Recommendation From
Boynton Beach Financial Advisory Committee

Subject/Topic: Hiring Freeze

Reviewed By: David R. Madigan

Recommendation (Specific Action Recommended): Continue with hiring freeze. Exemptions Police and Fire, yet as needed, post, interview and hire to fill vacant position (s).

Pros of Recommendation: A) Produces an existing lean, mean Boynton Beach employee contingent dedicated to producing an exceptional level of service.

B) Maintain, per recent Vacancy Savings Report, covering FY 2009/2010, $1.4 million in full and part time cost savings. The full and part time cost savings will not accrue each FY, rather this is a carry forward cost savings and as such, should be considered as a benchmark to maintain.

Cons of Recommendation: It's too far fetched that a con could be perceived. A hiring freeze makes fiscal sense. Although, while a hiring freeze is not an employee layoff or furlough, it may be perceived by the public to parallel the operating results based on the approximate 50/50 split per FAC Survey covering employee layoffs or furlough to maintain current tax rate.

References (Staff, Documents, and Public): FAC identified this area as a study issue.

Impact on 2011/12 Budget: $1.4 million benchmark carry forward (See Pro's B)

Impact on Out Year Budgets: $1.4 million benchmark carry forward (See Pro's B)

Impact on Citizens: The possibility of overall service level being impacted by a reduced work force.

Impact on City Staff: A) Providing acceptable levels of service to citizens of Boynton Beach.

B) A "point of no return" in the total overall Boynton Beach employee contingent will present itself in the not too far future and to prepare for that, it's recommended that absolute minimum work force contingent numbers, job description/responsibilities, etc. be developed throughout all Boynton Beach Departments.

Committee Vote Result: For: __7__ **Against**: __0__