

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date: August 29, 2011
	Agenda Item No. 59E Roll Call No. <u>11-1458</u> Communication No. <u>11-573</u> Submitted by: Don Smithey, Aviation Director

AGENDA HEADING:

Approving reduction of staff.

SYNOPSIS:

Recommend approval and authorize the City Manager to implement the diminution of 67 positions, including 63 Civil Service employees within the Aviation Department.

FISCAL IMPACT:

Amount: None. Transfer of fiscal responsibility from Airport enterprise to Des Moines Airport Authority.

Funding Source: Des Moines Airport Authority

ADDITIONAL INFORMATION:

On December 20, 2010, the City Council set a date of hearing on a proposal to create an airport authority pursuant to Iowa Code chapter 330A and a notice of the hearing was published on December 24, 2010, in the Des Moines Register. On January 10, 2011, the City Council held a public hearing on the proposal and by Resolution No. 11-0064 the Council determined it to be in the best interests of the city to proceed with creation of an airport authority. The City Council on February 14, 2011, adopted Ordinance No. 14,989 creating the Des Moines Airport Authority in accordance with Iowa Code chapter 330A. The next steps involve the transfer of the aviation facilities and airport employees to the Authority.

In another item on today’s agenda, a proposal to enter into three agreements to carry out the transfer to the Authority is before the Council. One of those documents, the Agreement between the City of Des Moines and the Des Moines Airport Authority for the Provision of City Services, contains the following section:

SECTION 15: EMPLOYEES

All City employees who work at the Airport will be employed by the Authority with the same compensation and benefits that each employee held with the City at the time of their transfer. City will be responsible for all compensation and benefits incurred or accrued during a period when an employee was employed in a department of the city other than the aviation department prior to the transfer.

City staff worked with employee union representatives and reached agreement on amending the union contracts to accomplish transition of the employees to the Authority “with the same compensation and benefits that each employee held with the City at the time of their transfer”.

Immediately after the layoffs take place, the Authority will hire the affected employees. The diminution of positions needs Council authorization to layoff the affected employees pursuant to Iowa Code section 400.28, under which the city council is authorized to reduce the number of employees in a classification and that action will not give rise to an appeal challenging that action before the civil service commission. It is expected that the general layoff date will be October 2, 2011, which is the end of a regular pay period. The Authority will then hire the employees at the start of the pay period beginning October 3, 2011.

The Interim Human Resources Director, Airport management, and union leaders have held meetings with staff prior to this action to advise them of the process and answer questions.

In addition to the 63 Civil Service employees, five non Civil Service employees, including the Executive Administrative Assistant, Airport Board Clerk, Deputy Aviation Directors (2), and Aviation Director will be transferred from the City to Airport Authority.

The 63 Civil Service employees being laid-off from the City are:

Job Code	Job Title	Name
5327	Accounting Specialist II	VENTO,JILL E
5329	Accounting Specialist III	ROBERTS,COLEEN ANN
X1190	Air Service & PR Manager	CRISS,ROY W
3324	Airport Crew Chief	DAUGHTON,NICK S
3324	Airport Crew Chief	NITTLER,TERRY ALLEN
X1184	Airport Duty Manager	ARNOLD,SARA A
X1184	Airport Duty Manager	KLEES,WILLIAM T
X1184	Airport Duty Manager	KLOP,KRISTOPHER
X1184	Airport Duty Manager	KLOSTER,CHRISTIAN
X1184	Airport Duty Manager	WALL,ANDREW S
X1184	Airport Duty Manager	WILLIAMS,SCOTT R
X3650	Airport Environmental Manager	WHEELER,JOHN L
X3322	Airport Equip Maintenance Supervisor	CRAIG,RANDY P
X3660	Airport Facilities Superintendent	WHITLATCH,ALAN W
X3657	Airport Facilities Supervisor	PRESTON,MATTHEW A
3860	Airport Field Worker	BUSHNELL,CORY R.
3860	Airport Field Worker	FRAZIER,AUDIE L
3860	Airport Field Worker	HILDEBRANDT,SCOTT
3860	Airport Field Worker	JOHNSON,RICHARD D

3860	Airport Field Worker	JONES,MARK W
3860	Airport Field Worker	MILLER,DENNIS R
3860	Airport Field Worker	MINARD,DAVID M
3860	Airport Field Worker	MORROW,STEVEN M
3860	Airport Field Worker	NEWMAN,ROBERT W
3860	Airport Field Worker	OGREN,ROBERT L
3860	Airport Field Worker	POE JR,WILLIAM J
3860	Airport Field Worker	REID,TRACY C
3860	Airport Field Worker	SLAGLE,RONALD DEAN
3860	Airport Field Worker	SMITH,JAMES P
3860	Airport Field Worker	STEGALL,HARRY E
3860	Airport Field Worker	STEWART,JOHN B
3860	Airport Field Worker	TEMEYER,RODNEY H
8040	Airport Operations Assistant	DRESBACK,KYMBERLY D
9710	Airport Operations Center Attendant	ADAMS,DANIEL D
9710	Airport Operations Center Attendant	MADISON,JOHN J
9710	Airport Operations Center Attendant	PRIMROSE,JOKE L
9710	Airport Operations Center Attendant	SMITH,ROBERT D
9710	Airport Operations Center Attendant	THAYER,DOUGLAS D
X1185	Airport Properties Administrator	HOWARD,ANTHONY J
1956	Aviation Customer Service Rep	ELY,TARA A
5349	Aviation Systems Technician	NIZZI,MATTHEW A
5349	Aviation Systems Technician	SMITH,GARRETT WAYNE
5349	Aviation Systems Technician	ZIINO,MARK E
3870	Aviation Welder	MITCHELL,SCOTT B
3657	Building Equipment Operator	MEASE,JEFF M
3657	Building Equipment Operator	RETHMAN,THOMAS P
3890	Chief Aviation Electrician	THOMPSON,LARRY R
X4782	Civil Engineer II	BOEHMER,JOHN
X1181	Contractual Compliance Officer	DAWSON,STEVEN C
5743	Courier	MINARSICH,DAVID L
3885	Electrician	DUFFY,MARK A
3885	Electrician	HECKMAN,MATTHEW S
3861	Equipment Mechanic	FRYE,JAMES

3861	Equipment Mechanic	KECK,LARRY D
3861	Equipment Mechanic	MCBEE,RICHARD W
3861	Equipment Mechanic	PEVESTORF,RONAL
X1182	Project Coordinator - Aviation	BELT,BRYAN M
5330	Senior Accountant	HOOVER,HERBERT J
X1186	Senior Airport Duty Manager	STEPHENS,CRAIG
5350	Sr Aviation System Technician	KONKOL,WILLIAM A
3659	Sr Building Equipment Operator	BLAIR,FRANCIS M
3659	Sr Building Equipment Operator	PERKINS,DONALD R
3659	Sr Building Equipment Operator	QUICK,DAMON J

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

For more information on this and other agenda items, please call the City Clerk’s Office at 515-283-4209 or visit the Clerk’s Office on the second floor of City Hall, 400 Robert D. Ray Drive. Council agendas are available to the public at the City Clerk’s Office on Thursday afternoon preceding Monday’s Council meeting. Citizens can also request to receive meeting notices and agendas by email by calling the Clerk’s Office or sending their request via email to cityclerk@dmgov.org.