

	NCEHSA economic survey, August 2009. Amended October2009									
	limited analysis at the bottom. Blue indicates end of column/row/title.									
county	how many staff did you have in BY 08-09?	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	is your county 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.	Staff may take up to 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
Ashe--see below; Watauga										
Beaufort	8	7	1	1 clerical	No	unknown	n/a	No	No	No
Brunswick	23	15	8	Food and Lodging 1 Position	no	no	na	no	no	no

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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
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 with no pay within budget year	No	No	No

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 1 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

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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



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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	how many staff did you have in BY 08-09?	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	is your county 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 jobs			84		7 giving a raise; 7/64= 10% giving raises	9 furloughing; 9/64= 14% furloughing		2 yes; 2/64= 4% reducing pay	2 yes; 2/49=3% 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:	one week	improved			
			foodservice plan review:	1-2 weeks	same			
			customer return call back:	same/next day	same			
No	No		well permit:	< 1 week	improved			
			soil evaluation:	<2 weeks				
			foodservice plan review:	1 week to 10 days				
			customer return call back:	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 review: Two weeks or less		Worsened			
			customer return call back: same day		Worsened			
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 home. Can not go out of county for classes. All classes by for by individual	week		same			
no, but two staff had to go to CIT for pools and tattoos authorization	no		well permit:	< 1 week	same			
			soil evaluation:	2 weeks				
			foodservice plan review:	1 week				
			customer return call back:	< 1 day				
YES From onsite systems to inspections of onsite systems	NO/ insurance always is going up	Be frugal	well	1 week	better			
			onsite	2 weeks	better			
			plan review restaurants	2 weeks	better			
			customer calls	next day	same			
2 EHS are authorized in all programs - I Intern	Increase in insurance co-pay and deductable	None	well permit:	2 days - week	Improved			
			soil evaluation:	2 weeks				
			foodservice plan review:	1-2 weeks				
			customer return call back:	same- next day				
No	No	No	Under 7 Days		same			

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 weeks	about the same			
			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	no			
			soil evaluation:	<week	slightly better, always less than 2 weeks			
			foodservice plan review:	<2 weeks	no			

			customer return call back:	same day	no			
no	no		soil evaluation:	1-2 weeks	no			
			foodservice plan review:	2-3 weeks	no			
			customer return call back:	1 day	no			
not a this time	no		well permit:	2-3 days	improved			
			soil evaluation:	3-7 days				
			foodservice plan review:	5 days				
			customer return call back:	1 day				
yes, a staff member has increased her workload in the area of F/L	no		well permit: a few days to a week		pretty much stayed 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	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 review:	3-5 DAYS	SAME			
			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			

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 401K	7 staff are working 36.0 hours a week (4 - 9 hour days) Voluntarily	Week		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 review:	1 week to 10 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 and supply budget.	well permit:	< 1 week	improved for all			
			soil evaluation:	< 1 week				
			foodservice plan review:	1 week				
			customer return call back:	1- 2 days				
no	no	Reduced travel	< 1 week		improved			



			soil evaluation: 1-2 weeks					
			foodservice plan review: 1-2 weeks					
			customer return call back: 1-2 days					
yes; On-site to F & L (one person)	yes; 401K	no COLA or Performance Pay	well	less than a week	about the same			
			septic application	less than a week	"			
			foodservice plan review:	less than a week	"			
			customer return call back:	same or next day	"			
No	No, actually as noted before, increased annual leave accrual rate	None. We have never spent much anyway.	well permit within the week		same			
			septic permit within the week					
			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	an increase in the amount the employees have to pay for health insurance	Overall spending	well permit:	2 to 10 days	I would say it is about the same			
of their time			soil evaluation:	2 to 10 days				
			foodservice plan review:	one week				
			customer return call back:	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 and travel	Less than a week		improved			
no	no	none	well permit:	week	same			
			soil evaluation:	week				
			foodservice plan review:	week				
			customer return call back:	daily				

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:					
			soil evaluation:					
			foodservice plan review:	1-2 weeks				
			customer return call back:	same or next day	Yes			

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

			customer return call back:	DAILY	IMPROVED			
no	reduced 401k	purchases reduced	well permit: less than a week	week	shortened			
			soil evaluation: less than a week	week				
			foodservice plan review: about a week	week				
			customer return call back: daily or next day	day				
yes, waste water to F & L	no	Travel limits, reduction of staff, no wage increases, limiting supplies, limiting education	2 weeks		improved			
No	No	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?			
			well permit:	3 working days	Remained the Same			
			soil evaluation:	3 working days				
			foodservice plan review:	3 working days				
			customer return call back:	1day				
will probably do so during 09-10	no	restricted travel	Well permit:2-3 days		improved			
			soil eval:< 1 week		improved			
			food service plan review: 1-2 weeks		same			
			call back; < 24 hrs		same			
			well permit:	<week				
no	no		soil evaluation:	<week	same			
			foodservice plan review:	<week				
			customer return call back:	<week				
not shifted but:			well permit:	<5 days	improved			
request dual authorization for F & L	NO		soil evaluation:	<10 days				
			foodservice plan review:	10 days				

			customer return call back:	<24hrs				
No	No		5 -10 days		improved			
No, but all are taking on more F & L duties previously performed by contract	Longevity pay was eliminated, but re-instated due to TRHD policy that was in place.	Reduced travel/workshops, minimal expenditures on equipment, office supplies and vehicle	well permit:	2 days-1 week	Essentially unchanged.			
labor. (The 2 positions that were cut)		maintenance. No vehicle replacement.	soil evaluation:	2 days-1 week				
			foodservice plan review:	2 days-1 week				
			customer return call back:	0-2 days				
yes	no		well permit: 2-3 weeks		improved			
			soil evaluation: 2-3 weeks		improved			
			foodservice plan review: depends on complexity		same			
			customer return call back: w/in 24 hours		same			
3 EHSs from on-site to food&lodging; 3 EHSs from on-site to Plan Review,	no	pool techs eliminated (summer program); travel restrictions; desk printer removed; vehicle	well permit:	2 days				
Animal Control & Solid Waste; 8 from on-site to Soil & Water Board		relocations; 4x10 hour days offered; switched cellphone provider; contract negotiations	soil evaluation:	2 days				
			foodservice plan review:	9 days				
			customer return call back:	24 hrs (this is 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 back:	1-2 days				

no	no		well permit:	week	improved - prior 2-3 weeks			
			soil evaluation:	week	same			
			foodservice plan review:	week	same			
			customer return call back:	day	same			
One of my OSWW personnel attended the FLI module of CIT for future authorization. This was planned prior to the current economic downturn.	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			
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?			
30 yes; 30/64= 47% shifting staff	22 yes; 22/64= 34% reducing benefits							