



# 2012 BUDGET DEVELOPMENT PROCESS

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## Budget Discussion Item

Discussion Item:           Ninety (90) Day Rolling Hiring Freeze  
Agenda Item No.:        27931/18.B

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### Background / Description:

A hiring freeze is a business practice where an employer decides to stop hiring employees for all non-essential vacant positions. Another component of a hiring freeze is to put filling positions that are vacated during the hiring freeze on hold if they are not deemed essential to carrying out the core business functions. A hiring freeze is considered a cost savings measure and is normally implemented to cut business costs and serves as an alternative to employee layoffs. Due to the projected budget shortfall, there is a need to implement a hiring freeze for ninety (90) consecutive days for Hidalgo County to be effective on August 9, 2011.

### Budgetary Impact:

If Commissioners Court approves the ninety day (90) rolling hiring freeze for the county, the estimated costs savings for the year 2012 Budget is \$850,000.00.