

Financial and Administrative Committee
August 6, 2020
Public Comment

Public Comment #1

Received on Thursday, August 6, 2020 at 12:24 a.m.

By: Kimberly Neas * Representing Self

* 7.20 20-1069 Ordinance changing the last three fixed holidays of Fiscal Year 2020 - Public Comment.

Good Morning – I would like to ask the following questions regarding the possible removal of paid fixed Holidays for 2020:

- 1) The requested change states that this would apply to all departments under the County Board's budget authority. Does this mean that Unionized employees and employees of the Elected Officials would not be affected?
- 2) Even though the last two Holidays are in November for this Fiscal Year, they will actually be paid on the first check in December. Is there no other way to avoid taking 20% of an employee's check before Christmas?
- 3) If the Thanksgiving Holiday would be paid in the new Fiscal year – does it have an impact on this Fiscal Year?
- 4) Would an acceptable alternative be to eliminate the 3 personal days given to all employees at the beginning of the new calendar year?
- 5) Is the small amount of \$1.8 million versus the \$30 million deficit enough to justify taking 20% of employees pay before Christmas? I am not sure how this minimizes the impact on County operations and employees.

Resolution Text:

7.20 20-1069 Ordinance changing the last three fixed holidays of Fiscal Year (FY) 2020, as set forth in the list of holidays approved by the County Board and found in Section 4.1 of the Lake County Employee Policies and Procedures, to unpaid holidays for Lake County employees. · The COVID-19 pandemic has had a negative impact on the Lake County budget for FY 2020 resulting in a revenue shortfall projected to be approximately \$50,000,000. · The Lake County Board has previously approved more than \$17,000,000 in operational reductions to the FY 2020 budget and additional FY 2020 reductions are required. · More than 50 percent of the Lake County operational budget goes to staff wages and benefits. · After careful consideration of options, three unpaid fixed holidays for FY 2020 balances the requirement for additional budget reductions while minimizing the impact on County operations and employees. · Applying this change to all employees in all departments under the County Board's budget authority will provide the greatest reduction and most fair outcome across the whole of County Government. · This change can provide an estimated savings of up to \$1,800,000 in FY 2020