

Survey of Impact of Revenue Sharing Reductions

	Farmington Hills	Royal Oak	Sterling Heights	Southfield	Troy
Fiscal Year Begins	7/1	7/1	7/1	7/1	7/1
Current Contract Period	Police and AFSCME contracts expire 6/30/2005	6/30/05	6/30/05	Police & Fire expire 2006. All other contracts unsettled	Clerical 7/1/01-6/30/04; Fire thru 1/2005; AFSCME thru 6/30/06; Police Command thru 6/30/05
Contract Increases	3%. No reopeners anticipated	Dept Heads unionized. 3% (2002 Contract)	Gnl Clerical-3%, 3%, 3%; Laborer-3%	Police & Fire 3%. Non-union & Mgt 2.5% 2003/2004 (may seek no increases for 04/05)	AFSCME-3%; Survey-2%; Fire-5%; Command 4%
# Union vs. Non-union	400 ees/95 non-union	378 ee/59 non-union		>750 F/T, >260 Non-union/Mgt (200 non-union may organize)	560 F/T in 2002
Hiring Freeze?	City Manager reviews vacancies. 4 - 5 cadets/police not filled	Commission must authorize all vacancies. About 6 positions eliminated through attrition.	16 positions eliminated in past 2 years through attrition. Reviewing all vacancies.	Total freeze through 7/1/04	Departments must justify all vacancies to City Manager.
Layoffs?	None anticipated		None anticipated.	Possible	None anticipated. Goal no layoffs.
Service Elimination?	Some belt tightening for the seasonal programs		No direction from Council.	Day Care center may be closed. (9F/T + P/T)	
Budget Reductions?	General conservation, e.g., can a project be delayed?		2004/2005 budget hearings in process	Fund Balances to be used	
Other Measures?		City Comm meets Monday 4/6/04 to discuss revenue issue.		DB Pension improvement, 2.25 multiplier incr to 2.5. Attrition anticipated	Negotiations pending. Plan to meet market.