are extremely worried about these decisions, and such worries are turning into downright fear and utter loss of morale, not only because of what may happen to their jobs, but moreover, because they have heard close to nothing from the County nor management staff. Without even basic information, their minds are jumping to scenarios beyond the worst case. Lack of or minimal contact with our employees regarding these subjects is unacceptable.

Robert is one of the best communicators I have experienced with SCMA in my 22 years with the County. I know your hands are tied and communication is hard, but the fact that the Board made this survey just shows that you care what we, the membership think. You all do a great job. If the Board of Supervisors truly wants to get itself out of its own mess, cuts need to be top to bottom, fair and equal percentage wise, and not just on the back of management and unrepresented. We should not always be the first source to attack because we don't have a union. Push too hard and SCMA may want to consider moving that direction.

SCMA Management should do nothing until the BOS and CEO step forward and start eliminating positions in Department head level management. Cuts in every area need to be made. We have grown too much without the level of revenue to support such growth. Departments should be consolidated, and satellite offices closed. There should be downtown and branch center offices only. Community based offices are expensive and redundant. The leaders at the top, CEO/BOS need to lead by example, not words. The Vacation Over Max was in lieu of a raise one year, what has the County done with all the money they saved?

Should do away with over 400 hours of vacation payment across the county. Also, paying for 40 hours of vacation once a year should be kept as this is no different than taking the vacation. The over 400 hours is a different matter because it does not reduce your vacation balance when you get paid for the over 400 hours like the 40 hours vacation payment does.

So long as the Board of Supervisors & County Executive maintains he is "special" and his position should be exempt from any pay cut/furlough or other cost-savings, the County is not bargaining in good faith with us or any other group.

Some departments have no need for reductions in labor costs as they have balanced budgets. Such is true for Transportation. Savings from reducing labor costs in Transportation can not be applied to other departments (dedicated funding for projects) and so reducing the salary or benefits for the employees with dedicated funding does not help with the County's budget problems or save people's jobs. Cutting these folks' salary would be pointless and would inflict harm without benefit. Good luck to all working on these difficult problems.

Some divisions are revenue generating and recover their costs; they are exempt from losing positions. Change that. The differentials that should go away are "ALL" except the management differential. You have COMPASS differential, extra differentials for special pay (executive level employees). Remove all that. If pay is cut, it should be for ALL (including executives). The executives should have a reduction of at least 10%. They have too many perks with car allowances etc. Also, remove the cash back healthcare subsidy for ACTIVE employees. The pay is not equitable at the class level anymore. Also, eliminate all student interns, temps and annuitants NOW -- not later.

Some management work generates revenue for County; then mandatory vacation actually loses County money.

STILL WAITING FOR MGR CLASSIFICATION STUDY TO BE COMPLETED WITH RESULTS MADE AVAILABLE. COMPACTION ISSUES IN MGMT SHOULD STILL BE ADDRESSED DESPITE BUDGET SHORTFALL.

Strongly in favor of layoffs (inverse seniority) before moving to any of the other listed options.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

Take away 401 matches for management. Take away Health Insurance TIER 1 paybacks if no insurance selected. Offer voluntary furlough days. Encourage to take longer vacations and/or leave w/o pay. Do everything possible to avoid layoffs.

Taking any cuts for the mismanagement of the general fund from the enterprise or self sustaining funds is criminal. It is no more legal than using those funds for personal gain. These allocations for the sake of the County being whole is not justified and those people who chose to work for the volatile departments should not be able to bully the others into taking less for them. Any cuts will be a violation of the principals of rewarding those who have worked hard and given up many other benefits over time to serve at a higher level, i.e. overtime, wellness, less headaches. Since we are serving at the will of the County, DO NOT FORFEIT ANY OF MY PAY, HOURS OR OTHER COMPENSATION, NO, I DID NOT SAY BENEFITS OR PERKS, BECAUSE I HAVE PAID FOR THESE FORMS OF COMPENSATION IN THE PAST. There are no points of this that I am willing to let go of, for if the County in their wisdom, decides they can live without me in the future, I deserve all I can get to establish myself afterwards. This giving for the common good only destroys the ones left afterwards since there is never a repayment of makeup for it. The County wants morale and leadership, start at the top and then come looking to me to "participate", as quoted from Supervisor Dickinson. I answer "NO" to all of your participation in solving this mess. I am not the problem nor will I be the one you use to solve it.

Taking away Home Retention Vehicles is already taking away some of my compensation. (Although if the HRV is taken away, I do not know if I will respond to after hour calls.)

Tell Labor Relations and the Board of Supervisors to quit lying to us, and prolonging the agony by doing inter-fund transfers, finding money that doesn't exist, and not cutting their own salaries first!

Terry Schutten needs to make an example and not insist on receiving a \$30,000 COLA.

Thank you for asking for input. Thank you for your time.

Thank you for asking. The two areas that have come to my attention are: early retirement/golden handshake options for employee's over 60. Offering a few extra years of service and medical benefits would provide additional motivation for many to move on. This would provide opportunity for others to promote and possibly support the need for system reorganization. And also to continue the fiscal evaluation of leased real estate. Paying for office space that is expensive, under used and/or empty is a disgraceful waste of resources, especially when so many in our community are losing jobs, homes, and do not have enough food. Change will be most effective if all levels of personnel participate.

Thank you for conducting the survey. My comments and additional suggestions were given on the first page, for the most part. Let me expand on the 4/5ths option. The last time that it was offered about 15 years ago, there were more people wanting to participate than could be accommodated. This was largely, in my opinion as a participant, due to the fact that one's place was guaranteed - as long as layoffs didn't reach deep enough to have caused an individual's layoff had they not participated in 4/5ths. Having read the updated 4/5ths forms on the HR site, I would be surprised if anybody signed up for that version of the program unless they were on the very brink of layoff anyway. I was told that the County saved a lot of money with the 4/5 program. There was also a voluntary 2 day a month furlough program, that I was told didn't save much. A couple of options not contained in the survey - Switch departments that can to a 4/10 schedule and close buildings for that extra day. Departments that have weekend plans to support their customers when the department is unstaffed should be able to manage this better than others. Permit those who can to telecommute for a day or two a week.

Thank you for the opportunity to read about your plans, and for the opportunity to comment. I appreciate the association.

The Board of SCMA is doing a great job, especially our DHHA folks who are getting the message out as best as they can.

The County "Leaders" should get their heads out of the sand and make some financial decisions even if those decisions are unpopular. There will be some financial cuts but the necessary cuts could and should have been addressed and made a long long time ago. To date, absolutely nothing has been done. The County's financial structural problems have not been addressed. Instead, our leaders have moved some of the numbers (retained earnings) around without addressing any significant financial/budget issues.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

The County as a whole needs to look at their priorities. My division has lost 32 positions in 2008-09. This is in contrast with the County spending time and money on redesigning the County logo. This doesn't make sense. We need to focus on the CORE services our community needs.

The County Exec's Office needs to lead by example, also.

The county has wasted money both with the requirement that funds be used yearly, or they are lost (rather than looking at each yearly budget with separate and distinct needs); as well as with the requirement that each department deal with certain entities who have contracted with the county, and charge the county premium prices. I don't know how or why the county has become so bogged down in such mindless and rampant bureaucracy, but as a taxpayer, it needs to stop NOW! I am not happy that those of us who work diligent and long hours for the county are being asked to sacrifice, when there is so much waste in Sacramento County government.

The County is facing a significant crisis due to little or no control over department growth. The County needs to seize the opportunity to make permanent reductions to prevent this from occurring again. The County also needs to establish a minimum reserve level that is only used during difficult economic times.

The County needs to address the underlying problems rather than continuing to rely of consolidations and reorganization in hope of "synergies." Centralization is not the answer. 71J costs the County and the taxpayers a lot of money. It should be eliminated.

The County seems a little late in the game to be taking action in these areas. I have concerns they will wait until the final budget in Sept, and then fiddle around for three months when they realize they did not request an automated way of calculating seniority across all of the different labor contract rules. They will be in an extreme crisis by February next year and have to lay off twice as many people as they would have if they started in July. The County needs to start reductions across the Board immediately, starting with Furloughs and the COLAs. It is rumored that COLAs are going to be tied up behind the labor groups not budging while Terry Schutten is getting bonuses. If this is the case, then Terry needs to let go of those and take a leadership position so the County can move forward and move through a COLA negotiation process. If this is true and Terry is not willing to lead, and that is a sticking point, the Board should release him from service (even if it costs more), so the County can move forward. Sacramento County can not follow in the footsteps of AIG.

The County should immediately halt all COLAs for all employees despite union contracts. It would be irresponsible to do otherwise. Raise fees and create deductibles for certain services. Policies allow for 12 furlough days per year. Start this immediately. During this period, allow attrition to occur and stabilize workforce levels without massive layoffs.

The impact of reduced hours and monies earned on retirement. How can it be mitigated?

The management pay for my particular occupation is below what is paid in the private sector and even below a supervisor working under me. I am concerned this situation is detrimental to attracting competent quality managers. Any reduction in current compensation would likely ensure this scenario, costing the County more in the repercussions associated with poor management (e.g., law suits) than the money it would save.

The max vacation payout has already been eliminated but as a single mom, I would've liked more than one pay period in which to plan for the drop in pay. It would be easier for the COLA to be taken away before it is implemented and we begin to count on those monies. Thank you for your help and trying to represent all of us.

The projected deficit is 165 million dollars. Reduce spending in the Health & Sanitation, Public Protection, and Public Assistance sectors by 7.5% each. The result would be an overall budget reduction from \$2,700,000,000 to \$2,535,000,000.

The question regarding vacation buyback doesn't matter to me if the vacation paid over 400 is maintained. I'm a new Manager and took a net loss on my promotion (due to loss of differentials) and I'm really concerned that the only advantages to management (slight as they are) may go away and may not come back. I would like to see limited terms (durations) on any givebacks.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

The sooner this is resolved the better. I feel many of the other Unions are posturing and waiting till they actually have a layoff list before they agree to ANYTHING! Things aren't getting better - stop the delaying!

The take backs they have put on 050 are 'earned benefits' not entitlements. These were 'earned' years ago during salary negotiations and are now being taken back. The county will need to accept a lower level of performance/output with these reduced hours - performance measures will need to be put on hold.

The unions won't give up their COLA if we don't and the financial demands call for no COLAs for everybody. I'm disappointed the County Exec hasn't shown more leadership on this issue.

There have been numerous employees that have expressed interest in working 4/5 schedule and they have expressed this to mgmt. But high-level county executive mgmt have not shown an interest in allowing employees to volunteer for 4/5. The interest in working for 4/5 came as early as last summer from employees. Had executive mgmt allowed employees to work 4/5 since then, the county could have been saving a lot of money all this time. The sooner the county takes employees up on their offers to help save money, the sooner the county could actually be saving money. I know of employees that have also offered to go on a voluntary furlough, but again nothing from executive mgmt to allow this to occur.

There is great concern that the CEO and BOS is looking first at cutting salaries and benefits, before cutting waste in other areas, i.e. county drive home vehicles, energy conservation, etc. I might consider retiring early, if the administration offered the right incentives, e.g. subsidized health care.

There is obvious "glad-handing" and "cronyism" in the County which enriched and benefitted a few individuals, but was definitely not in the County's best interest. The addition of "padded" positions and administrative layers benefits no one...Also, ALL units (including sacred entities such as the Mental Health Treatment Center) should be subject to funding scrutiny and cuts across the board. We should all share the pain equally, not selectively or partially. Has anyone thought about forming a "Management Bargaining Unit"??? Let's start thinking outside the box.

There should be a hiring freeze!!!!

There were no questions as to the 3% at retirement by anyone involved with law enforcement. Money may be saved by reducing this percent to only those actively providing safety, not clerical, or retired annuitants

They should also look at Golden Handshakes. Especially instead of layoff's where the county would have to also pay unemployment insurance.

This is the first time I have ever seen SCMA or any other faction of government even ATTEMPT to listen to opinions as a group.

Tier 1 retirement members would encumber a great loss to their retirement benefits if these reductions are passed on to Management. This is not the way to treat long term employees of the County. My hopes are that SCMA can sway the County to look at other avenues to cut than the ones suggested. Thanks for the opportunity to share our thoughts.

To balance the budget - we need to lay-off personnel based on board-identified priorities and/ or seniority - - period. It's painful, but if we don't have the money - we MUST cut programs! It's irresponsible to maintain half-funded activities, or a demoralized workforce with cut pay/ benefits. Don't ruin the whole organization!!!

To Labor relations, the BOS and CEO...hurry up and make some decisions already. Also, why was Dickenson in DC if travel has been suspended?

Unionize!

Upper management downtown is too top heavy; eliminate all the Deputy Director and Deputy Agency Administrator positions.

Vacation over Max is part of Manager's COMPENSATION (see 2.1000 of title 2 of the county charter). As a salary employee, we are not paid overtime, if the county were to furlough us, it is just a cut in pay because we are expected to do our jobs in whatever time it reasonably takes (so I have to stay late, work from home etc. because I am forced to take a day off.

We need to do as much as we can to help get the County out of this financial predicament.

9. Is there anything you would like to add that would be helpful in discussions with County Labor Relations and County Leaders?

We seem to be forgetting to freeze hiring of all new positions/contractors. Very relevant at the moment.

We should be able to use this as an opportunity to get rid of dead-wood employees.

What giving up COLAs for not only 2009-10 but 2010-11 (keep the equity increase for that year if possible) or give up the COLA for 2009-10 and equity increase set for 2010-11 but keep COLA for 2010-11?

What is needed is some responsible management of monies entrusted in local government. We can no longer take care of everyone who seeks a hand out. The needy are not the problem. Also, the county needs to regain some \$ from the cities that use county services but no longer pay into the county coffers. We have fought long and hard for what we got the last few years just to be forced into some allowances because of fiscal mismanagement.

What savings would there be for the County to discontinue the Employee Discounts program?

Whatever happens it needs to happen across the board! No political backdoor bullshit or Department by Department games like we have witnessed in the past. What you do to one-YOU DO TO ALL or the County will feel the wrath for decades. We know the individuals in 050 run this County. Don't piss off the cook or he will spit on your steak.

Whatever measures are implemented should not negatively affect retirement benefits.

Whatever options the county decides for reductions to employees, should be made to ALL employees, so it is fair, not just to the unrepresented because they can since they don't have union representation.

While not relevant to your discussions with LR, thank you for this survey. Your questions are on point, and the results will hopefully show a willingness to sacrifice personal benefits for the good of others. Thank you!

Whish they had asked us earlier about furloughs, shortened work weeks, etc. before folks were laid off.....

Why are "County of Sacramento Payroll Advice (Payment Advice)" printed and handed out every 2 weeks? We have 14,000 County employees that receive 2 of these pieces of paper every month. We talk about going green, send these via email (.pdf attachment) and SAVE MONEY. As expensive as the COMPASS system is, it should be able to email these out every pay period.

Why have there not been a 100% cut off of all contractors yet? This should've occurred at least 8 months ago. What is the current timeline and why is it not active right now for releasing contractors. Also. Why is OCIT opening 2 Sir/ IT Analyst positions to hire the current staff that are Contractors? I thought Cut's needed to be made? Smells like Pork to me.

Why is it that the Board of Supervisors, County Executive, Executive Cabinet, and Exempt personnel of the County don't step up to the plate first? Why does the axe ALWAYS fall on "Management" as if it affects them? I say, off with their heads, and form a Management Union.

Work towards make the processes more efficient, rather than just focusing on short term reductions. Think long term, in terms of people retiring within 2 - 5 years and the amount of investment made to build the younger workforce.

Would like to see all county functions/offices except emergency - go on four day work weeks - close the facilities instead of just employees not working - should be a savings there

Would retire earlier if some sort of early retirement package was offered.

Would support voluntary furloughs or 4/5ths for limited time, like was done last time, in conjunction with layoffs to reach target reduction. Inadequate G/F reserve policy/over exuberant growth was not my idea/fault, why does my livelihood have to mandatorily be part of the solution? thanks

Yes, have Terry Schutten "voluntarily" return his recent pay increase, and then we know he is serious about negotiating - he is no more important to the operation of Sacramento County than the employees or managers that are faced with poor choices. His pay increase is similar to AIG executives - getting pay increases/bonuses for poor performance...

You don't even have Probation as an option in #6, so does this dumb ass evaluation even count???

The county can go to hell. We are already losing our vacation pay!! Go ahead and just offer the whole package back to them!!!