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Date ......February 9, 2009........

Recommendation from the City Council Employee Evaluation Sub-Committee regarding Bruce Bergman, City Attorney.

Moved by _____ to

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE				
COLEMAN				
HENSLEY				
KIERNAN				
MAHAFFEY				
MEYER				
VLASSIS				
TOTAL				
MOTION CARRIED			APPROVED	

_____ **Mayor**

CERTIFICATE

I, DIANE RAUH, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

_____ **City Clerk**

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Rauh, Diane I.

From:	Chris Coleman [chris@dm.bbb.org]
Sent:	Friday, February 06, 2009 1:07 PM
To:	Rauh, Diane I.
Cc:	Chris Coleman (E-mail); mahaffey@aedairy.com; Hensley, Christine
Subject:	City of Des Moines Council Personal Committee Report

Diane: Thank you for assisting the City Council Personnel Committee with an agenda item at Monday's Council meeting.

Our goal has been public notice of the actions we intend to recommend at Monday's meeting. Transparency is our goal. Below is a summary of those actions. Please include this in the Council Packet on Friday.

The Committee will have some additional information for 1) the public and 2) the Council in the form a Presentation and Summary Report on Monday.

The following should accomplish our goal of full discloser of our process and intended recommendations.

Chris Coleman *(on behalf of Christine Hensley, Bob Mahaffey and myself)*

From: Chris Coleman
Sent: Thursday, February 05, 2009 4:47 PM
To: 'Clark, Richard A.'; Bob Mahaffey; Brian Meyer; Chris Coleman; Christine Hensley; Christine Hensley (E-mail 2); Hensley, Christine L.; Frank Cownie; Cownie, Frank; Meyer, Brian J.; Kiernan, Michael J.; Michael Kiernan; Mahaffey, Robert L.; Vlassis, Thomas D.; Tom Vlassis (Home E-mail)
Cc: 'Clark, Richard A.'; 'Rauh, Diane I.'; Simms, Rudy; Bergman, Bruce E.
Subject: City of Des Moines Council Personal Committee Report

On Monday, February 9th, 2009, the Des Moines City Council will receive a report from the City Council Personal Committee regarding the four staff that report directly to the Council. These are:

- **Rick Clark, City Manager**
- **Bruce Bergman, City Attorney**
- **Diane Rauh, City Clerk**
- **Rudy Simms, City Human Rights Director**

The Committee consists of Chris Coleman (Chair), Christine Hensley, and Bob Mahaffey.

The work of the committee included:
- **A Self Evaluation by each employee**
- **A written evaluation opportunity by all seven Councilmembers/Mayor**
- **Community input following a story inviting comments regarding their appraisal**
- **Invitation to commissions to provide input**

Most importantly, the four staff recognizes the serious moment the city finds itself in with a struggling economy, employment concerns inside the city organization and in the city, and with the rising cost of providing city services taking its toll on resident taxpayers.

Our Committee recognizes their understanding and willingness to accept the following recommendation from the Council Personal Committee.

- The Committee will recommend and motion that no salary or benefit increase be extended to these four city employees. It is imperative to the committee that Council, City Staff and our citizens understand that this is in no way a reflection of their work and commitment to the city. We are happy with their work and leadership. This, however, reflects the reality of the times. While city positions are being eliminated, we recommend eliminating all increase in their compensation for 2009.

The Council Personal Committee will also recommend action related to Council Compensation. As we have asked City Management to lead by example with no increase in compensation, our role as Council requires us to lead by example as well. Not only will no increase recommended for Council compensation (there has been no increase for four years), the Committee recommend:

- Council Members and Mayor receive a 3% decrease in pay at the soonest possible time in accordance with state law. This amounts to the equivalent of a 10-day furlough. This decrease will be in affect until Council takes public action to revert to current levels at such time the economy improves and city finances are solidified. The Committee recognizes this is a meager amount compared to the city budget. Rather, this action is intended to demonstrate our leadership in times that so many of our citizens and employees are struggling and vulnerable.
- State law requires "changes in compensation" to be affective only after a city council election for such seats. This means the action we take on Monday will be affective on January 1st, 2010. (I suspect this was instituted by the legislature with the belief that only increases would ever be enacted). This also means the reduction for the Mayor's position will be affective after the next election (2011) on January 1, 2012.
- The Council created a policy nearly six years ago, at the request of a councilmember, to allow any council member the option for foregoing any benefit (salary, health, retirement, etc) upon their request. While no Councilmember has exercised this option, it remains available to all council members.

I look forward to making two motions Monday:
- To move and resolve the Council's appreciation for our four city staff's acceptance of no change in compensation in 2009.
- To adjust the compensation of Council members with a 3% decrease in salary affective at the soonest legal date.

I know I speak for Mr. Mahaffey and Mrs. Hensley when I say we are honored to serve on the committee. It is very important work and we take it seriously. The closed door sessions are engaging, constructive, and

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tough.   Our report at Monday's meeting will summarize the accomplishments, qualities and goals for improvement for 2009 for the employees.

Thank you for allowing us to serve the citizens of Des Moines in this capacity.

Chris Coleman – on behalf of Christine Hensley, Bob Mahaffey and myself