

**CITY COUNCIL
COMMUNICATION:**

03-267

AGENDA:

JUNE 16, 2003

SUBJECT:

**AUTHORIZATION
TO PROCEED
WITH STAFF
REDUCTIONS**

TYPE:

**RESOLUTION
ORDINANCE
RECEIVE/FILE**

SUBMITTED BY:

Thomas G. Turner
Human Resources
Director

**REVISED
ITEM 3**

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

SYNOPSIS —

Approve and authorize the City Manager to proceed with planned reductions of employees and the required layoff process to implement these reductions

FISCAL IMPACT —

Reductions are required to meet budget projections resulting from the action of the state legislation signed by the Governor.

RECOMMENDATION —

Approve.

BACKGROUND —

The Iowa Legislature and the Governor, through legislative action, reduced revenues to the City of Des Moines by \$4,357,000. To meet this revenue reduction, department directors have developed a series of employee reductions that will result in the elimination of several unoccupied positions and the actual layoff of employees in both the City operations and the library system. The Library employees will be reduced in late September when communication improvements are made to permit reduced staffing. The Library Board of Trustees will be asked to approve those reductions.

The following positions currently occupied by employees are required to be either diminished or abolished in accordance with Iowa Code Chapter 400.28. This code section requires the City Council to approve these reductions. Accordingly the Council is asked to approve the diminutions in the following civil service classifications:

Community Development

Assistant Planner Richard Brown

Planning Technician Rick Dressler
Urban Designer Debra Smith
Planning Technician Ronald Bauge
Planning Technician Jeanne Cox
Housing Counselor Lynda Walker-Webster

Human Rights

Human Relations Specialist Wayne Pelkey
Human Relations Specialist Myrle Atwood

Police

Animal Control Field Supervisor Frank Rains
Animal Control Field Supervisor Susan Stropes
Animal Control Officer Debbie Howser
Animal Control Officer Melanie Bauer
Animal Control Officer Patrick Callahan

City Manager Office

Communications Specialist Carla Brown-Marble

Park and Recreation

Custodial Worker Richard Celander

Legal

Legal Secretary Jeri Steed

-

In addition, Assistant City Attorney Vicky Long-Hill will be reduced from full-time status to half-time status. The Legal Secretary to be laid off will also be reduced to half-time status. These changes will occur on or after August 1, 2003.

The remaining reductions will be made upon two weeks written notice to employees and will be effective on or after July 4, 2003. Civil Service employees will have the option of exercising their seniority consistent with the provisions of the code that may result in the "bumping" of other employees.

