

From: [Neukirch, Ghida](#)
To: [All Users](#)
Subject: From City Manager Neukirch
Date: Tuesday, September 8, 2020 5:18:43 PM
Attachments:

Dear Colleagues,

Today was a very difficult day for the City. As you know, the COVID-19 pandemic has had a significant impact on organizations and individuals. Since the onset of the pandemic, our organization has worked tirelessly to manage continued operations, serve the public and reduce our expenses in light of tremendous declines in revenue. I applaud everyone in our organization for your continued professionalism, exceptional service and support of each other.

The layoffs of several positions in our organization today were necessary after a variety of initiatives were undertaken to reduce our expenses. This decision was made after much assessment and evaluation, and after numerous other actions were undertaken to reduce expenses including maintaining vacant positions after retirements/resignations, furloughs by management personnel, drawdown of fund balances and reduced operating and capital expenses.

We are in the midst of developing the Fiscal Year 2021 Budget and thus far the proposed budget is balanced. In order to present a balanced budget, we are planning to maintain vacant positions in all departments while continuing with services that are core to our mission. I do not anticipate the need for any further layoffs or staffing related impacts provided our revenue and expenditures continue to stay on track with our estimates and projections. In the event our revenues exceed projections, we will reconsider filling positions based on a thorough review of organization and community needs and position responsibilities.

Although we have reduced services and initiatives, I understand that reduced staffing has an impact on the balance of the organization. I encourage you to stay in communication with your supervisor as we balance workloads and continue to manage our responsibilities.

If you have questions after the meetings that took place today, please don't hesitate to contact your supervisor, HR Manager Taub or me. Please remember that the Employee Assistance Program is available if you or a colleague in the organization wishes to talk to someone about a professional or personal matter.

Our organization employs smart, hardworking, professional individuals and I am confident that we will get through these challenging times. Thank you for your understanding, and continued best wishes to you and your family for good health.

Ghida S. Neukirch, CM
City Manager



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