Surviving the Cut

~ Creative ways to preserve morale despite budget cuts and declining revenues.

By Dawn Lietz – Nevada DMV

How do you pronounce Nevada?

It depends on who you ask. Ask a Nevadan and the correct pronunciation is...

Ne–va–duh (a as in cat)

Ask the rest of the world and it is... mispronounced as Ne–VAH–duh.
The $5 Billion dollar question for the 2011 Nevada Legislature

- Address the mounting deficit; or

- Introduce a bill to accept both pronunciations of Nevada.
  - Assemblyman Harry Mortenson, D–Las Vegas...

Overview

- How to survive the cut...
  - Greater efficiencies
    - Moving away from the “Status Quo”
    - Money saving efficiency ideas
    - Workplace efficiency ideas

- Who’s responsibility is it?

- What can I do?
Efficient – [ih–fish–uh nt]  
*adjective*

1. performing or functioning in the best possible manner with the least waste of time and effort; having and using requisite knowledge, skill, and industry; competent; capable: *a reliable, efficient secretary.*
2. satisfactory and economical to use: *Our new air conditioner is more efficient than our old one.*
3. producing an effect, as a cause; causative.
4. utilizing a particular commodity or product with maximum efficiency (usually used in combination): *a fuel-efficient engine*

**Moving away from “Status Quo”**

Reasons why change is resisted

- Fear – The known is safe.
  - Excuse: “We’ve always done it this way.”

- Time – Change generally requires a great deal of time to implement.
  - Excuse: “We are already understaffed, we do not have the time to invest in new ideas.”

- Training – Learning curve, staff development
  - Excuse: “Time is money, training takes away from productivity.”
Changing the Culture

- Pick the low hanging fruit first.
  - What processes has staff complained about?
  - Identify areas that do not require law changes or programming to implement.
  - Seek ideas from your staff.
  - Involve staff in the process.
  - Encourage success and increase morale.

Cost Saving Efficiencies
Cost Saving Efficiency Ideas

- Utilities ~
- Technology ~
- Supplies ~
- Postage ~
- Video Conferencing ~
- Transportation ~
- Contract Negotiations ~
- Telecommuting ~

Utilities

- Reduce the lighting
- Turn off lights
- Open/Closed blinds
- Temperature Control
- Evaluate phone lines/plans
Technology

- Post forms online
- Replace manual spreadsheets with database
- Mandatory Electronic Filing
- ACH/EFT Payment platforms

Supplies

- “Be fair, let’s share”
- Double sided print
- Designated supply person
Postage

- Reduce Certified mail
- Use email
- Require pre-paid envelopes/mailing slips

Video Conferencing

- Regulation/Workshop Hearings
- Staff meetings
- Hearings
- Net Meeting/Sharepoint/Message Boards
Transportation

- Agency Vehicles
- Carpool
- Airlines
- Shuttles

Contract Negotiations

- Negotiate Existing Contracts
- Ensure lease clause regarding funding
Telecommute

- Work from home
- Desk audits

Workplace Efficiencies
Improving Morale

- Kudos
- McFish
- MCMAP
- Activities Committee

Recognizing Accomplishments

Virtual Kudos Award:
To:
For:

- Kudos bars
- Kudos “Wall of Fame”
- Employee of the Quarter
More Mr. McFish Adventures

- Snack shack in lieu of vending machines

Buzzword Bingo
- Special occasions

Annual Picnic
- Food/games/prizes

“Fish” Philosophy

- “MCFish” ~ Make it your own
- Fundraising
  - Snack shack in lieu of vending machines
- Buzzword Bingo
  - Special occasions
- Annual Picnic
  - Food/games/prizes
Motor Carrier Mentoring and Achievement Program
- Cross-training
- Staff development
- Job Shadowing
- Workplace Retention and Planning

Activities Committee
- Jeans Day
- Breakfast Cart
- Silent Auctions
- Penny Wars
- Food Days
- Christmas Party
Who’s responsibility is it?

- Everyone should be involved in making the workplace efficient and fun.
- Bring ideas forward
- Don’t take it personal if your idea is not implemented
- Attitudes are caught not taught.

What can I do?

- Encourage others
- Recognize accomplishments
- Be a role model
Wrap up

- In a downturned economy, budget cuts are a reality. However, investing in your staff will generate greater long term rewards.
- A content employee is a productive employee
- Productivity is the other half of the efficiency equation.
Thank you!