				Ι	I		Ι	<u> </u>	<u> </u>	
		NCI	L FHSA econo	omic survey, August 2009.	Amended October2	<u> </u>				
				at the bottom. Blue indicate						
county	staff did you have	how many staff do you have for BY 09- 10?	net loss	if you have lost staff, what EH group were these former staff from? List: wells and septic, food and lodging, animal control, other	giving raises in BY 09-10?	is your county furloughing staff in BY 09-10?	describe the length of furloughs	has your county reduced staff pay in BY 08- 09?	has your county reduced staff pay in BY 09-10?	Have any of your full time positions been changed to part time?
Alamance	18	16.4	1.6	Well and Septic	No	No, but an additional 5 days of vacation was approved for all staff and voluntary furloughs are possible.	10 days without pay with prior approval	No	No	No
Alexander	4	4	0	N/A	No Cola	Yes	Must take 5 days this fiscal year	No	No	No
Alleghany see below; Watauga										
Anson	3	3	0	NA	No	No		No	No	No
Ashesee below; Watauga										
Beaufort	8	7	1	1 clerical	No	unknown	n/a	No	No	No
Brunswick	23	15	8	Food and Lodging 1	no	no	na	no	no	no
DIVINSWICK	۷۵	15	٥	Position	110	HO	па	no	no	no

	1	1					1		Τ	T
				Wells and Septic 4						
				Positions Clarical 2 Positions						
				Clerical 3 Positions						
	+									
Buncombe	21	21	0	N/A	cola may not	No	N\A	No	No	No
Duricombe		21	U	IV/A	happen	140	INVA	INO	140	INO
	_				Паррсп					
Burke	10	8		1 supervisor 1 E.H.S.	No	Yes	Must take 12 days off	No	No	No
Duike				i supervisor i E.H.S.	INO	163	with no pay within	INO	INO	INO
							budget year			
	1								1	1
Caldwell	7(including	5(including	2	1EHS-wells,septic,pools	no	no			1	1
Caldwell	1 clarical	1 clerical)	4	and 1EHS-	110	110	na	no	no	no
	I clerical)	i ciericai)		wells,septic,food&lodging			i ia	110	110	110
				wells, septic, rood a lodging						
	+			+						
Carteret	EHS 14	SAME	0	NA	NO	NO	NA	NO	NO	NO
Carteret	ADM 3	OAME	U	IN/A	110	110	IVA	110		
	ADIVI 3									
	†								<u> </u>	
	†						+		<u> </u>	†
	†						1		†	<u> </u>
	1									
Caswell	3 EHS - 1	3 EHS	1	1 Clerical	No	NO	NA	No	No	No
34011011	Clerical	5 20	•	Sicilitati		1,0	''''			
							1			
	1									
	1									
Catawba	12	12	0	N/A	No	No	No	No	No	No
			-		-	-		-		
	1						+			
-							+ -			
							1		L	l

Chatham	15	15	0	One admin position was loaned to Social Services for four months	No	No	NA	No	No	No
Cherokee	7	4	3	all from wastewater	No	No	N\A	No	No	No
Clay	4	2	2	main focus of employees was wells onsite	No	No	N\A	No	No	No
Cleveland	11 EHS 3 clerks		3	1 clerk 1 food and lodging 1 onsite/well	No	No	N\A	No	No	No
Craven	For all programs: 22 full time, 7 part time, 1 contract employee	For all programs: 19 full time, 7 part time, 1 contract worker	3	We shifted several staff from one discipline to another but the final result is 2 staff deficit from wells and septic , 1 staff from building maintenance	No COLA but a limited # of merit increases are available	No	NA	No	No	No
Davidson	16	14	2	1 part time F&L and 1 Management Support	no	no	n/a	no	no	1 Management Support changed to half time

Davie	5	5	0		no	no at least no plans now		no	no	no
Duplin	6	6	0		no	no	n/a	no	no	no
Edgecombe	6	5	1	food and lodging	Possibly, Jan. 09	no		no	no	no
FRANKLIN	6 (7 BY 07- 08)	5	1	GENERALIST (FLI - OSWP - CHILDCARE)	NO	YES	40 HOURS	NO	NO	NO
Gaston	18	15	3	1 clerk, 2 onsite	No	No		No	No	No
Oranida Maria	O in all all a	0.4	4	4:-		ra a to cart	/-			
Granville-Vance	9 including clerical	8,1 retirement	1	septic	yes	not yet	n/a	no		no-no
Graham	2	2	0	N/A	Cola increase	Yes	Must take 12 days off	No	No	No
Giariani		۷	U	IWA	Cold Holease	163	with no pay within budget year	140	INO	INO

	I			1			1		Ī	Ī
Guilford	51	47	4	3 on-site; 1 management support	no	no, but the f-word is being thrown around	NA	no	no	no
Halifax	8	8	0							
Haywood	17	16	1	1 onsite wastewater	No Cola, Merit is in place up to 2%	No	N/A	No	No	No
Henderson	14	11 with one retiring in Aug	3	3 lost from Sewage	No	No	n/a	No	No	No
Iredell	22	20	2	1 FLI (retired), 1 clerical (took another position in county)	No	Yes	5 county furlough days & EH Division to .9 time	No	Only through furloughs	EH Division is at .9 time until revenues increase or # staff reduced
										.9 time equates to I day without pay every two weeks
Jackson	19	18	1	Voluntary separation froze position-crossed trained	received step increase, no cola	no	N/A	no	no	no

Johnston	17 (includes clerical)	Same #	0	n/a	no	no	n/a	no	no	no
Lenoir	6	6	0	N/A	No, only 2 extra days annual leave	No	N/A	No	No	No
Lincoln	10	10	0	N/A	Yes 2%	No	N/A	Yes by way of five furlough days each	No	No
Macon	11	11	0	N/A	No	No	N\A	No	No	No
Madison	2	2	0	yes	no	no	N/A	no	no	no
	-	_	<u> </u>	,			. 973			

Mecklenburg	83 (73 full- time and 10 temp)	81 (70 full- time and 11 temp)	3	Wells and septic	No	Not at this point. However, county manager was authorized to utilize furloughs if needed.	NA	No.	Staff have not had direct pay cuts. However, a program that allowed staff to cash out vacation time was eliminated and staff now pay a portion of their medical insurance which resulted in a net decrease in take home pay for the year.	Yes.
Moore	11	11	0	0	no	no		no	no	no
Nash	10 with no clerical staff	10 with no clerical staff	0		no COLA, performance pay is budgeted	no	n/a	no	no	no
Onslow (F&L)	5	3	2	F&L	No	No	n/a	No	No	No

Orange	18	15	3	well/septic(1), food/lodging(1), Administrative(1)	no	no, however there is voluntary furlough available	Variable	no	no	no
Pamlico	4	4	0	n/a	no	no	n/a	no	no	no
Person	7	6	1	Wells and Septic	No	Yes	5 days	No	No	No
Pitt	18	18	0	n/a	no	no	n/a	no	no	none
Randolph										
	17	17	0	2 FROZEN SEPTIC & WELL STAFF FROM PREVIOUS YEAR	NO	NO	N/A	NO	NO	NO

Richmond	6	6	0	n/a	no	yes	5 days attached to holidays	no	by furloughs	no
RPM Health	15.5 + 3 clerical	12.5 + 3 shared clerical	3	septic	No	not yet	n/a	no		yes
Rutherford, Polk &										
McDowell										
Robeson	17	16	1	EH Supervisor II	No	No	NA	No	No	No
Rowan	10	10	0	n/a	no	not as of now	n/a	we had 3	no	no
								furlough days in 08-09		
									+	
Scotland	3	3	0	n/a	no	no		no		no
Journalia	3	,	U	11/4	110	110		110		HU
Stanly	6	6	0		NO	No, never can tell		NO	No	NO
,										

Swain	4	3	1	onsite wells	No	Yes	Must take 5 days before December 31,2009	No	No	No
Toe River (Avery,	10	8	2	Food and Lodging (They were hourly as needed/contract)	Unknown but not likely.	yes	2 days/month	No	No	Yes, one septic/well person to 80% time (voluntarily)
Mitchell, Yancey)										
Transylvania	5	4.6	0.4	lost 40% of one onsite/well position to parks and rec (temporary?)	probably not	hopefully not		no	40% of one position gets parks and rec pay rate	no
Wake	133	116	17	8 moved to Soil & Water; 9 pool tech. lost (summer program); 4 On-site EHSs RIF; 1 planner position; 1 engineer position	no	no	NA	no	no	no
Watauga, Alleghany, Ashe	19	15	4	3 in onsite 1 admin	No	No	N/A	No	No	No
Wayne	11	8	3	Onsite	no	no		no	no	no

Wilkes	9	9	0	no	no	no		no	no	no
		- "								
Wilson	9	9 (but one position is frozen)		The frozen position is FLI	No	No	N/A	No	No	No
county	staff did you have	how many staff do you have for BY 09- 10?	net loss	if you have lost staff, what EH group were these former staff from? List: wells and septic, food and lodging, animal control, other	giving raises in BY 09-10?	is your county furloughing staff in BY 09-10?	describe the length of furloughs	has your county reduced staff pay in BY 08- 09?	has your county reduced staff pay in BY 09-10?	Have any of your full time positions been changed to part time?
loss of EH related			84		7 giving a raise;	9 furloughing; 9/64=		2 yes; 2/64= 4%	2 yes; 2/49=3%	
jobs					7/64= 10% giving raises	14% furloughing		reducing pay	reducing pay	
			84*\$35K= \$2.94 million dollar savings to counties	assume \$35K average salary for EHS and/or secretary						
end	of	survey								

have you shifted staff from one program area to the other? if yes, please list	Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc	what other money saving measures have you taken (either voluntarily or coerced)? pls list	what is your turnaround time for a:	turnaround time (list the units)	have your turnaround times improved/ worsen since this time last year?		
PHP&R duties were moved from Health Education Section to Environmental Health and one FTE for environmental health was reduced to 40% with the other 60% being allocated to PHP&R	No	Reduced Travel	well permit:	2 weeks	improved		
			soil evaluation:	2 weeks	improved		
			foodservice plan review:	2-3 weeks	improved		
			customer return call back:	next day	same		
No	Cut clothing expense	have a wellness program that if you are not in you must pay all health expenses	2-3 days		same		
No	No		well permit:	one week	same		
			soil evaluation: foodservice plan review:	one week 1-2 weeks	improved same		
			customer return call back:	same/next day	same		
No	No		well permit:	< 1 week	improved		
			soil evaluation: foodservice plan	<2 weeks 1 week to 10	•		
			review: customer return call back:	days same day or next			
yes, shifted two On-Site Positions to Food and Lodging	Yes, reduced health benefits in 08-09	Travel restrictions	well permit: Two weeks or less		Worsened		

			soil evaluation: Two weeks or less		Worsened		
			foodservice plan		Worsened		
			review: Two weeks or		VVOISCIICU		
			less				
			customer return call		Maraanad		
					Worsened		
			back: same day				
1 moved from on-site to food and lodging	No		5 days		same		
1 from on-site went to food and lodging	Raised insurance for families	No longer drive county cars	week		same		
		home. Can not go out of county					
		for classes. All classes by for by					
		individual					
no, but two staff had to go to CIT for pools and			well permit:	< 1 week			
tattoos authorization	no		·		same		
			soil evaluation:	2 weeks			
			foodservice plan	1 week			
			review:				
			customer return call	< 1 day			
			back:	1			
			Daoin				
YES From onsite systems to inspections of onsite	NO/ insurance always is going up	Be frugal	well	1 week	better		
systems	l so modianes amays is going up			1 WOOK	501101		
Systems			onsite	2 weeks	better		
			plan review	2 weeks	better		
			restaurants	2 Weeks	better		
			customer calls	novt dov	camo		
			Customer Calls	next day	same		
2 EHS are authorized in all programs - I Intern	Increase in insurance co-pay and	None	well permit:	2 days - week	Improved		
2 Lino are authorized in all programs - i littern		None	well permit.	∠ uays - week	improved		
	deductable		soil evaluation:	2 wooks			
				2 weeks			
			foodservice plan review:	1-2 weeks			
			customer return call	same- next day			
			back:				
No	No	No	Under 7 Days		same		
	l .	l .					

Two onsite staff are helping F&L	No but they did cut out our Pay for Performance pay raises	No overnight training trips unless it is a mandated requirement.	well permit:	4-5 days	Improved		
			soil evaluation:	4-5 days			
			foodservice plan				
			review:	30 days			
			customer return call back:	same day			
2 staff went to a different jobs in health dept.	No	No	7 to 10 days for sewage		improved		
No	No	voluntarily taking with or without pay half days. Spending restrictions	2 weeks		worsened since last year		
1 on-site EHS went to a food and lodging program	No	No	5 days		same		
Yes: 1 on-site staff to Vector Management, 2 on- site staff to Food and Lodging	No COLA	travel/training is severely restricted, currently negotiating prepaid phones versus existing phone contracts,	well permit:	less than 2 weeks	about the same		
			soil evaluation:	less than 2	about the same		
				weeks			
			foodservice plan review:	2 to 3 weeks	worsened		
			customer return call back:	generally calls are returned in 24 hours, however it could be 3 days to a week dependant on the nature of the request/call	about the same		
yes, 1 on-site to F&L	increased cost health insurance	reduced over time, obtained old county vehicles	well permit:	<week< td=""><td>no</td><td></td><td></td></week<>	no		
			soil evaluation:	<week< td=""><td>slightly better, always less than 2 weeks</td><td></td><td></td></week<>	slightly better, always less than 2 weeks		
			foodservice plan review:	<2 weeks	no		

	Γ	T			1		
			customer return call	same day	no		
			back:				
no	no		soil evaluation:	1-2 weeks	no		
			foodservice plan review:	2-3 weeks	no		
			customer return call	1 day	no		
			back:	1 day	110		
			back.				
not a this time	no		wall parmit:	2-3 days	improved		
not a triis time	no		well permit:		improved		
			soil evaluation:	3-7 days			
			foodservice plan review:	5 days			
			customer return call	1 day			
			back:				
use a stoff member has increased becaused by			well permits a few device		protty much stays		
yes, a staff member has increased her workload in	no		well permit: a few days		pretty much stayed		
the area of F/L			to a week		the same		
			soil evaluation: a few				
			days to a week				
			foodservice plan				
			review: a week				
			customer return call				
			back: same day or				
			next day				
NO.	OUT DEDECTION OF DAY	DEDUCED TO AVEL OURDLY		0.0.0.11/0	11.455.61.455		
NO	CUT PERFORMANCE PAY REQUIRED TO PAY PART OF EMPLOYEE INSURANCE	REDUCED TRAVEL, SUPPLY, EQUIPMENT BUDGET	well permit:	2-3 DAYS	IMPROVED		
			soil evaluation:	2-3 DAYS	IMPROVED		
			foodservice plan	3-5 DAYS	SAME		
			review:	2 3 2 0			
			customer return call back:	SAME DAY	SAME		
1 sewage staff to food and lodging	No	Decreased travel	next day		same		
no	no		week		improved		
			week				
			1to2weeks				
			1to2days				
No	No	No	That day or Next		improved		
		•			•		

				1	Ι		
						1	
2 onsite (county dollars) went to grant positions (grant dollars)	no	reimburse personal miles up to 500 miles, then county car. No meal allowances for day trips.	well permit:		improved		
			soil evaluation:	< 2 weeks			
			foodservice plan review:	< 2 weeks			
			customer return call back:	w/in 24 hours			
Yes, 1 to code enforcement/onsite	No long putting 5% into 4041/	7 staff are working 26.0 hours o	Week		improved		
res, i to code enforcement/onsite	No long putting 5% into 401K	7 staff are working 36.0 hours a week (4 - 9 hour days) Voluntarily	vveek		improved		
One staff will shift from sewage to well after the well staff retires	No	No longer drive county vehicles home, cut/limited travel,	well permit:	1 to 2 days	improved		
			soil evaluation:	1 to 2 days			
			foodservice plan	1 week to 10			
			review:	days			
			customer return call back:	same day or next			
Moved 2 OSWP staff to FLI	No	no cola or merits this year, eliminated dues and subscriptions and reduced travel, training	well permit:	< 1 week	improved for all		
		and supply budget.	soil evaluation:	< 1 week			
			foodservice plan review:	1 week			
			customer return call back:	1- 2 days			
no	no	Reduced travel	< 1 week		improved		

soll evaluation: 1-2 weeks weeks  Foodservice plan condition: 1-2 days  Ves; On-sile to F. & L. (one person)  Yes; 401K  No COLA or Performance Pay  well less than a week  sopric application week  foodservice plan review.  Increased annual leaves across ansu ansu  No No. actually as noted before, increased annual leaves across ansu ansu ansu ansu ansu ansu ansu an								
Todosenice plan   Teview: 1-2 days   Teview: 1-2								
yes, On-site to F & L (one person)  yes, 401K  no COLA or Performance Pay yes, 401K  septic application less than a work work  nordswire plan work  nordswire plan work  nordswire plan work  nordswire plan work nordswire plan he week nordsweed annual lave accrual rate  nordswire plan he week nordsweed annual lave accrual rate  nordswire plan he week nordsweed plan he week no								
yes: On-site to F. & L. (one person)  yes: 401K  no COLA or Performance Pay yes: Application  footservice plan review: when work  No No, actually as noted before, increased amusel leave accusal refle  No No, actually as noted before, increased amusel leave accusal refle  An object application of the reflection of the								
yes; On-site to F & L (one person) yes; 401K  no COLA or Performance Pay yes; On-site to F & L (one person) yes; 401K  no COLA or Performance Pay well less than a week week less than a week less than a week week less than								
yes; On-sile to F & L (one person)  yes; 401K  no COLA or Performance Pay  well  less than a week  les				customer return call				
yes; On-sile to F & L (one person)  yes; 401K  no COLA or Performance Pay  well  less than a week  les				back: 1-2 days				
Septic application   Septic								
Septic application   Septic	yes; On-site to F & L (one person)	yes; 401K	no COLA or Performance Pay	well	less than a	about the same		
Contention   Con		·	-		week			
Contention   Con								
Contention   Con				septic application	less than a	II .		
Continue				' ''				
Septice   Sept				foodservice plan		"		
No. actually as noted before, increased annual leave accrual rate  No. actually as noted before, increased annual leave accrual rate  No. actually as noted before, increased annual leave accrual rate  Provident within the week service plan review. Within 30 days  Customer ratura call back: ASAP or within day  Ves One EHS in On-Site was cross trained in F&L for a small percentage of their time employees have to pay for health insurance  Overall spending foodservice plan review. Within 30 days  Overall spending well permit: 2 to 10 days about the same about the same foodservice plan review. Soil evaluation: 2 to 10 days about the same about the same about the same foodservice plan review. Soil evaluation: 4 business day about the same about the								
No No, actually as noted before, increased annual leave accordial rate  No No, actually as noted before, increased annual leave accordial rate  Septic permit within the week foodservice plan review: within 30 days foodservice plan review: week foodservice plan no none week foodservice plan feetwer.						II .		
No actually as noted before, increased annual leave accrual rate  None. We have never spent much anyway.  None. We have never spent much anyway.  None. We have never spent much much anyway.  None. We have never spent much much anyway.  Septic permit within the week.  Soldservice plan review. within 30 days controlled back: ASAP or within day.  Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time employees have to pay for health insurance.  Overall spending well permit: 2 to 10 days about the same of their time of their time.  Soll evaluation: 2 to 10 days about the same on the about the same on the much playees have to pay for health insurance.  Soll evaluation: 2 to 10 days one week review. Customer return call back: Soll evaluation: 1 to 10 to 1								
increased annual leave accrual rate  much anyway. the week septic permit within the week the week foodservice plan review: within 30 days  could be septic permit within 30 days foodservice plan review: within 30 days foodservice plan feel back: ASAP or within day foodservice plan f				baok.	day			
increased annual leave accrual rate  much anyway. the week septic permit within the week the week foodservice plan review: within 30 days  could be septic permit within 30 days foodservice plan review: within 30 days foodservice plan feel back: ASAP or within day foodservice plan f	No	No actually as noted before	None We have never spent	well permit within		same		
rate septic permit within the week foodservice plan review: within 30 days for the same of their time employees have to pay for health insurance foodservice plan review: soil evaluation: 2 to 10 days for health short foodservice plan review: soil evaluation: 2 to 10 days for health finsurance foodservice plan review: a soil evaluation: 2 to 10 days for health finsurance foodservice plan review: business day for health foodservice plan review: a soil evaluation: 2 to 10 days for health foodservice plan review: business day for health back: ASAP or within day for the same employees have to pay for health finsurance foodservice plan review: business day for health back: ASAP or within day foodservice plan review: business day for health foodservice plan foodservic	140					Samo		
septic permit within the week foodservice plan review: within 30 days  Customer return call back: ASAP or within 30 days  Yes - One EHS in On-Site was cross trained in F&L for a small percentage of their time employees have to pay for health insurance  of their time  of their			much anyway.	THE WEEK				
the week foodservice plan review: within 30 days foodservice plan review: week foodser		Tale		contin pormit within				
foodservice plan review: within 30 days  Customer return call back: ASAP or within day  Yes - One EHS in On-Site was cross trained in F&L for a small percentage of their time of their time insurance  of their time  of their their their time  of their their their their time  of their their their their their their their t								
review: within 30 days  Customer return call back: ASAP or within 30 days  Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time  of thei								
Customer return call back: ASAP or within day  Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time  of th								
back: ASAP or within day  Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time  of the valuation:  of their time  of their time  of their time  of the valuation:  of their time  of their time  of the valuation:  of their time  of their time  of their time  of their time  of the valuation:  of their time  of their t				review: within 30 days				
back: ASAP or within day  Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time  of the valuation:  of their time  of their time  of their time  of the valuation:  of their time  of their time  of the valuation:  of their time  of their time  of their time  of their time  of the valuation:  of their time  of their t								
Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time of their tim								
Yes One EHS in On-Site was cross trained in F&L for a small percentage of their time employees have to pay for health insurance  of their time  of their								
F&L for a small percentage of their time employees have to pay for health insurance soil evaluation: 2 to 10 days one week foodservice plan review: customer return call back: by the next business day business day lemployee switched from on-site to food and lodging No No No longer drive county cars home. Budget cut for supplies no no none well permit: week same no no none week lemployees week lemployees week lemployees week lemployees witched from on-site to food and lodging no none well permit: week same lemployees week lemployees week lemployees lemploye				day				
F&L for a small percentage of their time employees have to pay for health insurance soil evaluation: 2 to 10 days one week foodservice plan review: customer return call back: by the next business day business day lemployee switched from on-site to food and lodging No No No longer drive county cars home. Budget cut for supplies no no none well permit: week same no no none week lemployees week lemployees week lemployees week lemployees witched from on-site to food and lodging no none well permit: week same lemployees week lemployees week lemployees lemploye								
insurance   Soil evaluation:   2 to 10 days   One week   One week				well permit:	2 to 10 days			
of their time  Soil evaluation: 2 to 10 days  foodservice plan review: Customer return call by the next back:  business day  1 employee switched from on-site to food and lodging  No No longer drive county cars home. Budget cut for supplies No no no none well permit: week same  Soil evaluation: 4 to 10 days  One week same  Less than a week  Soil evaluation: week Soil evaluation: week Customer return call Soil evaluation: week	F&L for a small percentage of their time					about the same		
foodservice plan review:  Customer return call by the next business day  1 employee switched from on-site to food and lodging  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No No longer drive county cars home. Budget cut for supplies  No longer drive county cars home. Budget cut for supplies  No longer drive county cars home. Budget cut for supplies  No longer drive county cars home. Budget cut for supplies  No longer drive county cars home. Budget cut for supplies  No longer drive county cars home. Budget cut for supplies  No longer drive county cars home. Budget cut for supplies  No longer drive		insurance						
review:  Customer return call by the next back:  Dusiness day  I employee switched from on-site to food and lodging  No No longer drive county cars home. Budget cut for supplies  No no no explored week same  Soil evaluation: week same  Soil evaluation: week week same  Customer return call by the next by the next by the next business day  Mo longer drive county cars home. Budget cut for supplies  Soil evaluation: week same  Soil evaluation: week week same  Customer return call daily	of their time							
customer return call back:    Customer return call back:   Dusiness day   Dusines				foodservice plan	one week			
back: business day business day length lengt				review:				
back: business day business day limproved lodging No No longer drive county cars home. Budget cut for supplies no no no none well permit: week same no soil evaluation: week foodservice plan review: customer return call daily				customer return call	by the next			
1 employee switched from on-site to food and lodging  No No longer drive county cars home. Budget cut for supplies  Budget cut for supplies  Less than a week  Improved  Improve								
1 employee switched from on-site to food and lodging  No No longer drive county cars home. Budget cut for supplies  Less than a week  improved  im					business day			
lodging home. Budget cut for supplies home. Budget cut for supplie								
lodging home. Budget cut for supplies home. Budget cut for supplie	1 employee switched from on-site to food and	No	No longer drive county cars	Less than a week		improved		
no no none well permit: week same soil evaluation: week foodservice plan review: customer return call daily						<u>'</u>		
soil evaluation: week some soil evaluation: week some soil evaluation: week some soil evaluation: week some soil evaluation: week so			and two rat					
soil evaluation: week foodservice plan review: daily daily								
soil evaluation: week foodservice plan review: customer return call daily								
foodservice plan review:  customer return call daily	no	no	none			same		
review: daily daily								
customer return call daily					week			
· · · · · · · · · · · · · · · · · · ·								
back:				customer return call	daily			
				back:				

No.	1-Eliminated vacation cash out which allowed an employee to receive pay in lieu of taking up to 1 week of vacation per year. 2-Employees now paying \$25/pay period (26 per year) for medical insurance that was formerly provided at not cost to the employee.	Reduced travel/training. Postpone filling vacant positions. Reduced funding in some operational accounts due to revenue reductions and need to balance budget.	well permit:	1 week	Improved due to reduced demand.		
			soil evaluation:	1 week	Improved due to reduced demand.		
			foodservice plan review:	1 week	Improved due to reduced demand.		
			customer return call back:	Same day generally, but by end of next business day			
switched to shared duties on-site staff into food and lodging	yes Possible decrease in longevity pay		well permit:	2 wks max	improved		
			soil evaluation:	2 wks max	improved		
			foodservice plan review:	2 wks max	improved		
			customer return call back:	daily	same		
one soils position to F&L	no	Travel and training restrictions, purchasing restrictions,	well permit:	<1 week	improved		
			soil evaluation:	1 week	improved		
			foodservice plan review:	1 weeks	same		
			customer return call back:	1 day	same		
No	No		well permit:				
INO	140		soil evaluation:				
			foodservice plan review:	1-2 weeks			
			customer return call	same or next	Yes		
			back:	day	100		
	l						

yes, shifted EHS in well/septic to Ehsupervisor in	Eliminated 401K contributions,	Office is now closed for lunch	well permit:	1.5 week	improved		
F/L, Additional EHS in well/septic is part time F/L	Insurance premiums raised, co-	hour	won ponnit.	1.5 WCCK	improved		
17E, Additional El 10 in Well/Septie 13 part time 17E	pays increased, no COLA, no	noui					
	Merit raises						
	Work raises	reduced participation in Servsafe	soil evaluation:	1.5 week	improved		
		eliminated mailing of water	foodservice plan	2-3 weeks for	same		
		sample results and permits (now		each revision			
		emailed, faxed, or picked up)					
		, , , , , , , , , , , , , , , , , , , ,					
		Reduced Supervisory field	customer return call	1 day	same		
		component of QA program (soil	back:	·			
		scientist still conducts field					
		component)					
		eliminated complaint response in					
		areas where there is no					
		mandated service					
		Froze three vacant positions for					
		the 09/10 FY					
no, all EH staff are multiauthorized to fill most roles	yes-health insurance, 401K	reduced vehicle maintenance	well permit:	2 weeks	improved		
in EH	matching, overtime pay to comp	budget, travel budget, control	•		-		
	time only	office supply expenditures more					
	,	intensely					
		·	soil evaluation:	2 weeks	improved		
			foodservice plan	2 weeks	improved		
			review:		•		
			customer return call	w/in 24 hrs	improved		
			back		•		
No	Reduced 401K contribution	Travel and training	well permit:	1	same		
			soil evaluation:	1			
			foodservice plan	2			
			review:				
			customer return call	same day			
			back:				
	For 09-10 increased the	The county froze my budget last	well permit:	5 working days	improved		
	employee pay part of health	April/May so that I could only					
	insurance each pay period for	order essential items and not					
			soil evaluation:	5 working days			
			foodservice plan	10 working			
			review:	days			
			customer return call	same day			
			back:	<b> </b>			
			well permit:	2-3 DAYS	IMPROVED		
			soil evaluation:	~5 DAYS	IMPROVED		
YES, THE SEPTIC/WELL PEOPLE ARE	INSURANCE BENEFITS	TRAVEL RESTRICTIONS	foodservice plan	?	?		
PULLING TIME AT ANIMAL CONTROL	CHANGED INCREASED COST		review:				
	CO-PAY ETC						

			customer return call	DAILY	IMPROVED		
			back:				
no	reduced 401k	purchases reduced	well permit: less than	week	shortened		
		<b>'</b>	a week				
			soil evaluation: less	week			
			than a week	WCCK			
			foodservice plan	week			
			review: about a week				
			customer return call	day			
			back: daily or next day				
yes, waste water to F & L	no	Travel limits, reduction of staff,	2 weeks		improved		
<b>,</b> ,	-	no wage increases, limiting			r		
		supplies, limiting education					
		supplies, littling education					
No	No	what other money saving	what is your	turnaround time	have your		
		measures have you taken (either	turnaround time for a:	(list the units)	turnaround times		
		voluntarily or coerced)? pls list		(	improved/ worsen		
		voidinarily of odoroday. Pie liet			since this time last		
			. 11	0	year?		
			well permit:	3 working days	Remained the		
					Same		
			soil evaluation:	3 working days			
			foodservice plan	3 working days			
			review:				
			customer return call	1day			
			back:	,			
			Daoix.				
will probably do so during 00.10		restricted travel	Mall parmits 2 days		improved		
will probably do so during 09-10	no	restricted traver	Well permit:2-3 days		improved		
			soil eval:< 1 week		improved		
			food service plan		same		
			review: 1-2 weeks				
			call back; < 24 hrs		same		
†			, -		-		
+		+	well permit:	<week< td=""><td></td><td></td><td></td></week<>			
no	no	+	soil evaluation:	<week< td=""><td>camo</td><td></td><td></td></week<>	camo		
no	no	+			same		
			foodservice plan	<week< td=""><td></td><td></td><td></td></week<>			
			review:				
			customer return call	<week< td=""><td></td><td></td><td></td></week<>			
			back:				
not shifted but:			well permit:	<5 days	improved		
request dual authorization for F & L	NO		soil evaluation:	<10 days	-p-12-2-2-		
Toquoti dadi daliforization for f a E	110		foodservice plan	10 days			
			review:	10 days			
			i review:				

No No No No No S -10 days improved No back:  No, but all are taking on more F & L duties previously performed by contract labor. (The 2 positions that were cut)  Iabor. (The 2 positions that were cut)  Reduced travel/workshops, minimal expenditures on equipment, office supplies and vehicle replacement.  Soil evaluation: 2 days-1 week review: 2 days-1
No No No South all are taking on more F & L duties previously performed by contract labor. (The 2 positions that were cut)  Iabor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Iabor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were cut)  Performed by contract labor. (The 2 positions that were
No, but all are taking on more F & L duties previously performed by contract  No, but all are taking on more F & L duties previously performed by contract  I abor. (The 2 positions that were cut)  I ab
No, but all are taking on more F & L duties previously performed by contract  No, but all are taking on more F & L duties previously performed by contract  I abor. (The 2 positions that were cut)  I ab
previously performed by contract re-instated due to TRHD policy that was in place.  minimal expenditures on equipment, office supplies and vehicle maintenance. No vehicle replacement.  foodservice plan review: customer return call back:  yes  no  well permit: 2-3 weeks foodservice plan review:  as oil evaluation: back:  soil evaluation: as of oodservice plan review: back:  soil evaluation: as oil evaluation: as of oodservice plan review: back: as oil evaluation: as of oodservice plan review: a
previously performed by contract re-instated due to TRHD policy that was in place.  minimal expenditures on equipment, office supplies and vehicle maintenance. No vehicle replacement.  foodservice plan review: customer return call back:  yes  no  well permit: 2-3 weeks foodservice plan review:  as oil evaluation: back:  soil evaluation: as of oodservice plan review: back:  soil evaluation: as oil evaluation: as of oodservice plan review: back: as oil evaluation: as of oodservice plan review: a
previously performed by contract re-instated due to TRHD policy that was in place.  minimal expenditures on equipment, office supplies and vehicle maintenance. No vehicle replacement.  foodservice plan review: customer return call back:  yes  no  well permit: 2-3 weeks foodservice plan review:  soil evaluation: 2 days-1 week replacement.  0-2 days improved  improved  improved  soil evaluation: 2 days-1 week replacement.  soil evaluation: 3 days-1 week replacement.  soil evaluation: 5 days-1 week replacement.  s
previously performed by contract re-instated due to TRHD policy that was in place.  minimal expenditures on equipment, office supplies and vehicle maintenance. No vehicle replacement.  foodservice plan review: customer return call back:  yes  no  well permit: 2-3 weeks foodservice plan review:  soil evaluation: 2 days-1 week replacement.  0-2 days improved  improved  improved  soil evaluation: 2 days-1 week replacement.  soil evaluation: 3 days-1 week replacement.  soil evaluation: 5 days-1 week replacement.  s
previously performed by contract re-instated due to TRHD policy that was in place.  minimal expenditures on equipment, office supplies and vehicle maintenance. No vehicle replacement.  foodservice plan review: customer return call back:  yes  no  well permit: 2-3 weeks foodservice plan review:  as oil evaluation: back:  soil evaluation: as of oodservice plan review: back:  soil evaluation: as oil evaluation: as of oodservice plan review: back: as oil evaluation: as of oodservice plan review: a
that was in place. equipment, office supplies and vehicle replacement. Soil evaluation: 2 days-1 week replacement.    Soil evaluation: 2 days-1 week replacement.   Customer return call back:   D-2 days
Vehicle   Iabor. (The 2 positions that were cut)   maintenance. No vehicle replacement.   Soil evaluation: 2 days-1 week replacement.   Godservice plan review:   Customer return call back:   D-2 days   D-2 d
labor. (The 2 positions that were cut)  maintenance. No vehicle replacement.  foodservice plan review:  customer return call back:  yes  no  well permit: 2-3 weeks  foodservice plan review:  customer return call back:  improved  improved  foodservice plan review:  customer return call back:  yes  foodservice plan review: depends on complexity
replacement.  foodservice plan review:  customer return call back:  yes no well permit: 2-3 weeks improved  soil evaluation: 2-3 weeks  foodservice plan review: depends on complexity  some plan review: depends on complexity
foodservice plan review:  Customer return call back:  yes  no  well permit: 2-3 weeks  soil evaluation: 2-3 weeks  foodservice plan review:  soil evaluation: 2-3 weeks  foodservice plan review: depends on complexity
foodservice plan review:  Customer return call back:  yes  no  well permit: 2-3 weeks  soil evaluation: 2-3 weeks  foodservice plan review:  soil evaluation: 2-3 weeks  foodservice plan review: depends on complexity
review:  customer return call back:  yes no well permit: 2-3 weeks improved  soil evaluation: 2-3 weeks  foodservice plan review: depends on complexity  same
yes no well permit: 2-3 weeks improved  soil evaluation: 2-3 weeks improved  soil evaluation: 2-3 weeks improved  foodservice plan review: depends on complexity
yes no well permit: 2-3 weeks improved  soil evaluation: 2-3 weeks  foodservice plan review: depends on complexity  back:  improved  improved  same
yes no well permit: 2-3 weeks improved  soil evaluation: 2-3 weeks foodservice plan review: depends on complexity  improved same
soil evaluation: 2-3 weeks foodservice plan review: depends on complexity improved same
soil evaluation: 2-3 weeks foodservice plan review: depends on complexity improved same
weeks Same Same Same Same Same Same Same Same
weeks Same Same Same Same Same Same Same Same
weeks Same Same Same Same Same Same Same Same
weeks Same Same Same Same Same Same Same Same
foodservice plan review: depends on complexity
review: depends on complexity
complexity
customer return call same same
back: w/in 24 hours
3 EHSs from on-site to food&lodging 3 EHSs from no pool techs eliminated (summer well permit: 2 days
on-site to Plan Review, program); travel restrictions;
desk printer removed; vehicle
Animal Control & Solid Waste; 8 from on-site to relocations; 4x10 hour days soil evaluation: 2 days
Soil & Water Board offered; switched cellphone
provider; contract negotiations
foodservice plan 9 days
review:
customer return call 24 hrs (this is
back: expected)
No No No 2 to 4 weeks improved
no no none well permit: 5 days Stayed the same
soil evaluation: 7 days
foodservice plan
review:
customer return call 1-2 days
back:

no							
		well permit:	week	improved - prior 2-3 weeks			
		soil evaluation:	week	same			
		foodservice plan review:	week	same			
		customer return call back:	day	same			
No	Only essential travel and supply orders are allowed. One position is frozen. Planned move of EH to new offices was postponed.	well permit:	<2 weeks	improved			
Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc	what other money saving measures have you taken (either voluntarily or coerced)? pls list	what is your turnaround time for a:	turnaround time (list the units)	have your turnaround times improved/ worsen since this time last year?			
22 yes; 22/64= 34% reducing benefits							
	Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc  22 yes; 22/64= 34% reducing	orders are allowed. One position is frozen. Planned move of EH to new offices was postponed.  Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc  22 yes; 22/64= 34% reducing	No Only essential travel and supply orders are allowed. One position is frozen. Planned move of EH to new offices was postponed.  Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc  what other money saving measures have you taken (either voluntarily or coerced)? pls list  what is your turnaround time for a:	No Only essential travel and supply orders are allowed. One position is frozen. Planned move of EH to new offices was postponed.  Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc  week  week  customer return call back:  volupermit:  volupermit:  voluntarily or coerced)? pls list  foodservice plan review:  customer return call back:  vell permit:  volupermit:  voluper	No Only essential travel and supply orders are allowed. One position is frozen. Planned move of EH to new offices was postponed.  Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc  What other money saving measures have you taken (either voluntarily or coerced)? pls list  ### Weak same    Customer return call back:   day same	No Only essential travel and supply orders are allowed. One position is frozen. Planned move of EH to new offices was postponed.  Has your county reduced any benefits in 08-09 or 09-10? i.e. health, 401k match, etc  week same  customer return call back:  well permit:  vell permit:  week same  week same  customer return call back:  well permit:  vell permit:  ve	Toodservice plan review:   Customer return call back:   Customer return