

MEMORANDUM

TO: Helen Jones-Kelley, Director
Ohio Department of Job and Family Services

FROM: The Joint Budget Committee, ODJFS

THROUGH: Ronna R. Harding, C.S.R. Joint Budget Committee Co-Chair
Carolyn Borden-Collins, Bureau Chief Labor Relations,
Joint Budget Committee Co-Chair

DATE: April 7, 2008

SUBJECT: Recommendations for possible cost savings

Thank you for allowing us the opportunity to form the Joint Budget Committee. Members from ODJFS Management, OCSEA leadership and SEUI/1199 leadership met in good faith on March 11, 18, 24 and 26th. The Committee solicited suggestions through three avenues, ODJFS, OCSEA and SEIU/1199 e-mail mailboxes. The response was overwhelming, the Committee received several hundred cost cutting suggestions from employees at all levels of the organization. The Committee found the majority of the suggestions to be thoughtfully submitted; many, however, were duplicates and were thereby combined into one suggestion. The suggestions focused on: agency structure, general revenue, external expenses, programs and systems, and operational expenses. The suggestions also included offers to forfeit raises and reduce wages; such suggestions are indicative of the willingness of employees to support one another and still maintain quality services to the citizens of Ohio. All suggestions submitted by the target date of March 21st were reviewed and given careful consideration by the Committee. The Committee evaluated every suggestion based on viability, feasibility, timeframe for implementation and whether or not the suggestion fell outside of the scope of authority of the Committee (contractual, legislative, or legal issues).

The Committee believes we have achieved our purpose, to forward any realistic recommendations to you for consideration. The recommendations are as follows:

Recommendations with Immediate Impact

1. Identify rehired retirees, intermittent, ETAs and temporary workers for abolishment prior to impacting permanent employees.

2. Eliminate positions through attrition
3. Reduce the ratio of supervisors to employees
4. Convert as many time and material contracts in MIS to existing workers because they have the time to do the work.
5. Realign work to other state agencies where appropriate

Recommendations with Long-Term Impact (may require additional committee work)

1. Voluntary Cost Reductions (i.e. shorter work week) voluntary participation with a commitment of at least one quarter within a FY.
2. Consolidation of offices and facilities where possible
3. Review all contracts for possible conversion to state workers.
4. Refer all programmatic cost savings to their respective program areas.

The following individuals comprised the committee: Ronna Harding, Pam Fisher, Aleta Guilford, Pamela Anderson, Jeanne Ashley, Ronn Kolbash, Janet Histed, Karen Baker, Renee Nzeogu, Tommy Jones, James Benedict, William Culver, Barbara Montgomery, Rob Bruni, Peggy Tanksley, Pam Anderson, Madonna Gray, Deb Connolly, Anissia Goodwin, Khalid Jalil, Victor Dandridge and Carolyn Borden-Collins. Every Committee member made a sacrifice of their time by actively participating in this project in addition to maintaining the functions of their positions. Sandra Kennedy, Director of Kettering Center for Continuing Education, Wright State University served as the facilitator.

We thank you in advance for your time and consideration

Cc: Brenda Gerhardstein
Bruce Wyngarrd
Lisa Hetrick
Michael Duco
Victor Dandridge