



OFFICE OF THE COUNTY EXECUTIVE  
SAINT LOUIS COUNTY  
41 SOUTH CENTRAL AVENUE  
SAINT LOUIS, MISSOURI 63105

CHARLIE A. DOOLEY  
COUNTY EXECUTIVE

August 26, 2011

(314) 615-7016  
TTY (314) 615-4411

Mr. Leonard Toenjes  
Chairman of the Rate Commission  
Metropolitan Sewer District  
2350 Market Street  
St. Louis, Missouri 63103

Dear Mr. Toenjes:

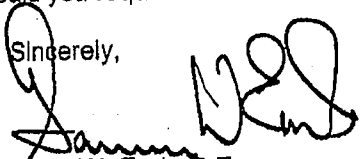
This letter is in response to your request for information about the steps taken by St. Louis County Government over the past few years to manage personnel costs.

These are the actions that the County has taken:

1. Wage freeze originally enacted at the beginning of 2009 prohibited merit pay increases for all employees since that time.
2. A hiring review process officially launched in October 2007 requires department directors to seek approval from the Chief Operating Officer before filling any job vacancy. The review includes a cost/benefit analysis.
3. Take home vehicle usage for department directors and other staff was suspended at the beginning of 2011.
4. High deductible, high co-pay health savings account option in health insurance is being introduced during the second half of 2011.
5. The County Executive established a committee to review current and future pension benefits.
6. Required reductions in departmental budgets caused some departments to reduce full-time positions to part-time.
7. Training and travel budgets have been reduced. Employees are picking up part of training expenses in order to attend programs.

Please feel free to contact me at (314) 615-7002 should you require further elaboration.

Sincerely,

  
Garry W. Earls, P.E.  
Chief Operating Officer