

**Date** September 14, 2020

**RECEIPT OF REPORT FROM CHAIR OF PERSONNEL SUBCOMMITTEE  
AND APPROVAL OF RECOMMENDATIONS CONTAINED THEREIN**

WHEREAS, the Des Moines City Council’s Personnel Subcommittee has convened pursuant to Iowa Code Section 21.9 to evaluate the employment conditions of the City Manager, the City Attorney, and the City Clerk; and

WHEREAS, the Chair of the Subcommittee has submitted a report and recommendations concerning Council’s direct reports to the City Council for submission in the direct reports’ personnel files; and

WHEREAS, said report contains recommendations concerning the compensation of such direct reports and Council has determined it is in the best interests of the City of Des Moines to accept such recommendations, including the same general wage increase as that received by SPM employees, and the same compensation as in previous years with the exception of an increase in the amount of the car allowance for the City Clerk to \$500 per month, the same as the previous City Clerk, an increase in the ability of the City Manager to tender up to three weeks of vacation per year, up from two weeks per year, and an extension of one year to the retention bonus program offered the City Manager and City Attorney, to 2025 under the same provisions currently in place, all other aspects of compensation and benefits to continue as administered in the past at the existing rates.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Des Moines, Iowa that it hereby approves and adopts the recommendations of the City Council’s Personnel Subcommittee and the Finance and Human Resources Departments are hereby directed to implement such recommendations and direction contained therein and as explained above without further action of Council, but only after provision of notice to the Chair of the Personnel Committee.

Moved by \_\_\_\_\_ to adopt.

APPROVED AS TO FORM:

/s/ Lawrence R. McDowell  
Lawrence R. McDowell  
Deputy City Attorney

| COUNCIL ACTION | YEAS | NAYS | PASS | ABSENT |
|----------------|------|------|------|--------|
| COWNIE         |      |      |      |        |
| BOESEN         |      |      |      |        |
| COLEMAN        |      |      |      |        |
| GATTO          |      |      |      |        |
| GRAY           |      |      |      |        |
| MANDELBAUM     |      |      |      |        |
| WESTERGAARD    |      |      |      |        |
| <b>TOTAL</b>   |      |      |      |        |

**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.

MOTION CARRIED APPROVED

\_\_\_\_\_ Mayor

\_\_\_\_\_ City Clerk