

JUNE 17, 2009  
CITY RESPONSE

This is the City response to the “REVISED ROUGH DRAFT SUGGESTIONS ON HOW TO SAVE MONEY”, dated March 16, 2009, submitted anonymously at the Public Budget Workshop held on March 30, 2009.

1. Reading the Agenda we noticed the Public Works Reorganization 2009 Annual Salary Range we have a question on Public Works Director & City Engineer. We already have a Public Works Director, so are they asking for a raise? We have a Civil Engineer (Peter Le) are you changing his title with a new raise or is this another position being opened? We acknowledge that the positions #3 thru #11 are necessary to run the sewer plant.

***Response:***

**The Public Works Department Reorganization presented on 4/1/09 referenced the Public Works Director and City Engineer. The actions requested on that particular item and approved by council were (1) the revised job description for Public Works Director. The revision was necessary to reflect a more accurate description of the duties of the position; (2) the reclassification of the Senior Civil Engineer to City Engineer. The reclassification included an increase in salary similar to the reclassifications that were effectuated on 2/20/08 for the Building Technician, Deputy City Clerk, Police Records Supervisor, etc.**

2. Do away with Managers pay per performance Bonus/Stipend at the end of the year.

***Response:***

**The Pay for Performance program for executive managers has been suspended for FY 09-10.**

3. What about PERS? Previously City Manager & Managers paid 3.5% maybe council should consider changing their PERS that will save the city money. Right now this is how the payout is:

Managers & City Manager	7% employer	0% employee
Misc. employees	3.5% employer	3.5% employee
P.D. & Fire Chief	9% employer	0% employee
Police Officers	7% employer	2% employee
Fire	3.5% employer	5.5% employee

***Response:***

**The member contribution for PERS retirement for Managers and City Manager is currently paid for by the City pursuant to the Resolution which adopted the Compensation and Benefit Plan for FY 08-09. The City Manager is currently meeting and discussing this item with department directors as it pertains to cost saving**

measures in FY 09-10. This is also a subject of bargaining with the represented employee groups.

4. Cut City Attorney Cost

**Response:**

City Attorney costs are being reduced due to fewer number of meetings attended and due to a reduced number of staff reports being reviewed by the City Attorney.

5. Why not charge more for the City House on Soledad Street/Old City Managers house? We know that Noelia was paying \$650.00.

**Response:**

Staff is looking into renting out the "City Manager" house located on Soledad Street and charged against the WWTP project. The previous City Manager rented the house at a below market rate amount of \$650.00 per month pursuant to the City Manager negotiated contract.

6. Was an alarm system installed into the Old City Managers house? If yes, who is paying that bill? The tenant or the City?

**Response:**

The City installed an alarm system at the "City Manager" house following a break in and vandalism incident approximately 6 months ago. The installation and monthly cost of the system is paid by the City, the property owner.

7. We hear that developers owe a lot of money; Is there a way that this money can be recovered from them quickly?

**Response:**

Staff learned that Reimbursement agreements between the City and certain developers had not been established or executed in the past. The City has prepared agreements and is currently working with developers to execute said agreements and re-payment plans, among other options for full cost recovery of past due debt.

8. Who pays the utilities for the Old City Managers house?

**Response:**

The City currently pays the utilities for the City House on Soledad Street. Under the contract with the previous City Manager, the City paid for the utilities.

9. Medical Insurance Cost; Check into the savings if Managers & Police Department were to pay the same share that the other employees pay; even it out across the board and contribute the same amount toward the cost for their families.

***Response:***

***The cost for health insurance contributions if Managers and Police paid on same basis as other employees would be as follows:***

***Managers Approx: \$61,575; Police Approx: \$87,163.***

***The City Manager currently is meeting to discuss this item with Department Directors as it pertains to cost saving measures in FY 09-10. This is also a subject of bargaining with the represented employee groups.***

10. Deferred Comp for City Manager (what is it???)

***Response:***

***The City matches the deferred compensation contribution made by the City Manager up to \$500.00 per month, as provided for in the negotiated CM contract.***

11. Get rid of the shredding services. How much do we pay per month???

***Response:***

***Shredding services cost to the City is \$75.00 per month. This “green initiative” service is used for customer/employee identity theft protection and minimizes the City’s exposure to liability.***

12. No more bottled water for everyone

***Response:***

***The City has cancelled its contract for bottled water.***

13. No Coffee for everyone.

***Response:***

***The suggestion that the City eliminate “coffee for everyone” will be implemented in FY 09-10.***

14. No Holiday Party Expenses

***Response:***

***Holiday Party expenses to be deleted from the FY 09-10 budget.***

15. Since staff is limited to meetings; Will they still be getting their \$100 meet & Great Stipend?

***Response:***

***No change proposed with respect to eliminating the “meeting” stipend. May be considered during the FY 09-10.***

16. Quarterly employee luncheon & gift card expense

***Response:***

***Employee luncheon and gift card expenses to be deleted from the 09-10 budget.***

17. How much are the City Council cell phones costing? Do they really need the cell phone?

***Response:***

***The City is evaluating ways to reduce cell phone costs.***

18. Cut Consultant Work & Temporary Employees for special projects.

***Response:***

***Management right to determine the best way to provide necessary services to the public.***

19. Do not fill vacant positions but do not get temporary workers to fill them

***Response:***

***Management right to determine the best way to provide necessary services to the public.***

20. Does P.D. get a Health Club Membership allowance? If yes, are they using it?

***Response:***

***This is an MOU contract obligation; little use.***

21. Cut Non-Profit grants; We could save about \$23,000.00

***Response:***

***City to reduce the costs of non-profit grants in the FY 09-10 budget.***

22. National League of City Membership for Council & Trips to the National League; How much does this add up to?

***Response:***

***There is no membership cost budgeted in the FY 09-10 budget for membership to the National League of Cities.***

23. Check information on gas cost on vehicles being taken home; (They do carry a gas card?)

***Response:***

***The City is evaluating ways to reduce fuel costs.***

24. Cut Lunches and dinners for City Council meetings.

***Response:***

***The number of dinners for Council meetings has decreased. The City provides dinners for combined regular and special Council meetings that begin before 5:30 p.m.***

25. How many ICMA memberships does the City pay? Can it be cut down to 1 person? Or do we need it???

***Response:***

***ICMA membership dues will not be included in the FY 09-10 budget for anyone.***

26. Cutting down on Over-Time; which we know has been started already. If overtime is mandatory, then maybe the employee can come in late the next day or leave early.

***Response:***

***Work schedules are adjusted by the department directors as necessary for the efficient operation of the departments.***

27. Can we decrease the Ordinance Publishing? Figure some way to save money there.

***Response:***

***The City will identify ways to reduce costs for "ordinance publishing".***

28. Training & Travel in general should be cut if it's not mandatory but evenly not just in some departments.

***Response:***

***Training and travel requiring general fund monies are kept to a minimum and are considered on a case by case basis.***

29. How about the Professional Services for Human Resources, can some of those be done away with to save money?

***Response:***

***Management right to determine the best way to provide necessary services.***

30. Check into Calpelra; To save money shouldn't we only be sending one person to all training instead of more. Just send one person to all training when possible and make sure it's not a temp or a consultant.

***Response:***

***Funds to be budgeted for only one person to attend CALPELRA training in FY 09-10.***

31. Check on cost for CSMFO conference. Can this be cut to save money?

**Response:**

**No change proposed at this time. City reserves the right to delete this cost from the budget if necessary.**

32. Do away with some of the Professional & Technical services; which we know that you started with the janitorial & landscaping services.

**Response:**

**The City has significantly reduced costs related to professional and technical services. Elimination of the janitorial contract and elimination of the contract for an outside negotiator are two examples.**

33. Does the City give \$10,000.00 for X-mas Decorations and how much money is donated to the Fourth of July?

**Response:**

**Money for the X-mas decorations will be deleted from the FY 09-10 budget. Last year the City donated approximately \$7600 to the 4<sup>th</sup> of July committee and this year the amount has been reduced to \$3500 for FY 09-10.**

34. Maybe we can charge a fee for all events; Like Fiesta, X-mas Festivites, Wind & Wine and Fourth of July.

**Response:**

**With respect to charging a fee for community events, the City is developing a Parks Use policy to address fees and cost recovery.**

35. Review all of our maintenance contracts. Maybe they can be revisit to get a cheaper/better cost.

**Response:**

**To be considered. City has eliminated many maintenance contracts.**

36. What about maintenance for car wash? How much does this add up to?

**Response:**

**The expense for car washes may be cut from the FY 09-10 budget. Under consideration.**

37. How much money are we spending on memberships to rotary and other clubs?

**Response:**

**The City does not currently pay for Rotary memberships. Any funds budgeted will be cut from the FY 09-10 budget.**

38. Can Police Department & Fire Department check into reorganizing their schedule where it could cut the cost down?

**Response:**

**Work schedules are adjusted by the department directors as necessary for the efficient operation of the departments.**

39. Cut Part-Time fire employees.

**Response:**

**The proposed FY 09-10 budget shows a significant reduction of Part Time Firefighters from twelve (12) to three (3) and reductions to this program may continue by the time the FY 09-10 is adopted.**

40. Fire can check into how economical is it to have the part-timers than the volunteers?

**Response:**

**To be determined. Management right to determine the best way to provide necessary services to the public.**

41. Since we are not recruiting at this time, the advertisement for recruiting should be less now.

**Response:**

**The City is seeing reduced recruitment costs due to reduced number of recruitments.**

42. Uniform allowance; Maybe Public Works can wash their own uniforms and Police Department take their uniforms once a month just to keep up the crease. The rest of the month maybe they can also wash their own uniforms.

**Response:**

**There is no actual cost for the washing of uniforms; the City pays a rental fee for uniform service.**

43. Do away with educational incentives for those getting more than \$500

**Response:**

**MOU contract obligation. This is a subject of bargaining with the represented employee groups.**

44. PD's \$150 incentive to pass the annual agility test

***Response:***

***This provision is established by MOU contract. City has not paid for the physical agility incentive; not being used.***

45. \$95 or 5.5% for not having dependent health coverage (sorry)

***Response:***

***The issue of receiving salary in exchange for health insurance waiver will be addressed during the meet and confer process with employee organizations at the time the City addresses "health insurance costs".***

Environmental Changes in the City:

1. Heating system stays on all weekend. Maybe we can turn those off every Friday evening.
2. Have everyone turnoff their computers instead of leaving opened up documents.
3. Less lights on thru out the building.
4. Make sure you turn off the lights in your office if you know you will be gone for more than 15 minutes.

***Response:***

***The environmental changes proposed in the March 16, 2009 "suggestion list" have been implemented in City Hall.***

Adela P. Gonzalez  
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