

Survey of Cost Reduction Efforts

1. Introduction

The financial crisis that began in 2007 has had significant and potentially long-term effects on local government budgets. Few local governments will escape the impact of declining revenues from taxes, fees and other sources as well as the increased costs of goods and services.

The purpose of this survey is to provide some insight on what Colorado fire departments are doing to manage the impact on their budgets. Specifically, we are examining what cost reduction efforts your organization used in 2010 and/or anticipates using in 2011.

Your participation in this short survey would be greatly appreciated. The results will be made available to all CSFCA members.

Click "Next" to get started with the survey.

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2. Identification

This section identifies the individual completing the survey and provides basic information about the jurisdiction.

* 1. Person Completing the Survey (Contact Information):

Name:

Fire Department:

Phone Number:

Email Address:

* 2. Type of Department:

- Fire Protection District
- Municipal Fire Department (City or Town)
- Fire Authority
- Non-Governmental VFD
- Other Special District – metropolitan district or county improvement district providing fire protection
- Other (please specify)

* 3. Department Classification:

- Volunteer
- Combination - Mostly Volunteer (1 to 50% career firefighters)
- Combination - Mostly Career (51 to 99% career firefighters)
- Career

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3. Cost Reduction Efforts

Please identify the cost reduction efforts your organization used in 2010 and anticipates using in 2011. Multiple responses are permitted.

★ **4. Which of the following cost reduction efforts did your organization use in 2010?
(Multiple responses permitted.)**

	Uniform Personnel	Civilian Personnel
Voluntary RIF	€	€
Involuntary RIF	€	€
Eliminated jobs	€	€
Reduced work hours for nonexempt	€	€
Restricted overtime	€	€
Instituted a hiring freeze	€	€
Instituted a pay freeze	€	€
Reduced pay levels	€	€
Reduced hours	€	€
Implemented a furlough program	€	€
Reduced vacation/holiday entitlements	€	€
Reduced/eliminated employee training	€	€
Reduced/eliminated tuition reimbursement	€	€
Reduced/eliminated seasonal workers	€	€
Mandatory shutdown (employee used paid time off if available; otherwise, unpaid)	€	€
Reduced perquisite levels (i.e., company car, club membership, attendance at conferences, first-class air travel)	€	€
Offered early retirement incentives	€	€
Reduced tax deferred match amount (as allowed per plan)	€	€
Froze/closed pension plan	€	€
Reduced capital/equipment spending	€	€
Reduced business travel	€	€
None	€	€

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Other (please specify)

*** 5. Which of the following cost reduction efforts do you anticipate using in 2011?
(Multiple responses permitted.)**

	Uniform Personnel	Civilian Personnel
Voluntary RIF	€	€
Involuntary RIF	€	€
Eliminated jobs	€	€
Reduced work hours for nonexempt	€	€
Restricted overtime	€	€
Instituted a hiring freeze	€	€
Instituted a pay freeze	€	€
Reduced pay levels	€	€
Reduced hours	€	€
Implemented a furlough program	€	€
Reduced vacation/holiday entitlements	€	€
Reduced/eliminated employee training	€	€
Reduced/eliminated tuition reimbursement	€	€
Reduced/eliminated seasonal workers	€	€
Mandatory shutdown (employee used paid time off if available; otherwise, unpaid)	€	€
Reduced perquisite levels (i.e., company car, club membership, attendance at conferences, first-class air travel)	€	€
Offered early retirement incentives	€	€
Reduced tax deferred match amount (as allowed per plan)	€	€
Froze/closed pension plan	€	€
Reduced capital/equipment spending	€	€
Reduced business travel	€	€
None	€	€

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Other (please specify)

6. Additional Comments:

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4. Thank You

Thank you for taking the time to complete this survey. The survey results will be made available to all CSFCA members.

Questions concerning this survey may be directed to Paul L. Cooke, CSFCA Executive Director at 720-874-8116 or paul@colofirechiefs.org.