

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date: February 27, 2012
	Agenda Item No. 44C Roll Call No. [_____] Communication No. <u>12-082</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 ten (10) positions including the issuance of appropriate layoff notices.

FISCAL IMPACT:

Amount: This action is part of the budget process to reduce expenditures by \$4,300,000

Funding Source: Expense reductions occurred in all departmental operating budgets. The funding sources specific to these laid-off employees are FIR040700, PKS010400, PKS040700, PWK077009, and PWK070400

ADDITIONAL INFORMATION:

As part of the process to balance the budget for fiscal years 2013 and 2014, Department Directors submitted budget reduction proposals for their departments. Included in these proposals was the diminution of 42 positions, of which 32 were occupied. Since then, through attrition and promotional opportunities for at-risk positions, the number of required civil service employee lay-offs has decreased to ten.

The classifications, department and names of the ten employees subject to lay-off are: Cemetery Maintenance Leaders in the Park and Recreation Department Alphonso Morano, Deanna Clausen, John Morrow; Semi-Skilled Worker in the Park and Recreation Department Charles Cupp; Senior Fire Medics in the Fire Department Chris Clement and Paul Storbeck; Street Sweeper Operators in the Public Works Department Justin Maschke and Lonnie Shannon; Cement Finisher in Public Works Curtis Moore; and Truck Driver in Public Works Paul Sondall.

The lay-off date for these ten employees is no sooner than April 1 and no later than June 30, 2012. Efforts have been made to minimize the number of employees who actually lose City employment because of the diminution of these ten positions. At this time, due to pending retirements and unfilled positions, involuntary separations will not be required. Also, per an agreement with Fire Local 4 and the Central Iowa Public Employees Council, employees bumped into lower classifications will not suffer a loss in pay. Their pay will be frozen at their current rate until the pay of their new range catches up to their frozen rate.

This action is pursuant to Chapter 400 (Civil Service) of the Code of Iowa.

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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