

Response	Fiscal Sustainability Idea	Reduce Expenses	Increase Revenues	Spend Money Now to Save Money In the Future
1	Short-term remote work for select employee groups in an effort to reduce utility costs in buildings. Additionally, options for shift work (i.e. four, ten-hour day shifts for select employee groups). Perhaps, these two ideas may stem some overhead costs to the City. Just one small step in curbing expenses.	X		
3	Long-term use of videoconference technology to conduct meetings with outside parties that do not require in-person attendance. Benefits: - allow for City staff and outside parties to minimize travel time and financial costs associated with travel expenses - minimizes spread of sickness, both during the health crisis and later after a vaccine is available - larger meetings with multiple participants are probably better in person because these are more challenging by videoconference, but smaller meetings for day to day business can be accomplished by electronic means to increase efficiency and reduce costs	X		
4	Instead of building out, reprogram and repurpose buildings, open spaces and existing urban land to sustain what infrastructure we have. Redesign buildings or blighted areas, replant with native plantings and tree. Thank you for the opportunity.	X	X	X
5	Pool all office supplies from all departments and share instead of ordering each time. We have items not being used by one department but another one might need it. Maybe have posting on intranet of excess supplies or have a day quarterly where we use a conference room and everyone bring their excess and take what you need.	X		
6	Increase development fees. In the 90's, I was on the original Development Fee Task force. 50% revenue capture was a concession to the development community. Times have changed and I don't believe the General Fund should be subsidizing private development development.		X	
7	Only snow plow residential streets in storms over 3" of snowfall.	X		
8	Offer the early retirement incentive (VEBA?) It provides a tax savings to the employee and the city.	X		X
9	Reduce overtime in Fire and Police by hiring FTEs instead of expensive overtime. Based on the November 2019 article from the KC Business Journal the second and third highest paid employees at LS are a Fire Paramedic and Police Officer. Over \$200,000 in overtime was spent on just 4 employees from PD and FD. Source Information: <a href="https://www.bizjournals.com/kansascity/news/2019/11/18/lees-summit-missouri-city-worker-salary-database.html">https://www.bizjournals.com/kansascity/news/2019/11/18/lees-summit-missouri-city-worker-salary-database.html</a>	X		
10	Implement Priority Based Budgeting. Trying analyze individual components may save small amounts, but the City financial issues require a \$5M solution this year, plus a long term approach. Priority based budget was started to identify ways to make decisions based on strategic priorities, and not fragmented line items savings. Setting priorities first will help prioritized savings and revenue opportunities. To fragment the process into individual line limits the ability to provide a consistent, holistic approach to solving for a large amount of money that can be sustained.	X	X	
11	Modernize revenue models. Current revenues currently rely on sales, property and franchise taxes. These systems developed in the 19th and 20th centuries have not responded well 21st changes in consumer buying, energy efficiency programs, cord-cutting from telephone systems, and many communications companies operating as data companies. These changes are significantly reducing the franchise tax revenues. The passage of the use tax may help stabilize sales tax revenues, but there should be a plan to replace the losses from franchise tax. Re-allocating property taxes from debt levy to operating levy may help. Increasing the operating property tax levy generally stabilizes revenues during economic downturns. Increasing fees, especially development fees. Many agencies require developers to pay full fees for staff support, whereas the City only tries to recapture 50%. This could easily be increased to 75 or 100 percent so current taxpayers, and thus general fund, do not have to subsidize new development that adds to the City's maintenance burden.		X	
12	Stormwater Utility. A stormwater utility will self-fund stormwater system infrastructure maintenance, and if structured properly, could include small capital improvement work. The fees should be set to allow for growth as the amount of infrastructure grows. Such a utility can generate \$750k to \$1.2M per year that free up remove approximately \$500k on the General fund. In order to set up the utility, a rate study to must first be completed by a Consultant that specializes in stormwater utility work. The study is a one-time cost that could be funded from the City's reserve.		X	X
13	Increase Ambulance Fees. Ambulance fees were initially increased to recover 50% of the cost, but still below the Medicare allowed fees. At the time some discussion mentioned increasing the recovery goal to 80%. With the 50% goal, the revenue at times has been as low as 25% due to unpaid fees. If the rate per event is increased to 80%, then actual fees received (to include unpaid amounts) should be closer to the 50% goal.		X	

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14	Snow Level of Service. The current practice of plowing all streets, residential and thoroughfares, with a snowfall of 1 inch or more. Many cities in the metro do not plow streets until 2 inches of snowfall is received. Other plow thoroughfares at 2 inches and residential streets at 4 inches. Changing the level of service would cut snow response by 25% - 50% depending on the year. Most of the savings comes from reduced material costs, reduced fuel, and reduced staff costs. City staff can still plow as needed during normal work hours during smaller events, and thus eliminate the substantial overtime costs associated with 24-hour ops. The annual savings would range from \$250k to \$500k.	X		
15	Negotiate all collective bargaining agreements so there is equity in the percentage raise that all employees receive during the fiscal hardships caused by the pandemic. Currently IAFF will receive avg of 4-5% each year while other employees receive 2%.	X		
16	Turn off City-owned streetlights. The city spends close to \$1.2M per year on electrical bills to operate streetlights. Technology changes that include LED lighting, auto-dimming controllers, and motion sensing controllers. The simplest approach would be turning of streetlights for 2 to 3 hours in the early morning hours when bike/ped traffic should be almost zero. Vehicular traffic is very low. A complete shutoff for 2 to 3 hours could save about \$250k per year. Adding auto-dimmers for LEDs could dim lights for a longer periods of time to achieve similar savings. A more costly option would add motion sensing to lights so that light are either off or dimmed for long periods of time, and then as bike/ped/vehicular passes by the individual lights will turn on to provide light in the area of movement.	X		
17	Pay tenured employees who are at retirement age and incentive to retire. If you replace them or not, you will save money			X
18	Get rid of TIFF benefits to incoming businesses. Lees Summit is a sought after community for business because of location and proximity to the larger metro area. Business will invest in Lees Summit without TIFF. TIFF's are outdated!!	X	X	
19	Allow businesses to open fully without threat of being closed down again. small business owners do what they do because they love it. we are responsible citizens that have been given precautions to take to stay safe. it has been proven, though, that even the most cautious can still catch the virus, which isn't much more powerful than a bad head cold and the vast majority recover. The solution cannot be worse than the problem.		X	
20	Temporarily halt or decrease contributions to LAGERS. this speaks for itself. wages and wage increases cannot be lowered or frozen. Any negative action to wages will affect the City more overall, since a lot of employees reside and spend their money in Lees Summit.	X	X	
21	Retirement incentive	X		X
22	Increase the incentive to move employees to use the HSA medical plan and explain the benefits to that plan versus other plans. This could be done by reducing City contribution for other plans or increasing City contribution to HSA plan. I've found HSA plans to extreme benefit and the tax free savings account has covered all my family's medical needs for the past 8 years.	X		
23	Motion sensor lights. Every weekend when I go into CH all the lights are on downstairs.	X		
24	Push for paper free as much as possible. By us giving accounts payable DocEx access for final payment is one way. The contractor uploads all documents into DocEx, then Ap could have access. Since Covid we have been emailing the documents to AP. The old way we would print them for AP. The way going forward would be for AP to have access to DocEx.	X		
25	Do not provide food at meetings or negotiate contracts with restaurants for better pricing.	X		
26	Allow staff to take a few unpaid days off work for personal reasons if they do not have vacation or personal hours and this does not negatively affect city services/operations.	X		
27	Please consider temporarily halting payroll allowances (car, etc) to members of Management, Mayor and City Council until we have reached our target goal. Thank you!	X		
28	Please consider lowering our risk to having damage done to the City Hall building by having someone from CBS be on site each work day until 5:00 or 5:30 pm. (Currently, the CBS staff members are generally done with their work day around 3:30 pm. If City Hall were to have an emergency late in the afternoon, like a burst water line, a member of CBS would need to drive to City Hall, compromising valuable time. As stewards of a beautiful building, we should reconsider our current work day coverage.) Thanks for considering!			X
29	No travel unless required for job certification or job development. No more than 1 travel trip per employee, per fiscal year. Too many unnecessary trips that cost COLS a lot of money.	X		

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30	In a recent budget cutting activity, Anita Dickey, Director of Human Resources graciously gave back a new position in her department - an HR Training Manager (sorry I don't remember the exact title). While I admire Anita's loyalty and sacrifice, I would like us to reconsider this decision for a couple of reasons: 1) As a City, while we have moved forward - however, a new hire in this position could ramp up our productivity, increase our skills sets, improve relationships, help build character development, better our culture - just to name a few items. 2) One person (Anita) can only do so much. We do not want to cause any employee to have burnout. Without doubt Anita has find her life's work - she's a natural at HR. We need to allow her the time to do the essential role of HR Director and turn over training (and other HR responsibilities) to this new hire. Thanks for listening!			X
31	Allowing employees the flexibility to continue to work from home, save resources at CH.	X		
32	In a post-COVID19 world, implement part-time/full-time telecommuting. For example, my counterpart & I could share a desk space and come into the office on opposite days. This would free up an additional cube for a different employee. This would also cut costs on # of machines/hardware needed. Cubes could also be a bit smaller, which would add up to space for additional cubes. Essentially, we could consolidate workspace and as a result, the number of buildings needed by letting employees work remotely. This would drastically reduce costs of rent, utilities, maintenance, insurance, & more. With those savings, offer a stipend for internet service for those who telecommute but most people will have internet anyway so it could be a small amount & employees will look at it as a positive effort from the city.	X		
33	A set of rules for considering expansion requests across the city. Every expansion request should be reviewed to the same standard regardless of which department is requesting the expansion.	X		X
34	Monetary fines for code violations. Being able to issue fines for some code violations is two fold as it will generate some revenue, but it will also serve as monetary motivation to have private parties address code violations. A simple example would be erosion leaving a construction site. Staff spend hours working on correcting these issues, where a monetary fine will do the same thing, more efficiently, while generating revenue.	X	X	
35	Allow staff to telecommute for three days a week so two employees would be able to share a single office space to reduce building square footage.	X		
36	Reduce the number of individual printers and allow only group workstation printers or Toshiba copy/printers spaced within a reasonable walking distance in the same department. Individual printers are 50% to 75% more expensive to operate and add unnecessary expense. Estimates gathered in 2018 showed that we could save about \$12,000/year in print costs and up to \$19,000/year in MERP costs by eliminating personal printers and limiting the number of workstation printers in favor of using the existing Toshiba copier/printers.	X		
37	The city needs to diversify the development to ensure a solid tax base to satisfy the incredible growth taking place, and the enormous potential growth with the opening of the 4000 acres of church land. This development should emphasize the development of corporate business complexes. The development in the city has been focused on residential, and although it is nice to provide high quality living arrangements for the citizens, those developments do not provide the same tax revenue as commercial or light industrial. These commercial business complexes should include multiple buildings of 4-8 stories. They could include restaurants and more customer-type businesses on the first floor, and then more corporate style businesses on the floors above. This type of development is very attractive to national corporations, and provides enormous commercial square footage for increased tax base. As these locations develop it will attract high paying jobs for people living or moving to Lee's Summit, which further expands tax revenue through sales and property taxes.		X	

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38	The Police fleet is likely the largest fleet in the entire City. By the nature of their use (daily, and often all day), police vehicles often wear out quicker than other City vehicles, and at much greater cost in maintenance to keep them going until the VERP is satisfied. There are many law enforcement agencies that issue take-home vehicles to their officers. LSPD currently provides take-home vehicles to commanders, detectives, and special operations staff who live within Lee's Summit. I recommend the City expend the money to issue officers who live within the city of Lee's Summit boundaries take-home vehicles. Initially, there will be large expenditure, but not as much as might be thought. As mentioned there are already about 20-25 take-home vehicles. The remainder of the current fleet could be "issued" to individual officers pending VERP replacement as those vehicles reach mileage and life expectancy. That would be another 30-40 vehicles that are already purchased, and available to issue at no purchase cost. This would leave around 70-80 vehicles requiring purchase and equipping. Once purchased, these vehicles could then be placed on a much longer VERP than the typical 2-3 years currently for operations vehicles. This could mean more than doubling the VERP on vehicles to 5-6 years. This will greatly reduce costs over time. Time being key here. In addition, it has been shown that individually issued vehicles are most often better cared for, and it makes supervisory inspection and accountability much easier. One officer is responsible for a vehicle's condition and equipment, instead of a rotation of various officers and employees. When vehicles come up for VERP replacement, they most often are in better condition with lower mileage than vehicles being pooled among a large group of users. This will increase resale value, further improving City revenues over time.			X
39	Contact our software application vendors to see if they'd be willing to negotiate the annual maintenance expense. An average annual increase might be 5%. Of all times, this may be once in a while where the vendors would be willing to listen and negotiate. They know most cities are <u>having a shortfall to no fault of their own.</u>	X		
40	Increase the yearly residential alarm permit renewal fee from \$10 to \$20.		X	
41	Perform a cost study to determine if it would be less expensive to forgo buying an additional year warranty for desktop/laptop computers vs. paying for repairs as they occur. A typical warranty from Dell might be 3 years and if the life of a computer is 4 years, I believe we buy the extra year warranty on each device. This may be more critical with public safety computers but not so much with a standard desktop/laptop user. May be more cost effective to have a <u>few spares/spare parts.</u>	X		
42	Offer to paint reflective house numbers on the curbs of homes for a nominal fee. This will help first responders locate the address more quickly. It will also allow the City to have some control over the materials used and the location of where it's placed on the curb.		X	
43	Re: COVID-19 and Work Comp: Please consider that if we bring employees back too soon, we might have an increase in Work Comp claims.	X		
44	Workweek: 4 days; 10 hours per day - (Monday-Thursday) This will reduce cost in several ways: 1) Overtime - with a 10 hour day, employees are able to get their work completed in a timely fashion. For water specifically, we are here until 7:00 p.m. for shut-off days and pay employees o/t every week. Our customers who work the same hours as our office hours can be serviced . 2) Overhead expenses - with the offices being closed one day out of the week, we would save on electricity, water and other overhead expenses of just having the building occupied.	X		
45	Combine the Lee's Summit Arts Council, Historic Preservation Commission, Beautification Commission, and Human Relations Commission into one "Arts and Cultural Commission". On their own, each of these commissions have minimal programming with only one or two activities a year, yet the few programs that are presented take a lot of staff time to administer. Additionally, the programs (like the MLK celebration, Historic preservation awareness, arts programming, horticulture education, etc) are all considered community engagement and cultural activities by other communities. Consolidating their functions under one programmatic area (Cultural Arts) allows for the consolidation of budgets and the opportunity to right-size costs potentially freeing up funding. It frees up time spent by the multiple staff to administer these groups as there would be fewer meetings to coordinate, allowing staff to increase productivity elsewhere. Coordinating these "cultural" activities through the Cultural Arts Division will streamline the planning and implementation and make it easier and more cost effective to promote and scale up the events. It also allows for creation revenue generating opportunities to offset the costs to present these programs (for example grants, sponsorships, vendor fees, etc.)	X	X	
46	Have the Beautification Commission transition coordination of the Downtown planters over to either Downtown Lee's Summit or Downtown CID. It will potentially open up \$12000-\$15,000 in costs. As a City, we also don't do this type of maintenance for any other community improvement district.	X		

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47	Negotiate and establish a four-tiered health insurance program of the following: *Wellness Non-Tobacco User *Wellness Tobacco User *Non-Wellness Non-Tobacco User *Non-Wellness Tobacco User Whereby, the City's Wellness Program allows for a lower (or same as existing premium) rate if the user achieves a specified number of points. To achieve points, user must engage in biometric screening, preventative care, wellness seminars, etc. If user does not meet the points requirement, their health insurance premium is at a higher rate. Also, tobacco users will be required to pay a higher health insurance premium.	X		
48	Restructure any existing bonds to a lower interest rate	X		
49	Switch most departments from Microsoft Office to G Suite (all staff would switch from Outlook to Gmail) with a phased approach.	X		
50	Extend Business License requirements to include Residential Landlord Business Licenses, as part of a Rental Inspection Program.		X	
51	Open a health care clinic for the city, this has proven time and time again it drastically reduces health care cost.			X
52	Add expedited surcharges to items such as business licenses, building permits/inspections, etc. when someone wants it processed faster than the City's standard turnaround time.		X	
53	Partner with a private company(ies) with installing smart kiosks downtown (similar to KC). Installation is paid for or subsidized by a semi-permanent advertiser where an ad is displayed. Kiosk offers information including maps and local restaurant/entertainment information, etc. and includes other ad space for rent.		X	
54	Some employees, myself included, attend yearly conferences. I typically go to the MFSMA floodplain conference, and they ask attendees to consider presenting. By being a presenter, they waive the registration cost. The City could look into other conferences and encourage staff to present. For the floodplain conference, the registration cost represents almost half of the overall cost.	X		
55	Offer employees early retirement or voluntary furlough options	X		
56	Consolidate software solutions on an enterprise level and reduce the overall number of operating platforms. Ensure each system that is invested in is utilized to its fullest potential and necessary integrations are fully implemented to reduce repetitive, manual or clerical tasks.	X		
57	Have each department look for redundancies. We should also look bigger picture to see if the same job or process is being done in multiple locations. Is there room for consolidation?	X		
58	could open up the city like normal again for example, restaurants and stores to bring business back to lees summit instead of people coming to cass county to shop and go to restaurants and bar since things back to normal there.		X	
59	Reduce snow plowing on residential streets until a threshold is met (2" - 6"). Research completed last year shows there are several area cities that take this approach. The reduction of expenses would be in overtime, fuel and materials.	X		
60	Consider another bond issue for curb replacement. Deteriorating curb continues to increase annual operating costs for PW Operations. Much of the curb that was in good to fair shape when the last curb bond issue completed has become worse requiring more maintenance.	X	X	
61	Consider the cost savings of an adjustment to the snow plan for plowing and treating residential neighborhoods in snow events of 3" or less. Often times in events of this level the snow is already rapidly melting and traffic flow is at or near normal capacity and capability. Numerous events are down to melting bare pavement before all the streets have been treated in events of this amount. The cost savings could be two fold. Overtime wages would be saved and salt used would be greatly reduced.	X		
62	Review VERP, MERP, BERP, SLERP and PSERP to see if replacement cycles could be extended on any equipment.	X		
63	Lengthen time between mowing, trash pick-up, etc.	X		
64	Seek grant funding for expansion projects. Allow SOME tax breaks to bring in businesses but for shorter terms with stipulations that the business shall remain open and staffed for a certain amount of time. Invest in paying officers and other employees good wages now to keep them around.	X	X	X
65	Sell masks online to Lees Summit residents. Setup an online store with eBay or Yahoo, and sell city other city merchandise as well. If it only earns \$500 a month, that's \$500 a month. Offer discounts if you have a relative that is a city employee.		X	
67	With such low occupancy inside City Hall and many departments not coming back, why not sell the building and make all employees work remotely.	X		
68	Consideration of revised Snow Operations Plan level of service. A reduced level of service may be acceptable to the public more in line with neighboring communities at less cost to the City.	X		

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69	Reduce frequency/level of service of agricultural/rural property mowing within Right of Way. Limit mowing in these areas to address safety concerns (e.g. sight distance at intersections only).	X		
70	Consider changes to street lighting level of service; particularly the time of day arterial lighting is used. Limit the time of day operation (where lighting is not a required design element of the roadway) to periods of inactivity for non-motorized users and low activity of motorized vehicles. Some neighboring communities have adopted these practices to save electric costs with minimal impact to residents and levels of service. Times of darkness could be as short as 2 a.m.-4 a.m. with annual savings of \$50K or more. Would require investment of technology to control street lights, but that investment would be paid off in less than a year.	X		X
71	Work with the State Legislature to reclassify/describe ISP's (Internet Service Providers) such as Google Inc. as utilities applicable to Franchise Taxes. A significant amount of past Franchise Tax and potential Tax is diverted from traditional utilities with emergency of technologies that provide the same or better customer service/utility. This is only likely to continue and these service providers have the same impact to City Rights of Ways without any cost.		X	
72	End City subsidization of special events and similar activities that are not City sponsored or in coordination with PSA's. These private organizers could pay the full cost of those events permitted under Hancock.	X	X	
73	Reduce the share of development related expenses incurred by the City in its processing and review of development activities (e.g. recover a higher percentage of those expenses from the development community). Some City's seek nearly 100% of development related cost from applicants.	X	X	
74	Create a Storm Water Utility and sustainable source of funding in support of utility improvements, maintenance and operations.		X	X
75	As the bonds are paid off for City Hall, consider leasing/renting space within the building for revenue. Some space within the building could be made available with personnel relocations, work from home opportunities, and improved space management.		X	X
76	Increase right-of-way management (additional staff) for inspections. Increase ROW fees (permits) for additional staff. Improved ROW management should reduce infrastructure expenses from ROW user damages that occur and/or the cost of repairs and restoration can be more effectively attributed to the ROW user that caused the damages.		X	X
77	Apply Priority Based Budgeting to programs and services. Review and adjust acceptable levels of service within financial means in alignment with the budget. Identify acceptable levels of service subject to change through more frequent Citizen Surveys, City Council conversations, and data driven performance metrics.	X		
78	Increase staff efficiencies by reducing the frequency of time consuming cyclical tasks, reports, etc.. Exemplified by the implementation of a two-year budget cycle.	X		
79	Don't do what you did and make Covid 19 an excuse not to take care of your employee's at raise time. By paying a nominal flat percentage increase instead of pay commensurate with your evaluation is an insult. And everyone knows you are taking it back on January 1st with an insurance increase for employee's. Baird and Arbo both sat at a round table with us and stated they wouldn't do this anymore but they did. Mr. Baird said they didn't want to continue losing employee's to other cities. Sustainability idea : continue to invest in your employee's - especially the one's that work hard! We already gave up several years raise after the lawsuit!			X
80	Use more bulk items in the fleet department due to a cheaper overall cost per unit	X		
81	limit amount of time equipment is rented, i.e. if its cheaper to buy than rent for an extended time	X		
82	I think there should be more cost sharing with Downtown. In particular, Trash & Recycling Services for the Waste & Recycle bins Downtown, annual Christmas lights for the Downtown area are just two examples of City-Downtown services that are contracted out. It is my understanding that there is suppose to be some cost sharing already, but I am not sure how much or how frequently, Downtown pays. Between these 2 services, the dollars billed is over \$50k. Perhaps more cost sharing could be considered and monitored.	X		
83	Charge a fee for Solid Waste Hauler Licenses. They are currently free and a fair amount of staff time goes into processing and maintaining the information required to receive a City license.		X	

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84	Contract for residential trash hauling. 59% of the metro citizens have city managed contracts for trash, recycling and yard waste. Contracting will save \$750,000/year in road resurfacing costs. Cover the cost of City staff answering complaints, managing the contract and pay for 2 environmental coordinators to educate citizens on recycling and waste reduction strategies. Improve the efficiency of hauler routes. Reduce fuel costs & pollution. Increase safety and neighborhood aesthetics. Reduce citizen service cost while increasing the amount and quality of services. Increase the recycling rate and decrease the need for landfill space.	X	X	
85	The City owns a Landfill permit and has worked for 40 years to cultivate and earn the respect of state regulators. Solid waste permits are worth millions to the private sector in the long run. The City should leverage its permit, or any future permits, to receive royalty payments and keep citizen costs down for solid waste disposal.	X	X	X
86	We believe that a new updated accounting system would solve many problems city wide. The city's accounting/financial system is Infor Lawson. We are currently using an older version that will be sunset in the next couple of years. The newer version of the Lawson system has many more bells and whistles but operates in a cloud based system. I attended a training last year with Infor and they estimated we had a 3 year window roughly before we would lose support. At this training event, we could not get questions answered about the software because our version was so outdated. We believe a newer system could assist with the manual workarounds that are in place because of system limitations. Better management reporting tools could enhance management oversight and improved internal controls. At this time we do not have such system reporting. I am hearing that multiple departments track expenses and reporting via spreadsheets since the system does not provide the information they need. Manual processes lead to waste of staff time and provide concerns related to accuracy and lack of internal controls. I believe that it could be worth looking into a new system or upgrade which will have added cost; however it has the possibilities of saving money in the future including improved accuracy, improved user experience and could provide workflow cost saving measures while providing more oversight of city funds.			X
87	1. Reduce and or eliminate unnecessary spending for supplies/material. 2.Cancel any unnecessary special projects that require money/manpower.3. Increase cost of admission/class to parks/recreation centers in small increment.4. Create new programs outdoors for public to engage in that will lessen feartension of covid 19, social distancing of course.	X	X	
89	We should pursue a program that allows credited unused sick leave and vacation leave to be assigned to an HSA account to create a dual tax benefit for the employee and City. The assignment should be based upon current leave policies relating to credit upon separation of employment.	X		
90	Summit Park: Note this idea; this may be in the works, but just to make sure: please add curbs to the parking lot area. Not only will it look nicer, but having curbs will keep people from driving onto the grassy area (which will save us money), and keep people from driving over the edge into the small creek in the middle of the parking lot (if someone does drive over the curb, the City will be responsible for paying for their damaged vehicle). Thank you!			X
91	The city could offer a \$600 stipend to senior employees who are near or eligible to retire. This stipend would be utilized for post retirement health care insurance only. Not a \$600 check that goes to the individual. This \$600 would only be paid until an individual reaches age 65. The following illustration is utilizing Fire Department salaries only. These are the only figures I am privy too. But this format would also apply to all City employees whom are eligible, I just don't have those figures to apply here. There are at least 10 persons who will be, or are, eligible to retire (at FD) within this fiscal year. The total salaries combined = \$798,001 annually. The salaries of hiring individuals at new FF base rate would total = \$410,000 annually. The \$600 stipend for 10 employees would cost approximately \$72,000 annually. This would save the city \$316,001 total annually. That's over 1 Million dollars over the coarse of 3 years. That's just the conservative figures. Keep in mind that when those senior employees work overtime, the city is paying more in Lagers contribution, which is considerably more than paying a newer employee. This figure was not included (another \$100,000?) Also, when the a newer employee is hired, they are generally younger and single, thus requiring a single insurance plan which also costs less for the city. Again, this plan could be enacted across the board to all city departments. If there were just 10 more persons eligible whom took the stipend, that figure previously illustrated would potentially double the saving for the city, \$632,002 annually or over \$1.8 million over 3 years. Additionally, some of the people included in these figures are already over 55 years old, so the city would not have to pay the full 10 years of the \$600 stipend. This is not really a new concept. I believe that the city as well as their employees could benefit from this plan. It makes fiscal sense. Thank you for allowing me to have input.	X		

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92	Create procedures to ensure a better balance of vehicle requirements and cost. Examples include size of vehicle, application, four-wheel drive versus two-wheel drive, etc. These decisions have an initial one-time impact on the budget; however, they also have an ongoing impact on the budget in the form of yearly VERP payments. This would include a review of the VERP policy. (This was one of the PBB Pick 3 ideas submitted by Fleet during the budget process).	X		