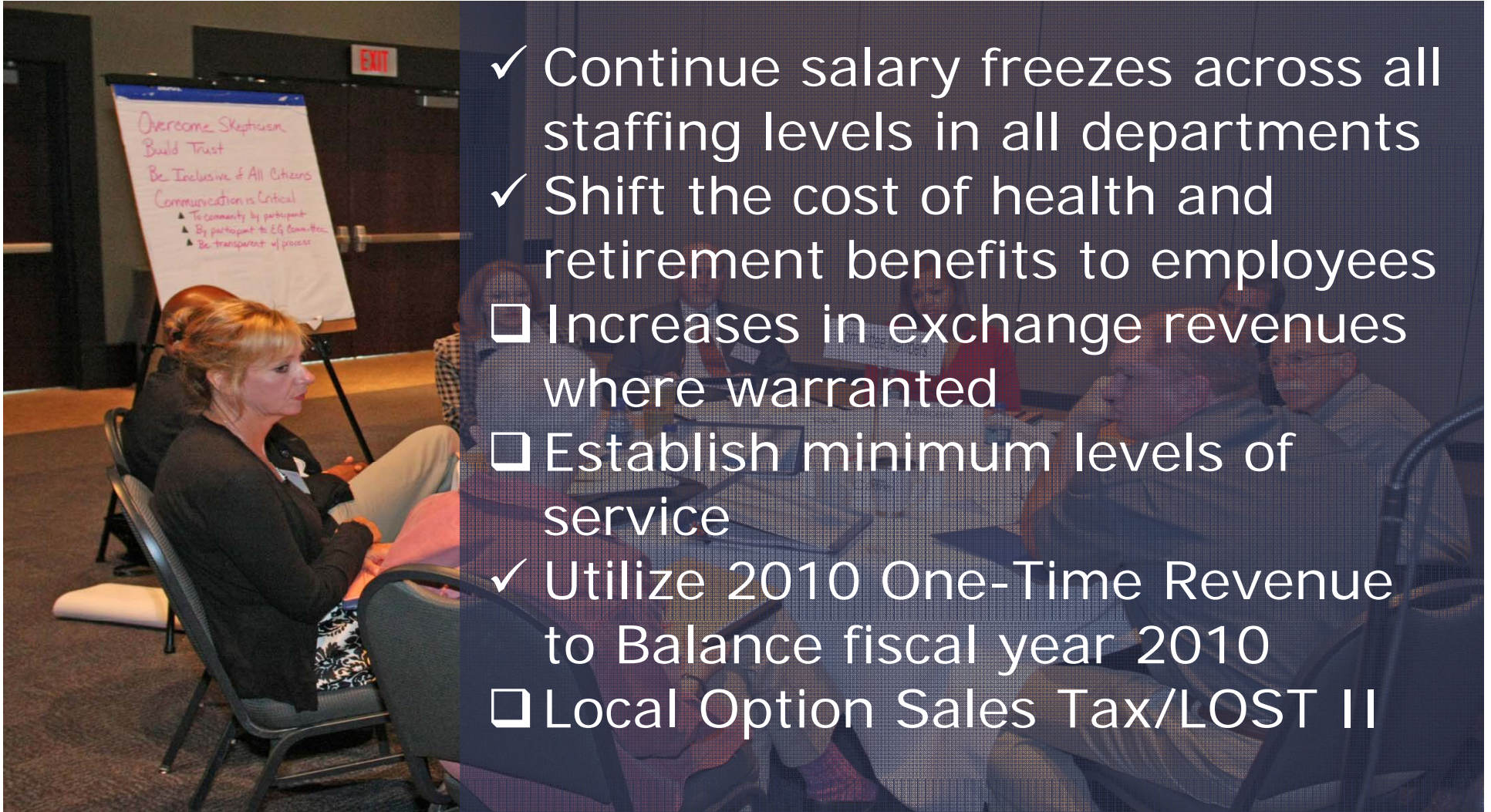


Engage Gwinnett Recommendations 2011 Business and Resource Plan

Aaron J. Bovos



Engage Gwinnett Recommendations



- ✓ Continue salary freezes across all staffing levels in all departments
- ✓ Shift the cost of health and retirement benefits to employees
- Increases in exchange revenues where warranted
- Establish minimum levels of service
- ✓ Utilize 2010 One-Time Revenue to Balance fiscal year 2010
- Local Option Sales Tax/LOST II

You spoke, we listened

Engage Gwinnett Recommendations

- ❑ Examination of shortfalls to see where existing cuts have hindered operations
- ✓ Implementation of technology/development of technology plan to improve performance
- ❑ Benchmark staffing levels against other jurisdictions (*in progress*)
- ❑ Identify best practices for managing cuts within operations
- ❑ Tax Assessors Office risks associated with digest production
- ❑ Conduct round-table discussions with user departments to discuss ideas on additional reductions

The company satisfied with its progress will soon find that its customers are not.

Engage Gwinnett Recommendations

- Reduce contribution to Library System by \$6.5 million
- Initiate a campaign to enlist volunteers
- Constantly Improving Effectiveness (PAD)
- Graduated Compensation Reductions



Keeping our focus on what we want.