



City of Cincinnati

August 1, 2011

To: Mayor and Members of City Council

From: Milton Dohoney, Jr., City Manager

Subject: **2011 MID-YEAR GENERAL FUND BUDGET REDUCTION REPORT**

Over the past several years, the City of Cincinnati has been hit hard by the decline in the global economy. Since 2001, the City has been continually cutting its budget, while drawing upon dwindling one-time resources and reserve accounts to fund operating costs. The recent uptick in the economy has been evident in the City's income tax revenue collections; however, there are signs that the economic recovery is slowing. Furthermore, the State of Ohio budget includes phased reductions in State Shared Revenues (Estate Tax and State Local Government Fund Revenue), which are projected to reduce General Fund revenue by \$4.4 million in 2011 and \$9.2 million in 2012. Due to these and other factors, the City's General Fund budget is projected to be structurally out of balance by \$33.6 million in 2012.

As we prepare for the budget discussions ahead, the Administration continues to look at all belt tightening measures. This mid-year reduction plan includes some of those items. However, across-the-board cuts are a risky measure for achieving reductions as they can have unintended consequences including elimination of services that are revenue generating, grant-funded, or vital to maintaining systematic checks and balances.

With the reduction in State Shared Revenues and the projected deficit for 2012, it is prudent to implement mid-year General Fund reductions. City departments have been working diligently since June to identify \$5 million in mid-year General Fund reductions. This report summarizes the type of reductions and highlights notable service impact.

Mid-Year Reduction Plan Summary

The recommended mid-year reductions for 2011 total \$5.1 million. Of that amount, approximately \$2.9 million consists of temporary reductions. Conversely, there are approximately \$2.2 million in permanent reductions that, if adopted, would generate \$8.5 million in 2012 savings. The temporary reductions primarily consist of salary savings from unanticipated position vacancies and one-time reductions in various non-personnel budgets. The permanent reductions are primarily the result of position eliminations, program reductions, grant resource acquisition, and departmental reorganizations.

The spectrum of recommended mid-year reductions includes transfers of General Fund expenses to eligible restricted funds, the pursuit of grant funding to cover personnel expenses, departmental reorganizations, and miscellaneous reductions to both personnel and non-personnel budgets. The table below summarizes the budget and FTE impact by reduction type.

Reduction Type	2011 Net Reduction/ (Addition)	2012 Net Reduction/ (Addition)	2011 FTE Impact
Department Re-Organization	\$32,590	\$485,640	-4
Fund Transfer	\$142,040	\$30,450	0
Grant Funding	\$1,229,900	\$4,379,800	0
Miscellaneous Personnel and/or Non-Personnel Reduction	\$3,647,890	\$909,330	0
Miscellaneous Position Reduction	\$70,940	\$70,940	-1
Outside Funding Reduction	\$12,500	\$0	0
Specific Program/Service Reductions	\$7,510	\$2,673,110	-45
Grand Total	\$5,143,370	\$8,549,270	-50

The 2011 Mid-Year Reduction Plan includes the elimination of 50 Full Time Equivalent (FTE) positions. Of the 50 positions recommended for elimination, 49 are filled positions. The table below summarizes the recommended position eliminations by department.

Department	Vacant FTE Elimination	Filled FTE Elimination	Total FTE Eliminated
Community Development	0	-2	-2
Finance Department	-1	0	-1
Law Department	0	-1	-1
Office of Environmental Quality	0	-2	-2
Police Department	0	-44	-44
Total	-1	-49	-50

Attached is the 2011 Mid-Year General Fund Reductions, which provides a detailed description of each reduction by department. However, those reductions that have a major service impact are summarized below.

Summary of Major Reductions

Each of the recommended mid-year reductions will impact each department's ability to meet their service delivery responsibilities. For each position that is held vacant to meet budget reduction targets, there is a body of work that must be absorbed by existing personnel, or eliminated. For each non-personnel reduction, departments are forced to complete the same body of work, but with fewer resources to support their efforts. For instance, the reductions in the Department of Recreation will impact timeliness and ability to make building repairs and other maintenance.

However, there are some specific reductions that will fundamentally change the way some departments operate and/or the services that residents and businesses receive from the City.

Police Department Reductions

The proposed General Fund adjustments for the Police Department total \$2.2 million in 2011 and \$7.8 million in 2012. These adjustments include the elimination of 44 filled police officer positions,

a grant to retain an additional 50 positions (requiring 94 total eliminated positions without the grant) as well as miscellaneous personnel savings not tied to the elimination of positions.

The net cost to eliminate 44 police officers in 2011 is \$71,610. This includes \$776,800 in salary savings, which is offset by \$848,410 in one-time layoff expenses. This budget reduction measure will generate \$2.5 million in savings in 2012.

Even with the elimination of the 44 positions, the Police Department's reduction plan includes an assumption that the department will receive a federal COPS Hiring Program grant to retain 50 additional police officer positions for three years. The grant will provide \$1.2 million in 2011 and \$4.4 million in 2012. The department has applied and is awaiting a decision from the Department of Justice, which we expect in the fall. If the Police Department is not awarded the grant, it would then be necessary to lay off 50 additional police officers to meet the projected savings for 2012.

The proposal to eliminate 44 police officer positions would clearly have a service impact; however, the department has indicated that it will re-organize sworn staff to maintain street strength. The incoming Chief of Police will make the final determination regarding how the department will absorb the reduction and reorganize personnel to meet service demands.

Department of Public Services (DPS) Reductions

The reductions for the Department of Public Services include the temporary elimination of the White Goods Collection program in 2011. The program provides an opportunity for residents to discard old appliances, such as stoves and refrigerators. Currently, the White Goods Collection program is designed as a reactive program; residents must schedule a white goods pick up with the Department of Public Services. As a result, the service is provided in an as needed basis. Citizens will need to be directed to alternative pick-up services.

The net General Fund savings associated with this reduction is \$74,490 in 2011 and \$76,200 in 2012, which consists of non-personnel savings. The position that is currently assigned to the White Goods Collection program will be transferred to the waste collections program.

Law Department Reductions

The reductions for the Law Department include the elimination of one filled Support Services Specialist position from the Claims program for a net savings of \$4,630 in 2011 and \$56,180 in 2012. To accommodate the reduction, the department will consolidate the Claims and the Collections programs. Through this consolidation, the Law Department will redirect resources from the collection function to process claims. This may impact the amount of revenue brought in by collections personnel.

Disband the Office of Environmental Quality

The 2011 mid-year reduction plan disbands the Office of Environmental Quality (OEQ) and redistributes OEQ duties and five FTE to other departments. Under the plan, the position of Environmental Program Manager will be transferred to the Department of Public Services. The position will retain the responsibility of managing the City's recycling contract and will also take on additional duties in the Department of Public Services. Two grant-funded Administrative Specialist positions also will be transferred to DPS under the oversight of the Environmental Program Manager. In addition, a restricted fund Senior Environmental Safety Specialist position and an Environmental Safety Specialist position that perform environmental compliance duties will be transferred to the Risk Management Division of the Finance Department.

Two filled positions will be eliminated--an Environmental Safety Specialist and an Administrative Specialist, and is coupled with non-personnel items for a net General Fund savings of \$17,730 in 2011 and \$207,300 in 2012. The Environmental Safety Specialist is primarily responsible for assisting with management of the recycling contract. The position's responsibilities will be absorbed by the Environmental Programs Manager. The Administrative Specialist position is responsible for providing administrative support to the department. This position's responsibilities will be absorbed by existing administrative staff in the Department of Public Services and the Risk Management Division.

Reorganization of Community Development, Planning & Buildings, and Economic Development

The 2011 mid-year reduction plan disbands the Department of Community Development (DCD) and redistributes DCD's duties and 71.5 FTE to other departments. The Property Maintenance, Housing Development, Human Services, and Fiscal/Monitoring programs will be reorganized under the Department of Planning and Buildings, creating a consolidated Department of Planning, Buildings, and Housing. In addition, the Business Development Section of Community Development will be reorganized under the Division of Economic Development, providing a more synergistic link between the City's economic development and business development efforts.

Three filled positions will be eliminated as a result of this reorganization, producing a net savings of \$14,860 in 2011 and \$278,340 in 2012. The specific positions that will be eliminated include the Community Development Director position, an Administrative Specialist position, and an Administrative Technician position. The responsibilities of the Community Development Director will be absorbed by the Director of Planning and Buildings and the Director of Economic Development. The administrative support provided by the Administrative Technician and Administrative Specialist position will be absorbed by the remaining support staff in the consolidated departments.

Conclusion

With the decrease in State Shared revenue and the projected General Fund deficit of \$33.6 million in 2012, there are difficult decisions ahead. These decisions will impact the livelihoods of City employees and the level of service that City residents receive. This is the bleak reality that we face as a City. While the mid-year reductions summarized in this report will not solve our problem, they are an important and necessary step in the right direction.

cc: Lea D. Eriksen, Budget Director
Reginald Zeno, Finance Director

Attachment - 2011 Mid-Year General Fund Budget Reductions

2011 Mid-Year General Fund Budget Reductions

Department	Savings/Reduction Title	2011			FTE Reduction	Nature	2012			Description	Reduction Type
		Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount			Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount		
Budget and Evaluation	Savings from a Position Vacancy	\$ 13,830	\$ (2,350)	\$ 16,180	0.0	Temporary	\$ -	\$ -	\$ -	A Management Analyst position will be left vacant for the remainder of 2011.	Miscellaneous Personnel and/or Non-Personnel Reduction
Budget and Evaluation Total		\$ 13,830	\$ (2,350)	\$ 16,180	0.0		\$ -	\$ -	\$ -		
Citizen Complaint & Internal Audit	Savings from a Position Vacancy	\$ 4,350	\$ (740)	\$ 5,090	0.0	Permanent	\$ 4,350	\$ (740)	\$ 5,090	These savings identified in the Budget Monitoring exercise are the result of position reduction in 2011 budget. Position was vacated prior to full reduction in position funding.	Miscellaneous Personnel and/or Non-Personnel Reduction
Citizen Complaint & Internal Audit	Reduction of Database design and maintenance costs	\$ 2,920	\$ -	\$ 2,920	0.0	Temporary	\$ -	\$ -	\$ -	This reduction is feasible since maintenance costs have been minimal so far in 2011.	Miscellaneous Personnel and/or Non-Personnel Reduction
Citizen Complaint & Internal Audit Total		\$ 7,270	\$ (740)	\$ 8,010	0.0		\$ 4,350	\$ (740)	\$ 5,090		
City Manager's Office	Miscellaneous Non-Personnel Reductions	\$ 20,250	\$ -	\$ 20,250	0.0	Temporary	\$ -	\$ -	\$ -	These miscellaneous non-personnel reductions cover numerous line items, including telephone, printing and reproduction services, Fleet Services, data processing by ETS, expert services, contractual services, and office supplies.	Miscellaneous Personnel and/or Non-Personnel Reduction
City Manager's Office	Personnel Reimbursement	\$ 10,450	\$ -	\$ 10,450	0.0	Permanent	\$ 10,450	\$ -	\$ 10,450	This personnel reimbursement will cover the full costs related to the capital project implementation.	Fund Transfer
City Manager's Office Total		\$ 30,700	\$ -	\$ 30,700	0.0		\$ 10,450	\$ -	\$ 10,450		
Community Development	Savings from Miscellaneous Position Vacancies	\$ 21,500	\$ (3,660)	\$ 25,160	0.0	Temporary	\$ -	\$ -	\$ -	These are miscellaneous personnel savings resulting from existing/on-going vacancies and one retirement.	Miscellaneous Personnel and/or Non-Personnel Reduction
Community Development	Reduction in Property Taxes	\$ 39,280		\$ 39,280	0.0	Temporary	\$ -	\$ -	\$ -	This includes a reduction of allocation for property taxes.	Miscellaneous Personnel and/or Non-Personnel Reduction
Community Development	Reduction in Information Technology Services	\$ 19,520		\$ 19,520	0.0	Temporary	\$ -	\$ -	\$ -	This includes a reduction in General Fund portion of information technology expenditures.	Miscellaneous Personnel and/or Non-Personnel Reduction
Community Development	Neighborhood Support Program Savings	\$ 10,000		\$ 10,000	0.0	Temporary	\$ -	\$ -	\$ -	This is a temporary reduction in contracts for Neighborhood Support Program for unused Neighborhood funds.	Outside Funding Reduction
Community Development	Neighborhood Business District Program Savings	\$ 2,500		\$ 2,500	0.0	Temporary	\$ -	\$ -	\$ -	This is a temporary reduction in contracts for Neighborhood Business District Support Fund Program for unused NBD funds.	Outside Funding Reduction
Community Development Total		\$ 92,800	\$ (3,660)	\$ 96,460	0.0		\$ -	\$ -	\$ -		
Department of Transportation & Engineering	Telephone Non-Personnel Savings	\$ 13,000		\$ 13,000	0.0	Permanent	\$ 13,000	\$ -	\$ 13,000	These non-personnel savings were identified by the department from projections based on mid-year expenses. There will be no service impact associated with these reductions.	Miscellaneous Personnel and/or Non-Personnel Reduction

2011 Mid-Year General Fund Budget Reductions

Department	Savings/Reduction Title	2011			FTE Reduction	Nature	2012			Description	Reduction Type
		Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount			Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount		
Department of Transportation & Engineering	Miscellaneous Non-Personnel Savings	\$ 14,010		\$ 14,010	0.0	Temporary	\$ -	\$ -	\$ -	These non-personnel savings were identified by the department from projections based on mid-year expenses. There will be no service impact associated with these reductions.	Miscellaneous Personnel and/or Non-Personnel Reduction
Department of Transportation & Engineering Total		\$ 27,010	\$ -	\$ 27,010	0.0		\$ 13,000	\$ -	\$ 13,000		
Economic Development	Personnel Reimbursement from Parking Facilities Fund 102	\$ 6,660		\$ 6,660	0.0	Permanent	\$ 20,000	\$ -	\$ 20,000	A personnel reimbursement from the Parking Facilities Fund 102 will be used to generate General Fund savings for the purpose of meeting this reduction.	Fund Transfer
Economic Development Total		\$ 6,660	\$ -	\$ 6,660	0.0		\$ 20,000	\$ -	\$ 20,000		
Enterprise Technology Solutions	Savings from Miscellaneous Position Vacancies	\$ 69,890	\$ (11,880)	\$ 81,770	0.0	Temporary	\$ -	\$ -	\$ -	These savings are a result of miscellaneous position vacancies due to turnover in 2011.	Miscellaneous Personnel and/or Non-Personnel Reduction
Enterprise Technology Solutions	Miscellaneous Non-Personnel Savings	\$ 25,700	\$ -	\$ 25,700	0.0	Permanent	\$ 25,700	\$ -	\$ 25,700	Due to expansion of City network lines, there are realized savings through cancellation of data line services from Cincinnati Bell.	Miscellaneous Personnel and/or Non-Personnel Reduction
Enterprise Technology Solutions Total		\$ 95,590	\$ (11,880)	\$ 107,470	0.0		\$ 25,700	\$ -	\$ 25,700		
Finance	Savings from Miscellaneous Position Vacancies	\$ 43,820	\$ (7,450)	\$ 51,270	0.0	Temporary	\$ -	\$ -	\$ -	These are miscellaneous personnel savings resulting from existing/on-going vacancies.	Miscellaneous Personnel and/or Non-Personnel Reduction
Finance	Elimination of a Buyer Position	\$ 60,630	\$ (10,310)	\$ 70,940	1.0	Permanent	\$ 60,630	\$ (10,310)	\$ 70,940	This vacant position elimination represents \$60,634 in savings in 2011 and as a permanent reduction \$60,634 for 2012	Miscellaneous Position Reduction
Finance Total		\$ 104,450	\$ (17,760)	\$ 122,210	1.0		\$ 60,630	\$ (10,310)	\$ 70,940		
Fire Department	Savings from Miscellaneous Position Vacancies and higher than needed accrual from 2010.	\$ 941,270	\$ (225,900)	\$ 1,167,170	0.0	Temporary	\$ -	\$ -	\$ -	The Fire Department salary expenditures in 2011 are expected to come in approximately 1.7% below budget. This is due to an accrual overage of \$322,000 and additional position vacancy savings due to projected attrition of 45 sworn staff by the end of 2011.	Miscellaneous Personnel and/or Non-Personnel Reduction
Fire Department	Miscellaneous Personnel Savings	\$ 460,640	\$ -	\$ 460,640	0.0	Temporary	\$ -	\$ -	\$ -	The Fire Department expenditure trends to budget indicates that miscellaneous personnel savings of approximately \$460,637 will be garnered by fiscal year-end. Savings are identified in line items including Lump Sums, Holiday and Sick Buy Backs, and certification pay due to continued attrition.	Miscellaneous Personnel and/or Non-Personnel Reduction
Fire Department Total		\$ 1,401,910	\$ (225,900)	\$ 1,627,810	0.0		\$ -	\$ -	\$ -		
Law	Reduction in Legal Services	\$ 48,250	\$ -	\$ 48,250	0.0	Temporary	\$ -	\$ -	\$ -	Various costs associated with small claim suits against citizens that owe past due debt to the City. Sufficient budget exists across the department to meet this goal.	Miscellaneous Personnel and/or Non-Personnel Reduction

2011 Mid-Year General Fund Budget Reductions

Department	Savings/Reduction Title	2011			FTE Reduction	Nature	2012			Description	Reduction Type
		Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount			Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount		
Law	Elimination of Filled Support Services Specialist Position	\$ 10,860	\$ 6,230	\$ 4,630	1.0	Permanent	\$ 37,760	\$ (18,420)	\$ 56,180	The Claims and Collections functions will be consolidated by the Law Department, thereby eliminating this Claims specific position.	Specific Program/Service Reductions
Law Total		\$ 59,110	\$ 6,230	\$ 52,880	1.0		\$ 37,760	\$ (18,420)	\$ 56,180		
Office of Environmental Quality	Recycling Contract Savings	\$ 53,530		\$ 53,530	0.0	Temporary	\$ -	\$ -	\$ -	With the projected sale of materials associated with the Curbside Recycling program, sufficient savings should be available at fiscal year-end to meet the required budget reduction amount.	Miscellaneous Personnel and/or Non-Personnel Reduction
Office of Environmental Quality Total		\$ 53,530	\$ -	\$ 53,530	0.0		\$ -	\$ -	\$ -		
Parks	Reduction in Non-personnel expenses for Cincinnati Riverfront Park	\$ 94,710	\$ -	\$ 94,710	0.0	Temporary	\$ -	\$ -	\$ -	The reduction in non-personnel expenses represents a reduced amount of horticultural displays and maintenance throughout Cincinnati Riverfront Park. In addition, there will be a reduced amount of ambassadorial and security services in the Park.	Miscellaneous Personnel and/or Non-Personnel Reduction
Parks Total		\$ 94,710	\$ -	\$ 94,710	0.0		\$ -	\$ -	\$ -		
Planning and Buildings	Savings from Miscellaneous Position Vacancies	\$ 83,790	\$ (14,240)	\$ 98,030	0.0	Temporary	\$ -	\$ -	\$ -	These are miscellaneous personnel savings resulting from existing/on-going vacancies.	Miscellaneous Personnel and/or Non-Personnel Reduction
Planning and Buildings Total		\$ 83,790	\$ (14,240)	\$ 98,030	0.0		\$ -	\$ -	\$ -		
Police	New COPS Hiring Grant Reimbursement	\$ 914,100	\$ (315,800)	\$ 1,229,900	0.0	Permanent	\$ 3,255,100	\$ (1,124,700)	\$ 4,379,800	The COPS Hiring Grant, if awarded, will reimburse the City for up to 50 Police Officer positions to prevent layoff. Acceptance of the grant will increase the sworn staffing floor to 996 plus the number of officers retained by the new grant.	Grant Funding
Police	Savings from Miscellaneous Position Vacancies in the Emergency Communications Center	\$ 119,520	\$ (20,320)	\$ 139,840	0.0	Temporary	\$ -	\$ -	\$ -	Due to numerous position vacancies, the amount identified will be generated as personnel savings by fiscal year-end.	Miscellaneous Personnel and/or Non-Personnel Reduction
Police	Miscellaneous Personnel Savings	\$ 724,300	\$ (141,240)	\$ 865,540	0.0	Permanent	\$ 724,300	\$ (141,240)	\$ 865,540	The Police Department expenditure trends to budget indicates that miscellaneous personnel savings of approximately \$724,300 will be garnered by fiscal year-end. These savings are the amalgamation of personnel savings in all personnel line items and programs, including salaries, over-time, etc.	Miscellaneous Personnel and/or Non-Personnel Reduction
Police	Elimination of 44 Filled Sworn Positions	\$ 776,800	\$ 848,410	\$ (71,610)	44.0	Permanent	\$ 1,756,100	\$ (784,630)	\$ 2,540,730	A total of 44 filled sworn positions will be eliminated, mostly from the Public Safety Program. The Department plans to reorganize in such a way that street strength is preserved.	Specific Program/Service Reductions
Police Total		\$ 2,534,720	\$ 371,050	\$ 2,163,670	44.0		\$ 5,735,500	\$ (2,050,570)	\$ 7,786,070		
Public Services	Savings from Miscellaneous Position Vacancies	\$ 39,840	\$ (6,770)	\$ 46,610	0.0	Temporary	\$ -	\$ -	\$ -	These savings are a result of miscellaneous position vacancies due to turnover in 2011. This in addition to the vacancies needed to meet their fiscal watch plan.	Miscellaneous Personnel and/or Non-Personnel Reduction

2011 Mid-Year General Fund Budget Reductions

Department	Savings/Reduction Title	2011			FTE Reduction	Nature	2012			Description	Reduction Type
		Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount			Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount		
Public Services	Unanticipated Reimbursements from Street Construction Fund 301 for three General Fund Positions	\$ 124,930	\$ -	\$ 124,930	0.0	Temporary	\$ -	\$ -	\$ -	Due to limited staff availability, some employees have been shifted to work in other programs within the Department. As a result, the Department has unbudgeted/unanticipated reimbursements to the General Fund from the Street Construction Fund totaling approximately \$124,930. These reimbursements are supported by three positions: Sanitation Helper, Service Area Coordinator, and Cleaner.	Fund Transfer
Public Services	Reduction in As Needed Expert Services	\$ 71,090	\$ -	\$ 71,090		Temporary	\$ -	\$ -	\$ -	This represents a reduction in as needed expert services for police, cleaning, and consulting. At this time, the Department cannot determine the associated service impact of this reduction. These resources are used during special events that require contractors for additional policing, cleaning, and consulting.	Miscellaneous Personnel and/or Non-Personnel Reduction
Public Services	Reduction in Data Processing Services	\$ 20,000	\$ -	\$ 20,000		Temporary	\$ -	\$ -	\$ -	This represents a reduction in data processing services.	Miscellaneous Personnel and/or Non-Personnel Reduction
Public Services	Reduction in Actual Utility Expenses	\$ 10,000	\$ -	\$ 10,000		Temporary	\$ -	\$ -	\$ -	This specific line item was increased to account for inflation in 2011; however, actual expenses did not increase by the same rate as anticipated inflation.	Miscellaneous Personnel and/or Non-Personnel Reduction
Public Services	Elimination of White Goods Program	\$ 74,490	\$ -	\$ 74,490		Permanent	\$ 76,200	\$ -	\$ 76,200	This represents the elimination of the non-personnel portion of the White Goods program. The personnel portion of the program, which includes one Sanitation Specialist, is not recommended for elimination as this position has been assigned to Solid Waste Curbside Collection program. This program elimination is possible due to a decline in the volume of white goods being collected. Currently, white goods are collected from citizens upon request; however, when crews are dispatched to the citizen's home, they find that the goods have already been collected by another party. It should be noted that the Department will need to coordinate with Law and Purchasing to determine if this program can be eliminated and how a substitute program would be devised. For example, citizens will continue to need white goods to be collected; however, how that service will be provided and at what cost to the citizen still needs to be determined.	Specific Program/Service Reductions
Public Services Total		\$ 340,350	\$ (6,770)	\$ 347,120	0.0		\$ 76,200	\$ -	\$ 76,200		
Recreation	Savings from Miscellaneous Position Vacancies	\$ 122,050	\$ (18,280)	\$ 140,330	0.0	Temporary	\$ -	\$ -	\$ -	Position vacancy savings for multiple positions throughout the Recreation Department.	Miscellaneous Personnel and/or Non-Personnel Reduction

2011 Mid-Year General Fund Budget Reductions

Department	Savings/Reduction Title	2011			FTE Reduction	Nature	2012			Description	Reduction Type
		Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount			Department Savings / Reduction Amount	Non-Departmental Impact Loss/(Gain)	Net Savings / Reduction Amount		
Recreation	Miscellaneous Non-Personnel Reductions	\$ 118,000	\$ -	\$ 118,000	0.0	Temporary	\$ -	\$ -	\$ -	These miscellaneous non-personnel savings will mainly impact the department's Indoor Maintenance and Outdoor Maintenance programs.	Miscellaneous Personnel and/or Non-Personnel Reduction
Recreation Total		\$ 240,050	\$ (18,280)	\$ 258,330	0.0		\$ -	\$ -	\$ -		
Reorganization of Departments	Reorganization of Community Development, Planning and Buildings, and Economic Development	\$ 29,640	\$ 14,780	\$ 14,860	2.0	Permanent	\$ 217,380	\$ (60,960)	\$ 278,340	This involves the merger of Community Development with the Department of Planning and Buildings, creating a new Department of Planning, Buildings and Housing. With the merger, three positions would be eliminated: 1) Community Development and Planning Director position; 2) Administrative Specialist position; and 3) Administrative Technician position. The Housing, Property Maintenance, Human Services and Fiscal functions and related personnel will be transferred to the new Department of Planning, Buildings and Housing. The Business Development function and related employees will be transferred to Economic Development.	Department Re-Organization
Reorganization of Departments	Disband the Office of Environmental Quality and Distribute Responsibilities and Some Staff to Other Departments	\$ 33,920	\$ 16,190	\$ 17,730	2.0	Permanent	\$ 163,200	\$ (44,100)	\$ 207,300	This involves the elimination of the Office of Environmental Quality. An Administrative Specialist and an Environmental/Safety Specialist position would be eliminated. The Environmental Programs Manager and two grant funded positions would be transferred to the Department of Public Services and two Environmental/Safety Specialist positions would be transferred to Finance/Risk Management.	Department Re-Organization
Reorganization of Departments Total		\$ 63,560	\$ 30,970	\$ 32,590	4.0		\$ 380,580	\$ (105,060)	\$ 485,640		
Grand Total		\$ 5,252,051	\$ 106,670	\$ 5,143,370	50.0		\$ 6,366,182	\$ (2,185,100)	\$ 8,549,270		