

## RESOLUTION NO. 1341

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DES MOINES, WASHINGTON**, discontinuing Council-mandated furloughs for all non-represented regular employees, limiting furloughs to 48 total hours per affected full-time employee, and prorated furlough hours for part-time employees according to hours worked per affected employee, for year 2016; and superseding Resolution No. 1324.

**WHEREAS**, because the City was experiencing a significant budget shortfall and needed to take cost savings measures to ensure the City's ongoing ability to meet its financial obligations, the Des Moines City Council passed Resolution No. 1324 on February 11, 2016, implementing mandatory furloughs for non-represented regular employees from March 2016 through December 2016, and

**WHEREAS**, the City's non-represented employees exclude all those who are represented by labor organizations, specifically, the International Association of Machinists District 160, Teamsters Local 763, Des Moines Police Guild, and Des Moines Police Management Association, and

**WHEREAS**, the City's non-represented regular employees fall into three groups; the General Employees, those who are eligible for overtime compensation under the Fair Labor Standards Act (FLSA), the Exempt Employees, those who are exempt under the FLSA; and the remaining exempt employees group known as the Directors, which for purposes of this Resolution consists of all department heads, the Assistant City Manager and the City Manager, and

**WHEREAS**, the City Council has determined that a budget shortfall is no longer an issue for 2016 due to incoming revenues being higher than anticipated; and it is no longer necessary to continue the mandatory furlough closure days to meet financial obligations for 2016, and

**WHEREAS**, the City Council considers it in the best public interest to discontinue furlough closure days, providing that each regular full-time employee takes a total of 48 furlough hours, and prorated hours for each regular part-time employees dependent upon hours worked, for the year 2016; now therefore,

### **THE CITY COUNCIL OF THE CITY OF DES MOINES RESOLVES AS FOLLOWS:**

**Sec. 1.** Resolution No. 1324 is superseded by this Resolution.

**Sec. 2.** The City shut down its facilities for one mandated furlough day each month from March through August, 2016.

**Sec. 3.** Such monthly furlough closures shall cease, such that mandated furloughs for all non-represented regular employees shall be limited to 48 hours per full-time employee, and prorated hours for part-time employees according to hours worked per affected employee, for year 2016.

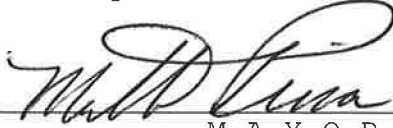
**Sec. 4.** Those employees who have not yet taken their individual share of furlough hours as set forth in section 3 shall continue to do so until reaching such limit, continuing with their earlier choice of either:

- (1) Unpaid furlough hours; or
- (2) Paid furlough hours with a benefit reduction equal to the savings the City would have experienced, including wage-related costs and benefits, had the employee taken 48 unpaid furlough hours if full-time, or prorated hours if part-time.

**Sec. 5.** Where a conflict exists between the terms of this Resolution and the Des Moines Personnel Manual, this Resolution shall control.

**Sec. 6.** Any acts consistent with the authority and prior to the effective date of this Resolution are hereby ratified and confirmed.

**ADOPTED BY** the City Council of the City of Des Moines, Washington this 8th day of September, 2016 and signed in authentication thereof this 8th day of September, 2016.

  
M A Y O R

APPROVED AS TO FORM:

  
Interim City Attorney

ATTEST:

  
City Clerk