Roll Call Number

Agenda Item Number

57

Date SEPTEMBER 14, 2026

APPROVING REDUCTION IN FORCE AND RECOMMENDATIONS

WHEREAS, several recent state legislative changes, with a property tax growth cap being the most significant, have combined to create an estimated budget gap of $12 million for FY2028 and an additional $5 million for FY2029; and

WHEREAS, the City Manager and the City Council undertook a detailed and transparent process, involving the City's residents, community stakeholders and City staff in evaluating budget and service cuts for the upcoming FY2028 and FY2029 budgets; and,

WHEREAS, to reduce the budget gap, the City Manager is recommending, in an initial package, the diminution of 43 positions. This includes 28 positions that are vacant and 15 positions which are occupied; and

WHEREAS, the departments and classifications of the 15 occupied positions where employees are subject to layoffs are 1 Government Relations Manager in the City Manager's Office, 1 Affordable Housing Program Manager and 1 Neighborhood Inspections Assistant in the Neighborhood Services Department, 3 Park and Cemetery Maintenance Workers in the Parks and Recreation Department, 1 Community Impact and Relations Director, 1 Human Rights Specialist, and 1 Civil and Human Rights Administrative Assistant in the Community Impact and Relations Department, 2 Combination Inspectors in the Development Services Department, 2 Business Analysts, 1 IT Chief of Enterprise Architecture, and 1 Enterprise Applications Analyst in the Information Technology Department; and

WHEREAS, some of these employees are civil service employees pursuant to Iowa Code Chapter 400; and

WHEREAS, Section 400.28 of the Iowa Code authorizes the City Council to reduce the number of employees in a classification and that action does not give rise to an appeal challenging that action before the civil service commission; and

WHEREAS, it is anticipated that the lay-off date for the positions shall be no later than November 2026; and

WHEREAS, such a reduction is necessary in order to reduce the budget gap.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Des Moines, Iowa:

The public interest requires a staff diminution as described in the attached City Council Communication and the employees in such classifications are reduced from such classification.

BE IT FURTHER RESOLVED by the City Council**,** that the City Manager's recommendation on programmatic services and operations and his recommendations on revenue generation that were contained in his report and presentation to the City Council on August 26, 2026 are approved.

Approved as to Form:
/s/ Meg Norberg
Meg Norberg
Deputy City Attorney

COUNCIL COMMUNICATION

CITY OF DES MOINES CITY MANAGER'S OFFICE	Meeting:	**September 14, 2026**	
	Agenda Item:	**57**	Roll Call:
	Submitted by:	**Scott Sanders, City Manager**	

AGENDA HEADING:

Approving recommendations on programmatic services and operations and on revenue generation.

SYNOPSIS:

Approval of the City Manager's recommendation on programmatic services and operations and his recommendations on revenue generation that were contained in his report and presentation to the City Council on August 26, 2026 including the issuance of appropriate layoff notices.

FISCAL IMPACT:

Amount: This action is part of the budget process to reduce expenditures by $5,490,000

Funding Source: Expense reductions and revenue generation are in the general fund operating budgets of the affected departments

ADDITIONAL INFORMATION:

- Over the past several months, our City has been discussing the challenges of this current budget cycle – one in which the effects of several state legislative changes, with property taxes being the most significant, have combined to create an estimated budget gap of $12 million for FY2028 and an additional $5 million for FY2029.

- This year's budget process has been intentionally designed to provide increased transparency and input from both the public and our City of Des Moines team. With this goal in mind, we've spent months working through difficult conversations to find solutions that have the least impact on service levels and our staff while closing our budget gap.

- In order to reduce the budget gap, the City Manager presented an initial package of recommendations to City Council on August 26, 2026 on programmatic services and operations and revenue generation. This package included the diminution of 43 positions; 28 positions that are vacant and 15 positions which are occupied.

- The departments and classifications of the 15 occupied positions where employees are subject to layoffs are:
    - One (1) Government Relations Manager in the City Manager's Office
    - One (1) Affordable Housing Program Manager and One (1) Neighborhood Inspections Assistant in the Neighborhood Services Department
    - Three (3) Park and Cemetery Maintenance Workers in the Parks and Recreation Department
    - One (1) Community Impact and Relations Director, One (1) Human Rights Specialist, and One (1) Civil and Human Rights Administrative Assistant in the Community Impact and Relations Department
    - Two (2) Combination Inspectors in the Development Services Department
    - Two (2) Business Analysts, One (1) IT Chief of Enterprise Architecture, and One (1) Enterprise Applications Analyst in the Information Technology Department

- The affected employees have been notified of this recommendation, relieved of their duties, and offered a separation package. If this recommendation is approved and the employees do not accept the separation agreement, they will be notified of the layoff of their position to be effective no later than November 2026.

PREVIOUS COUNCIL ACTION(S): NONE

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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