

**Special Meeting Workshop
City Hall, Cherokee, Iowa
September 30, 2014 – 5:30 P.M.**

A special meeting workshop was called to order on this date by Mayor Murphy. Present: Council member Johnson, Brown, Miller, Pingel, Peck, City Attorney Miller, Administrator Eikmeier, Clerk-Treasurer Taylor.

This workshop was called to continue discussion on a possible reorganization plan to offset Tyson revenue loss. The plan focuses on consolidation of several departments into a Public Works Department. Department Heads were asked to respond to three questions: Do you believe consolidation can be an effective means of delivery of services and what are the biggest obstacles to its success? Are there alternative means of reducing costs while still delivering effective services that have not been proposed but should be considered? How will the proposed consolidation affect the Dept. Head personally and will the proposed early retirement incentive apply to the Dept. Head? Department Heads from the Street, Sewer, Water, and Park departments were present to speak with the council. For the most part, they all feel consolidation would work, but that there would be an adjustment period; and they commented that they have good employees who have the knowledge to do the job and are confident things will continue to run smoothly. Some obstacles mentioned would be finding a qualified person for the position; replacing the required Grade 4 operator in the sewer department; and falling behind on water related projects. Other than having all departments go through their budgets to try to cut expenses, none of the Dept. Heads had any alternative means of reducing costs while still delivering effective services. In the matter of the proposed early retirement incentives, of the four Dept. Heads, one isn't yet eligible for IPERS, one isn't at an age where he is looking to retire, and the other two would be interested in the incentives. Some of the council's questions were how much time each Dept. Head spends on administrative duties and how much manpower will be saved by not having to operate the industrial plant. Their concerns were losing the knowledge the current Dept. Heads have and finding a qualified person for the Public Works Director position. The Mayor said that the City wants to make this decision with the employees' input, not arbitrarily. This is a challenge for everyone involved. They will continue to look at all budgets and get as much information as possible to make a decision. The council will continue talk with the Department Heads.

The meeting was adjourned at 6:30 p.m.

News media – KCAU TV.

Mark Murphy – Mayor

ATTEST:

Debra Taylor
City Clerk-Treasurer