

## HIGHLAND PARK: REDUCE LABOR COSTS

The City of Highland Park needs to make changes in personnel related matters, in addition to the pension plans. The number of employees should be reduced to not more than 249 full-time employees. The city should also study the feasibility and cost savings of contracting out or combining the operations of the police and fire departments. Personnel costs, excluding pension costs, need to be brought down to within a level the city can afford. The city can no longer be the employer of last resort. The city must begin to live within their means regardless of the effect on current employees.