

DRAFT Discussion only 3/13/2015
Suggestions Received on Labor Component of Budget

1. Recommendations that the Governor consider in making the cuts necessary to meet the proposed \$10.8 million reduction in labor and personnel expenses

- Elimination of positions – RIFs should be proportional across exempt, management, supervisory and line positions
- No increases or limited increases for exempts
- Reduce travel and use telephone and video conferencing where possible
- Reductions in allowed overtime
- Cut bottled water allowance and increase use of bottle filling water fountains
- Review the use of outsourcing too much? Too little?

2. Bumpers on bargaining for the next go round. This could be one of two things:

A. Specific changes to the subjects for bargaining in relation to the State employees' contract that will limit the growth of the State's payroll. The Committee will provide more specific direction on this item in the next few days.

- Automatic reopener if Cadillac tax still in place in 12 months

B. Recommendations for provisions that the Governor should attempt to have incorporated into the next State employees' contract to reduce the growth of the State's payroll.

- Mileage cannot exceed fleet amounts
- Limits on wages and benefits
- No overtime in excess of Fair Labor Standards Act
- Sliding scale on health care payments
- Flat pay increase rather than percent to avoid escalation at top
- Other?

3. Specific proposals from the Executive, for which the Executive will be providing proposed language during the coming week, that the Committee may choose to incorporate. These proposals may include:

- Review changes to the use of overtime in the calculation of pensions; and
- A provision permitting State employees whose salary is set by statute to voluntarily forego a raise or temporarily reduce their salary during a budget crisis.

4. Potential studies provisions related to:

A. Classification reform to a new modern system that

- Is easier and more flexible to administer
- Better reflects the work performed by state employees
- Provide a common platform for organizing, assigning, and managing jobs
- Identify career paths
- Ensure compensation is competitive, equitable, and fiscally sound

B. Review Alternative negotiation strategies to ensure no bias

C. Alternative health care provision through exchange with flat state assistance

D. Administration shall develop strategies to reduce top level positions