

Proposed Investment Strategy September 15, 2011									
Area	Project	Est. Investment	Investment description	Projected Savings					Confidence Level
				2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	
IT	Full utilization of Legistar	10,000	laptops, staff time	100,000	250,000	257,500	265,225	275,000	80%
	Upgrade E-mail system	500,000	system and implementation	250,000	750,000	772,500	795,675	820,000	70%
	Upgrade HR/Payroll system	2,200,000	system and implementation		600,000	1,200,000	2,000,000	3,000,000	50%
	Upgrade DA/PA system	1,000,000	system and implementation	200,000	206,000	212,180	218,545	225,000	60%
	Upgrade Financial system	10,000,000	system and implementation					11,500,000	50%
	Upgrade Land Mgmt system	1,000,000	system and implementation					1,000,000	50%
	Upgrade Property Tax system	2,000,000	system and implementation					1,000,000	50%
	Upgrade dept records storage	100,000	staff time					500,000	70%
	TOTAL	16,810,000			550,000	1,806,000	2,442,180	3,279,445	18,320,000
HR	Personnel Policies Update	25,000	EH time	10,000	100,000	100,000	100,000	100,000	70%
	Hiring procedures	25,000	EH time	225,000	231,750	238,703	245,864	250,000	80%
	Disciplinary procedures	25,000	EH time					900,000	80%
	Staff training	250,000	1 FTE plus programs					900,000	80%
	Mentoring	0	staff time					25,000	60%
	Exec Mgmt selection/training	25,000	staff time plus programs					25,000	60%
	Customer Service training	100,000	staff time plus programs					500,000	70%
	Extra Help procedures	25,000	EH time					500,000	80%
	Labor Relations/contracts	0	staff time			100,000		100,000	80%
	TOTAL	475,000			235,000	331,750	438,703	345,864	3,300,000
Risk	Assessment & management	0	staff time	100,000	200,000	300,000	400,000	500,000	80%
	Proactive training programs	100,000	staff time plus programs		100,000	250,000	350,000	500,000	80%
	TOTAL	100,000						1,000,000	
Purch.	Improved contracts procedures	100,000	staff time					500,000	70%
	Updated limits	0	staff time					500,000	60%
	TOTAL	100,000						1,000,000	
Facilities	Property management	250,000	1 FTE plus contract time		250,000	500,000	750,000	1,000,000	50%
	TOTAL	250,000			250,000	500,000	750,000	1,000,000	
Econ Dev	Proactive bus. attraction	250,000	contract time plus incentives		100,000	250,000	500,000	1,000,000	50%
	Improved processes for land use		contract time plus incentives						
	Bus. Retention efforts		contract time plus incentives						
	Improved coordination		contract time plus incentives						
	TOTAL	250,000			100,000	250,000	500,000	1,000,000	

Fin Ops	Improved standards	100,000	staff time plus EH					10,000,000	50%
	Dept accountability	included	staff time plus EH					included	
	Reduced duplication	included	staff time plus EH					included	
	TOTAL	100,000						10,000,000	
CAO	Proactive legislative actions	100,000	staff time plus contract					500,000	50%
	Internal communications	25,000	programs					250,000	50%
	External communications	25,000	programs					250,000	50%
	Strategic priorities	0	staff time	250,000	250,000	500,000	750,000	1,000,000	70%
	TOTAL	150,000		250,000	250,000	500,000	750,000	2,000,000	
TOTALS	18,235,000		1,035,000	2,737,750	4,130,883	5,625,309	37,620,000		
Consensus Estimate of Department Heads on overall savings in FTEs is 20%								35,000,000	