



**CITY COUNCIL
COMMUNICATION:**

ITEM _____

02-388

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

AGENDA:

JULY 22, 2002

SYNOPSIS -

Waive residency requirement for six permanent part-time Guest Services employees at the Blank Park Zoo.

SUBJECT:

TEMPORARY
WAIVER OF CITY OF
DES MOINES
RESIDENCY
REQUIREMENT

FISCAL IMPACT -

Required to maintain guest services and associated revenue. There is no additional expense.

TYPE:

RESOLUTION
ORDINANCE
RECEIVE/FILE

RECOMMENDATION -

Approve the waiver of the residency requirement for six permanent part-time employees from July 24, 2002 through June 30, 2003.

SUBMITTED BY:

DONALD M. TRIPP
PARK AND
RECREATION
DIRECTOR

BACKGROUND -

The Blank Park Zoo began a year-round visitor season with the opening of the Myron and Jackie Blank Discovery Center on September 1, 2001. In order to provide year-round services for admissions, gifts, food, catering, rides, and rentals, permanent part-time Guest Services positions are required. Six of these employees, who were hired in January 2002, are non-residents with a residency requirement of July 24, 2002.

Section 2-486 of the Des Moines Municipal Code, Ordinance No. 11,255, Roll Call No. 89-443, adopted by Council on February 6, 1989, requires that permanent part-time employees establish residency in the City of Des Moines within seven months of employment.

The Park and Recreation Department is negotiating with the Blank Park Zoo Foundation for a proposed new 28E Management Agreement, which will be presented later this year for adoption by Council. As part of this agreement, the Zoo Foundation will operate

Guest Services at the Zoo, and will directly employ seasonal and part-time employees required to provide these services. At the time the visitor season was extended year-round, it was anticipated that the 28E Agreement would be implemented prior to the residency requirement deadline.

In the past, when the Zoo was open to the public only during the summer season, these employees were normally employed for less than six months. Finalizing the 28E Agreement with the Zoo Foundation has taken longer than anticipated, and these experienced employees need to be retained by the City so that visitor services and the associated revenue can be maintained without interruption to allow for the transition to the Zoo Foundation management.

Staff requests that City Council waive the residency requirement for these employees from July 24, 2002 through June 30, 2003.
