

 <p style="text-align: center;"><b>Council Communication</b> Office of the City Manager</p>	<b>Date</b>	September 14, 2009
	<b>Agenda Item No.</b> 71 <b>Roll Call No.</b> <u>09-</u> <b>Communication No.</b> <u>09-637</u> <b>Submitted by: Donald M. Tripp, Director of Park and Recreation</b>	

**AGENDA HEADING:**

Approving Reduction of Staff

**SYNOPSIS:**

Recommend approval and authorize the City Manager to implement the diminution of three positions within the Park and Recreation Department; including the issuance of appropriate layoff notices.

**FISCAL IMPACT:**

Amount: None. Reductions included in FY2010 Operating Budget.

Funding Source: N/A

**ADDITIONAL INFORMATION:**

On December 22, 2008, by Roll Call No. 08-2220, the City Council approved the Golf RFP Evaluation and Selection Committee’s and Park and Recreation Board’s recommendations to authorize the City Manager to negotiate and execute a contract with C-Corporation, (Jeff Chiodo, president) for the management of Grandview and Waveland Golf Courses effective January 15, 2010.

On February 9, 2009, by Roll Call No. 09-155, the Council approved a plan to balance the FY10 budget that identified 82 positions to be eliminated.

On March 9, 2009, by Roll Call No. 09-431 the Council approved contracting the maintenance for Grandview and Waveland Golf Courses for the 2009 golf season through January 14, 2010 with C Corporation.

Council further approved a recommendation from the City Manager that good cause was shown for an exception to the Procurement Ordinance RFP process because of the efficiencies with C Corporation taking on these duties. Since C Corporation will be taking over the entire golf course operations effective January 15, 2010, they have an interest to maintain the quality of the turf care, in addition to getting a head start on learning and planning for the 2010 season as the approved operator of Grandview and Waveland Golf Courses.

As a part of the Maintenance Agreement, the City retained three full-time Horticultural Technicians at the golf courses during this transitional year. This has allowed the City to retain three additional Horticultural employees for one additional season as approved in the adopted operating budget. These

employees will now need to be laid-off at the end of the 2009 golf course season as a result of the approved management Agreement between the City and C Corporation for Grandview and Waveland Golf Courses.

In addition, these positions need Council authorization to lay off the affected employees pursuant to Iowa Code Chapter 400.28. It is expected that the general layoff date will not be sooner than October 1, 2009, or later than November 1, 2009. These employees may be considered for employment by C Corporation. The names and classification of the three employees to be laid off are listed below:

Deanna Clausen – Horticulture Technician  
Rob Dickson – Horticulture Technician  
Tim Mitchell – Horticulture Technician

### **PREVIOUS COUNCIL ACTION(S):**

Date: December 22, 2008

Roll Call Number: 08-2220

Action: [Accepting](#) proposal from C Corporation for the management of Grandview and Waveland Municipal Golf Courses, and authorizing the City Manager to negotiate an agreement. ([Council Communication No. 08-753](#)) Moved by Meyer to include in the contract early termination provisions for both parties, with the City's right to terminate early if C Corporation does not meet their Capital Improvement obligations. Motion Carried 5-1-1. Nays: Mahaffey Pass: Vlassis

Date: February 9, 2009

Roll Call Number: 09-155

Action: [Diminution](#) of employees. ([Council Communication No. 09-077](#)) Moved by Coleman to adopt. Motion Carried 7-0.

Date: March 9, 2009

Roll Call Number: 09-431

Action: [Exception](#) to the procurement ordinance RFP process for good cause and approving maintenance agreement with C Corporation to maintain Grandview and Waveland Golf Courses. ([Council Communication No. 09-155](#)) Moved by Meyer to adopt. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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