

**CITY COUNCIL  
COMMUNICATION:**

**ITEM \_\_\_\_\_**

**OFFICE OF THE CITY MANAGER  
CITY OF DES MOINES, IOWA**

**98-468**

**AGENDA:**

**SYNOPSIS —**

**OCTOBER 19, 1998**

The Parks and Recreation Department and the Aviation Department each hire employees for less than a full year - Parks in the months March through November and Aviation from November through March. This has involved 10 employees in each department. By combining these activities and duties to a single classification where the workers migrate from Parks to Aviation and vice versa, the City :

**SUBJECT:**

**SHARED JOB BETWEEN  
PARKS AND AVIATION  
DEPARTMENTS**

- Obtains a more skilled workforce;
- Reduces unemployment compensation costs; and
- Better complies with aspects of Iowa Code Chapter 20.

**TYPE:**

**RESOLUTION  
ORDINANCE  
RECEIVE/FILE**

**FISCAL IMPACT —**

**SUBMITTED BY:**

**WILLIAM STOWE  
HUMAN RESOURCES  
DIRECTOR**

Increased costs of providing medical and dental costs are offset by a larger projected reduction in unemployment compensation costs. The projected cost of the medical and dental insurance for 10 employees is \$67,000 per year. The unemployment exposure for the two sets of ten employees who are laid off at the end of their employment period is \$74,000.

**RECOMMENDATION —**

**Receive and file the new position description.**

**BACKGROUND —**

The Central Iowa Public Employees Council (CIPEC) union representatives brought to the City's attention an employment practice where the Parks Department would

employ up to ten (10) seasonal employees covered by the CIPEC agreement (so called 7 month employees) from approximately April through November. The Aviation Department would hire ten (10) Airport Field Workers for a period of four (4) months to aid in snow removal at the Airport at about the same time Parks laid off the 7-month employees. Sometimes the Airport would hire a 7-month employee. These employees were not considered full time and thus not eligible for benefits even though they worked more than twelve straight months.

The Parks and Recreation Department, Aviation Department, and Human Resources Department have met with bargaining representatives of CIPEC and have agreed upon the position description and pay rate for these ten positions. The first posting and filling of these positions will be a so-called modified entrance limited to City employees. Thereafter, subsequent recruitments will be open to the public.

The City of Des Moines benefits in the following manner: (1) the overall cost of the combined ten positions with benefits versus the two sets of ten employees with unemployment compensation benefits will be less; (2) the stability in these positions with the same employees rotating annually in these job assignments will provide a better skilled worker in each; and (3) the City conforms better to the requirements of Chapter 20 of the Code of Iowa regarding employees covered by a bargaining obligation and are better meeting our agreements and obligations under the CIPEC labor agreement.