



Southern Nevada Health District SEIU Nevada Focus Groups

Top Ten Recommendations for Cost Saving Measures to Improve Efficiency

- **2 Sessions Held**
- **February 10 & February 17, 2010**
- **6 Focus Groups Total**
- **Approximately 70 participants from all departments.**
- **Each participant selected their top ten recommendations from their group's suggestions.**

The Results Are as Follows:

1. **Eliminate management car allowance and replace with mileage re-imbusement.**
2. **Implement a retirement buy-out and voluntary separation program.**
3. **Implement a 4/10 work schedule.**
4. **Cancel outside contracts, complete the work in house.**
5. **Implement better collection efforts for fees and fines.**
6. **Reduce middle management and supervisors.**
6. **Re-evaluate leases with intent to reduce contract costs.**
7. **Reduce number of cell phones and blackberries. As an alternative, use a cell phone bank to be checked out by employees when needed.**
8. **Authorize telecommuting.**
9. **Put management on same longevity schedule as rank and file employees.**
10. **Eliminate overtime across the board.**