

My suggestions to the Lake County Council and fellow Commissioners are to immediately enact the following cost-saving programs:

- 1. Establish a comprehensive 20-year financial plan.
- 2. Establish a Capital Improvement Plan -- contracting with an independent firm such as Crowe Chizek of Merrillville to do a professional analysis of our needs.
- 3. With expansions on the Lake County Jail and the Lake County Juvenile Center, there is a tremendous need for additional staff and operations costs. Our legislators have totally ignored these bare facts and asked us to reduce our employment by 200 people. These departments will have to review their priorities and hold the line on hiring.
- 4. Starting with a Lake County Council Ordinance, we should expand our current working hours to 8:00 a.m. to 5:00 p.m. Employees would still enjoy a one-hour lunch period, but productivity would be improved by 17% by increasing the work day from seven hours to eight hours. *WORK EIGHT HOURS 15 MIN AFTER*
- 5. Cut back to ten paid holidays from our current number of thirteen. *15 MIN AFTER*
- 6. Change vacation benefits for new employees by reducing the generous schedule. Existing employees would fall under a grandfather clause. *TO BAW OF STAFF*
- 7. Eliminate the paid sick-day program (until in compliance with necessary budget goals). *REVIEW INCENTIVE*
- 8. Eliminate the paid personal-day program (until in compliance with necessary budget goals). *REVIEW INCENTIVE*
- 9. Eliminate 50% of all personnel in satellite offices, which have outlived their usefulness. In this age of computers, e-mail, fax transmissions and county-wide toll free calling, the need for satellite offices is greatly reduced.
- 10. Eliminate all special funding to groups who in the past have received money from the county budget. Maybe our state legislators can find a way to fund these programs.
- 11. Purge the voter registration roles every two years. This would cut election cost by 20% as it would allow a reduction in the number of precincts. Extra voting machines could be used to help eliminate long lines on election days.

These would be major changes and many would be difficult to accept. But, if we really believe in the need to reduce the cost of county government, these changes would have to be enacted, initiated, adopted and accepted. The savings would amount to approximately \$12 Million annually.

ADD
ADD

Maintenance Agreements
Central Purchasing