

From: David Neeley
Sent: Thursday, August 02, 2012 9:34 AM
To: City Staff
Subject: Important message from the City Manager

All:

As we prepare to submit the proposed Fiscal Year 2013 Budget to the City Council next week, we are announcing this morning that ten positions, some of which are filled, will not be funded in that budget.

We are announcing this today so that management, Human Resources and the adversely affected employees can work through various options and scenarios prior to the end of the current fiscal year. Some of the employees will be offered transfers to other vacant positions in the organization or allowed to retire if they choose that option. Unfortunately, this is not possible for all who are impacted by this reduction – though we will strive to find those individuals other opportunities with the city and will provide outside employment assistance.

These occasions are very distressing not only for those who are directly affected, but also for coworkers and friends. It is important that you understand the cuts that have been made, both this year and last, were not targeted at any particular department or individual employee, nor were they indicative of job performance or service quality; rather, they are the result of a process that requires us to look at all options to improve efficiency and reduce costs – even as we begin to emerge from the very difficult economic climate experienced over the last few years. The actions taken today as well as other proposals in the budget are intended to better the city's fiscal condition for 2013 and beyond.

As I committed to you earlier this year, I will continue to keep you informed regarding the various proposals in the budget that may affect city employees ahead of the presentation to the Council next week.

I regret having to relay this unpleasant, but necessary message – but know that I appreciate all that you do.

David