

Specified Suggestions requiring further analysis

	Dept/Div Affected	Priority	Considered/ Status	Level of Budget Impact	Ready to implement	Analyzed	Feasible	Comments
27	Eliminate hand delivery of yellow tags (late notice) by employees	Water						No General Fund impact
28	Eliminate Take Home Vehicle		Y	~ \$100k per year for 6 yrs		IP	Y	\$576,002 in savings over 6 years if THV Program is eliminated
29	Out source Vehicle maint./\$35 for oil change at Royal Quick Lube. Is that cheaper than what City shop can do it for? I know it's faster!!	Fleet	3	Y				Fleet restructuring underway
30	Charge actual cost of services to customers if it cost \$100 to provide garbage service charge \$100	All Enterprise Fund Divs		N				Already Being Done
31	Department Head Employees take a look at mileage car allowance give it up and ask for reimbursement if actually use it for city business	Some	3	N				
32	Have Police Officers turn off their vehicles when not in use, to reduce fuel consumption							
33	Get rid of vehicle stipends (car allowances)	Several	2	Y		N	IP	
34	Eliminate Uniforms		4					
35	Eliminate Boot Allowance	Several	5					Meet & Confer
36	Eliminate Insurance Payments for those who do not take Insurance	All	3					Meet & Confer
37	Look at Deferred Comp Contributions		2					Meet & Confer
38	Eliminate car allowance for dept. heads			Y			IP	Analysis underway
39	10% pay cut for dept. heads		4	N				Council Action
40	15% pay cut for city manager	CM Office	4	N				Council Action
41	"Golden hand shakes" for employees close to retirement (or those interested)		4	Y			IP	Under Consideration
42	Take all cell phones away.		3	N			N	\$1000 month savings
43	Reduce management wages		4	N				Council Action
44	4 - 10 hour work week - Close Monday, Wed or Friday		5	N				Negligible savings
45	Redo management pay raises start from city manager on down	All	2					Council Action
46	Reduce the analysts	PW/CM	3	N				
47	Close the week of Christmas December 24 - January 1		3	Y		Y	Y	Savings of \$83,668 (4-day period)
48	Take 1 furlough day per quarter (4 days)		3	Y		Y	Y	\$20,917 per day of furlough
49	Furloughs of one day per month		3					
50	Limit City paid health coverage to 100% for the employee only and have employees bare the extra cost for additional family members		3					Meet & Confer
51	Reduce Part-time workers hours <1000 per year (cancel PERS contributions)		2					
52	Convert the Sergeant's Group to 3% @ 50 PERS (would incentivize several current officers to retire quickly)							
53	5% pay cut across the board							
54	Eliminate employee BBQ	All						Already in Budget - BBQ is on hiatus
55	Do not grant merit pay increases while expenses exceed revenues							Meet & Confer
56	Eliminate unnecessary part-time positions					IP		Already in Progress
57	Close City offices on Christmas and New Year's Eve days with half-day holiday pay -- save wages and operation costs							

Specified Suggestions requiring further analysis

	Dept/Div Affected	Priority	Considered/ Status	Level of Budget Impact	Ready to implement	Analyzed	Feasible	Comments
58	No more vehicles at home unless on call!		Y			IP		
59	Sell those old Chevy's at the police department	PD	2	Y		Y		
60	Cut out 4- July, Under the Stars, Car Show		5					Chamber events
61	Build a motor cross track and charge per bike, quad. Each rider sign waiver of rights – Locals are going to other cities spending their money to ride instead of our own	Parks &/Or Recreation	5	N				Cost would not result in ROI < 3 years
62	Buy Zap carts not full size trucks		3	Y			Y	Already have 11
63	Increase the amount of \$ for police reports given to public	PD	5				N	Cannot unless service costs more than we already charge
64	Raise golf course fees	Recreation	n/a					No GF Impact
65	Form a committee to explore a utility tax		5	N				Must have Public/Council interest
66	Re-classify the chief's secretary position to an Administrative Assistant who would assume the duties of the Admin Sergeant							
67	Invest in propane, hybrid or natural gas vehicles -- Do not waste money on electric vehicles that cost just as much or more than standard vehicles and are more expensive to maintain/repair -- Have these vehicles at each location for use by management staf							
68	Turn off the "twinkle lights" downtown - only use during special events							Chamber pays electric bill
69	Put a freeze on ordering banners for downtown							Chamber pays for Banners - City hangs
70	Do not go back on automated containers that have been tagged	Refuse						No GF Impact
71	Bill Chamber of Commerce for work performed for the Chamber (preparing events, maintaining banners, extra trash pick-ups, etc) If not billed to Chamber, then bill to RDA							
72	Review maintenance workers output as quality can be improved with possible reduction of staff		2	Y		N	IP	
73	Have an outside management firm come in and evaluate the operations at the Corporation Yard -- analyze for better use of time							
74	Install time clock for all employees. Consider video monitoring of employees							
75	Use P/T analyst to evaluate (organizational diagnostic) city depts. & divisions to find efficiency gains, cost savings, etc.			Y			IP	
76	We desperately need an intense analysis of each department's, division's proficiencies; We need a thorough analysis of time, position, task, efficiencies throughout each & every department in the City's work force. We need Jason Shaw to start this same study and analysis (that he did for Fleet) in each and every department in the City. This is a mandatory need in this organization.			Y			IP	

Non-specific/General Suggestions

	Dept/Div Affected	Priority	Considered/ Status	Level of Budget Impact	Ready to implement	Analyzed	Feasible	Comments
1	Consolidate Supervisory Positions	All	Y		N			
2	We recycle at home I think every dept. should also do the same. If you spend lots of money on your supplies step back and look and see what you really use and what you really need. RECYCLE MORE. Use paper more than once.	5	N	Minimal				
3	Save energy.	All	4	N				Power Conservation Policy
4	Consider a Financial Service Manager vs. Finance Director.	Finance	N					
5	Do not pay overtime and travel time to get to a city paid training. If wont do travel on their own time-don't send them.		N				N	Legal Issues prevent
6	Open finance office at 9:00 a.m. & close at 4:00 p.m	Finance	5					Policy call - No GF Input
7	What will the City of Lemoore Dispatching save the City of Lemoore?	PD	5	Y		IP		
8	Drive 2 people in 1 truck		2					
9	Split City utility billings every (2) two months, half the city pays each month							No GF Impact
10	Building have to many boss							Unknown
11	Fleet maintenance is due to fail because we have no work and also have to be looking for work. Cost! Is the biggest for all departments that don't want to seen. Repairs we can probably do with part time works why wait till we fail. We need to be safe	Fleet	1	Y		Y		Fleet restructuring underway
12	Freeze on certain materials		5	N			N	Not sustainable
13	Less painting on streets saves money	Streets	5	N				Not recommended
14	Less spraying of round-up	Streets	5	N				
15	Buy in bulk when we can; items such as: Motor Oil, Car Parts (routine maintenance items) Gasoline/Diesel	Fleet	3	Y		Y	Y	Fleet restructuring underway
16	Admin secretary uses colored paper (more expensive) white is fine		4					
17	E-Mail vs. paper for memos		2					
18	There needs to be one uniform accounting method, which all City staff is required to abide by	Finance		N				
19	Reconciliations need to be done on a regular basis so that discrepancies can be caught.	Finance		N				
20	The Finance Director needs to audit the accountants work and if the accountant is moving things from one account to another because she thinks it was posted to the wrong place, they should decide which is the right place and then let department staff know	Finance	2	N				
21	Stop allowing personal use of City Vehicles	Some	1	Y		N	IP	

Non-specific/General Suggestions

	Dept/Div Affected	Priority	Considered/ Status	Level of Budget Impact	Ready to implement	Analyzed	Feasible	Comments
22	Let xxxxx xxxx go	5						
23	Do the layoffs as soon as possible							Against Council Direction
24	Have those of age to retire		N					
25	(Keep Family Paid Healthcare) - I understand that there are single employee's who disagree with family paid health care, but employees that are home with their children because they are cannot afford to take them to the doctor are not saving the city any money	3	N					Meet & Confer
26	Replace non-energy efficient items, such as City Hall windows to reduce operation costs	Buildings	1	Y	Y	Y	Y	Completed
27	Require Supervisors to set the Examples-Not do as I say not as I do. Long Lunches, Idle Time, Personnel Concessions Needed	All	1	Y	Y	N/A	Y	Hold 1st line Supervisors accountable
28	Employees could work harder.	All						
29	Many employees think the City owes them something. They were hired to serve the residents not be served by the City. Employee attitudes could change.							
30	I feel directors/supervisors need to find out what their employees actually do. I feel some things are duplicated or not necessary at all	All	2		N			
31	Better supervision of parks & rec. maintenance staff. I see a lot of idle people driving around in the bubble cars	Parks & Recreation	3	N				
32	Don't drive around and waste gas		1					Supervision issue
33	Use one break room at corp yard and everyone takes break at the same time		5					
34	Renegotiate MOU to give the City better control and ability to reduce head-count (layoff underperforming employees) versus laying off the hard workers vice the "short timers" simply because they haven't gained seniority/tenure							Personnel System Guidelines need to be changed vs. MOU
35	Increase accountability within Public Work /specifically w/ superintendents and their employees who are rumored to have very little productivity and whose superintendents are known to go to breakfast practically every morning on the City's dime/Theft of time & money. This further degrades morale and employee work ethic.	PW						Supervision issue
36	Start actually holding people accountable for their job performance by creating a paper trail of poor job performance so that we don't have to lay off the employees based solely on seniority & we can instead let people go for poor job performance – We have 3 years to create a paper trail		3					Supervision issue
37	Enforce what & how employees are using their time –much time is being wasted		1					Supervision issue
38	Too many employees drive around		2					
39	Utilize grants, bill employee salaries to grants whenever possible							