



Council Communication

Office of the City Manager

Date	February 9, 2009
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Agenda Item No.	I-E
Roll Call No.	<u>09-</u>
Communication No.	<u>09-077</u>
Submitted by: Richard A. Clark, City Manager	

AGENDA HEADING:

Approving Reduction of Staff

SYNOPSIS:

Approve and authorize the City Manager to implement the diminution of 82 positions including the issuance of appropriate layoff notices.

FISCAL IMPACT:

Amount: Total \$3,339,000 annual on-going savings offset by \$1,805,000 one-time costs for vacation and sick leave payouts and unemployment compensation.

Total savings consists of \$1,893,000 of annual savings resulting from privatization of services as detailed in Council Communications related to each contract, and \$1,446,000 of annual savings resulting from other reductions in workforce. Amounts shown above do not include savings resulting from Golf Course privatization.

Funding: \$2,609,000 General Fund – GE001 Various departments, \$650,000 Airport – EN002, \$80,000 – SP350, Municipal Housing Authority

ADDITIONAL INFORMATION:

The City Manager has recommended outsourcing of custodial, mowing, sports turf maintenance, certain snow removal, and animal control services. As part of the plan to balance the FY10 budget, departments have identified several other positions to be eliminated. In addition to these positions that need Council authorization to lay off the affected employees pursuant to Iowa Code Chapter 400.28, another 6 positions have been vacated by retirement or other termination of the employee. It is expected that the general layoff date will not be sooner than February 28 nor later than March 27, 2009. Some of these employees will be able to be considered for approximately 20 jobs awaiting filling in the parks and public works departments. Others may be considered for employment by those entities being awarded contracts for the outsourced services. The names, department and classification of the 82 employees to be laid off are listed below:

Last	First	Classification	Dept.	Group
Allen	Fred	Custodial Worker	Aviation	CIPEC
Arvelo	Rosa	Custodial Worker	Aviation	CIPEC
Barron	Anthony	Custodial Worker	Aviation	CIPEC
Bivans	Lisa	Custodial Worker	Aviation	CIPEC

Last	First	Classification	Dept.	Group
Evans	Howard	Custodial Worker	Aviation	CIPEC
Fitch	Ricky	Custodial Worker	Aviation	CIPEC
Frye	Kimberly	Custodial Worker	Aviation	CIPEC
Hall	Loretta	Custodial Worker	Aviation	CIPEC
Heathcote	Robert	Custodial Worker	Aviation	CIPEC
Hussman	Ricky	Custodial Worker	Aviation	CIPEC
Langham	Ladonna	Custodial Worker	Aviation	CIPEC
Moreno	Julian	Custodial Worker	Aviation	CIPEC
Murray	Carolyn	Custodial Worker	Aviation	CIPEC
Phillips	Michael	Custodial Worker	Aviation	CIPEC
Reynolds Jr.	Gary	Custodial Worker	Aviation	CIPEC
Rounds	Buster	Custodial Worker	Aviation	CIPEC
Schoenthal	Henry	Custodial Worker	Aviation	CIPEC
Watkins	Donell	Custodial Worker	Aviation	CIPEC
Wright	Perry	Custodial Worker	Aviation	CIPEC
Davidson	Cathy	Housing Services Custodian	Housing	AFSCME
Bales	Rodney	Custodial Worker	Parks	CIPEC
Banks	Gary	Custodial Worker	Parks	CIPEC
Coe	Nancy	Custodial Worker	Parks	CIPEC
Garrett Jr.	Donald	Custodial Worker	Parks	CIPEC
Handeland	Sharon	Custodial Worker	Parks	CIPEC
Hiatt	Kathleen	Custodial Worker	Parks	CIPEC
Kern	Deanna	Custodial Worker	Parks	CIPEC
Martin	Robert	Custodial Worker	Parks	CIPEC
McCoy	Jerry	Custodial Worker	Parks	CIPEC
Moore Jr.	Mary	Custodial Worker	Parks	CIPEC
Radden	Marvin	Custodial Worker	Parks	CIPEC
Shelton	Lawrence	Custodial Worker	Parks	CIPEC
Soroka	Albert	Custodial Worker	Parks	CIPEC
Thomas	Shannon	Custodial Worker	Parks	CIPEC
White	Dale	Custodial Worker	Parks	CIPEC
Scaglione	Peter	Cust. Serv. Supv.	Parks	SPM
Bennett	Thomas	Horticultural Tech	Parks	CIPEC
Courtney	Kyle	Horticultural Tech	Parks	CIPEC
Dickson Jr.	Robert	Horticultural Tech	Parks	CIPEC
Dingeman	John	Horticultural Tech	Parks	CIPEC
Fiscel	Rickey	Horticultural Tech	Parks	CIPEC
Fiscel	Jason	Horticultural Tech	Parks	CIPEC
Hiatt	Joseph	Horticultural Tech	Parks	CIPEC
Lovan	Somha	Horticultural Tech	Parks	CIPEC
Mitchell	Timothy	Horticultural Tech	Parks	CIPEC
Slykhuis	Patrick	Horticultural Tech	Parks	CIPEC

Last	First	Classification	Dept.	Group
Smith	Dennis	Horticultural Tech	Parks	CIPEC
Spurling	Jim	Horticultural Tech	Parks	CIPEC
Webb	Michael	Horticultural Tech	Parks	CIPEC
Alexander	Thomas	Laborer	Parks	CIPEC
Cochran	Randall	Parks Technician	Parks	CIPEC
Gomez	Che	Parks Technician	Parks	CIPEC
Hall	James	Parks Technician	Parks	CIPEC
Lowe	Michael	Parks Technician	Parks	CIPEC
Nelsen	Doug	Parks Technician	Parks	CIPEC
West	Wayne	Parks Technician	Parks	CIPEC
Strome III	Paul	Sports Turf Tech	Parks	CIPEC
Bainter	Mark	Sr. Horticultural Tech	Parks	CIPEC
Burt	Ronald	Sr. Horticultural Tech	Parks	CIPEC
Morano Jr.	Alphonso	Sr. Horticultural Tech	Parks	CIPEC
Rivas	John	Sr. Horticultural Tech	Parks	CIPEC
Summy	Timothy	Sr. Horticultural Tech	Parks	CIPEC
Trytek	Kenneth	Sr. Horticultural Tech	Parks	CIPEC
Mata	Cruz	Permit Tech.	CD	MEA
Miller	Maureen	Word Proc. Oper.	Eng.	MEA
Minarsich	David	Courier Ops Asst.	Fin.	MEA
Welch	Michal	Dept. User Supp.	IT	MEA
Nurse	Michelle	ERP Systems Mgr	IT	SPM
Bauer	Melanie	Animal Control	Pol.	CIPEC
Blanchard	Tammy	Animal Control	Pol.	CIPEC
Gordon	Tonya	Animal Control	Pol.	CIPEC
Lemon	Kevin	Animal Control	Pol.	CIPEC
Stropes	Susan	Animal Ctrl. Clerk	Pol.	MEA
Chasar	Brandi	Comp. Work. Op.	Pol.	MEA
Perry	Pamela	Int. Clerk	Pol.	MEA
Wetzel	Donita	Lencir Cntrl. Typist	Pol.	MEA
Benda	Serena	Police Info. Typist	Pol.	MEA
Joynes	Anthony	Transc. Typist	Pol.	MEA
Nemmers	Ann	Word Proc. Oper.	Pol.	MEA
Francisco	Todd	District Fire Chief	Fire	SPM
Patava	Thomas	District Fire Chief	Fire	SPM
Porter	Matt	District Fire Chief	Fire	SPM

PREVIOUS COUNCIL ACTION(S):

Date: December 8, 2008

Roll Call Number: 08-2157

Action: Issuance of Request for Proposal (RFP) for the following: (Council Communication No. 08-731) Custodial services for Municipal Buildings, Des Moines International Airport Facilities, Des Moines Metropolitan Wastewater Reclamation Authority (WRA) facilities, and Des Moines Municipal Housing Agency (MHA) facilities. RFP Moved by Vlassis to adopt. Motion Carried 7-0.

Date: December 8, 2008

Roll Call Number: 08-2158

Action: Mowing and trimming maintenance for parks, open spaces and boulevards. RFP Moved by Vlassis to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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