

**THE BOARD OF SUPERVISORS AND THE MANAGEMENT INCENTIVE PROGRAM  
(MIP)**

2009-2010 Solano County Grand Jury

The Grand Jury encourages the Board of Supervisors to solve not only the financial problems facing the County today, but set a course for future Boards to follow so as not to fall into the same problem of having to take back promises, raise taxes and cut jobs.

Everyone involved must understand that good times do not last forever and spending must occur in a fiscally responsible and efficient manner. We encourage the Board to work with the unions and other elected officials to assure the County workforce and taxpayers that when hard times occur, the effect will be minimal and equitable to all with little to no interruption of services to the public.

The Board should take the lead with Cities and special districts and explore ways that the different entities can work together (even considering consolidations where appropriate). Such actions will result in more efficiency and less cost.

The Board should dispose of the MIP. Even though the program was terminated, according to a member of the Board of Supervisors, "the Board also voted to institute a step program for these same department heads and managers with the result that some will be receiving increases in 2010-2011." Therefore, it was not completely eliminated during the current fiscal year. Raises were still given to top level managers during the current fiscal year, at a time when workers were laid off and services to the taxpaying public were cut. This alone, depicts a real lack of concern for the public from the elected officials of this County.

The Grand Jury was informed that the monies that were allocated for the terminated MIP are actually included in the budget for fiscal year 2010/2011. In effect, the monies have just been moved from one account to another. No savings for the taxpaying public has occurred.

**AFFECTED AGENCIES**

Solano County Board of Supervisors  
Solano County Administrator

**COURTESY COPY**

Solano County Auditor/Controller

*This is an informational report. No response is required.*