

**Kansas Government Finance Officers Association  
Summary of Questions for Small Group Discussion  
June 18, 2009**

- Identify creative short-term measures currently being used in your community to address short-term budget challenges
  - Hold or move capital projects
  - Use stimulus money
  - Hold on Wellness Plan
  - Hold on hiring for vacant positions or slow hiring
  - Make current staff stretch, cross-training
  - Review electric rates paid
  - Budget cuts
  - New fees
  - Longer equipment replacement schedules
  - Use of fund balances
  - Reduce hours of employees
  - Salary freeze
  - State Insurance Pool – Health
  - Freeze vacations in 2009 – review process
  - Reduce and or review of travel expenditures
  - Offer early retirement, health care provisions
  - Lease forgiveness
  - Sale of equipment
  - One time revenues (i.e. transfers from other funds, consolidation of funds)
  - Freeze special projects
  
- Highlight long-term ideas taken or under consideration by your community
  - Focus on maintenance
  - Understand infrastructure (sewer+ water with stimulus money)
  - Regional partnerships
  - Private donations – Library service
  - Eliminated open/vacant positions
  - Extended PC replacement cycles
  - Review cell phone usage
  - Review non-core services (Wi-Fi at rest stops, mowing)
  - Retirement/resignation of staff
  - Consolidation/reorganization
  - Revenue based forecast
  - Service prioritization
  - Review of policies (Overtime)
  - Fleet management
  - Tax rebate to increase building and development
  - Outsource
  - Use performance measures to strengthen service/delivery
  
- What actions did you do now in retrospect you wish would have taken earlier (if any)?
  - Plan and talk about downturn with department heads and staff
  - Long-term investments
  - Too generous with salary adjustments in the past
  - Rate increases where appropriate
  - Not started as many services – hard to stop offering them
  - Capital leases for fleet – more vehicles for same dollars
  - Consumer involved health insurances

- Pool money to cover expenses
  - Rethink previous positions added
  - Restructuring first then incentives
  - Look at leave, pay, benefits
  - Made cuts earlier
  - Prioritization
- What actions did you do now with the benefit of hindsight you would not do over again if you could?
  - Debt
  - Eliminate vacancies earlier and not wait for positions that have been open
  - Create an agency pool for department positions
  - Involvement with unions – lack of flexibility
  - Number of cuts
  - Proactive on structuring of utilities and fleet
- What has been your individual role in this challenging fiscal climate within your organization?
  - Educating others on fiscal status
  - Continuing of functions with less
  - Decrease of uncertainty on state & federal funding
  - Anticipation and research, forecasting
  - Shoulder responsibility and blame

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