

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date: October 22, 2012
	Agenda Item No. 47 Roll Call No. <u>12-1670</u> Communication No. <u>12-555</u> Submitted by: Ben Page, Interim Parks and Recreation Director

AGENDA HEADING:

Approving Park and Recreation Department reduction of staff.

SYNOPSIS:

Approve and authorize the City Manager to implement the diminution of twelve (12) positions including the issuance of appropriate layoff notices to nine (9) staff in the Park and Recreation Department.

FISCAL IMPACT:

Amount: \$227,840 remaining for the April through June 2013 portion of the FY13 budgeted amount of \$531,627.

Funding Source: FY2013 Operating Budget, GE001 PKS041300, PKS070300 and PKS070400.

ADDITIONAL INFORMATION:

For several years the City Aviation and Park and Recreation Departments (Parks) have had an arrangement whereby twelve Park and Aviation Maintenance Technician (PAMTech) positions were shared between the two (2) departments, with staff working the seven (7) months from April through October in Parks and the five (5) months from November through May at the Airport, mainly for snow duty. On August 6, 2012, the Des Moines Airport Authority notified the City of the following: “After careful consideration, we have determined that the Airport will no longer require the services of PAMTechs”. We have reduced the area for which the Airport is responsible to remove snow and have determined we can accomplish snow removal with our full-time Field Workers beginning this fall.”

This eliminated the efficiency of and full funding for the twelve full-time year-round PAMTech positions. Since then, through attrition and promotional opportunities for at-risk positions, the number of required civil service employee lay-offs has decreased from twelve to nine. Per an agreement with 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. The names of the remaining nine (9) PAMTechs to be laid off by this action are: Brian Davis, Wendy Forney, Jason Johnson, Mark Kopp, Gary Kruse, Tom McDermott, Ronald Stephan, Dennis Streyfeller and Suzette Wheeler.

The PAMTechs would ordinarily work at Parks through October; however, the City Manager has approved extending the termination date and holding the nine affected employees over in Parks to

increase their opportunity for full-time placement within City employment in positions for which they are qualified. The extended lay-off date for these nine (9) employees will therefore be March 29, 2013. Expense of this extension for the diminishing number of employees in need of it will be paid with FY 2013 April through June quarter funding for the PAMTechs and from various Parks departmental operating budgets. The fiscal impact per employee holding the PAMTech position until March 31, 2013 is \$31,644, which would total \$284,800 if all nine employees remain in Parks until the termination date; the April-June 2013 allocation for the positions was \$227,840.

Efforts have been and will continue to be made to minimize the number of employees who actually lose City employment because of the diminution of these nine positions. Seasonal seven-month park maintenance positions begin on April 1; any PAMTech staff remaining at that time will receive priority in being hired for those positions, further affording them opportunity for continuous employment.

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

Because work accomplished by the PAMTech staff still exists for the Park and Recreation Department, staff is working with the City Manager to reallocate FY 2014 approved budget funding dedicated to the Parks portion of these part-time positions to a combination of new, albeit fewer full-time and part-time seasonal park maintenance positions.

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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